

Civil Service LEADER

America's Largest Weekly for Public Employees

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Committee Reports

See Page 14

Half-Pay Retirement Bill Is Winning In Legislature

Salary Reallocation Bill Introduced

Correction Officers Win Again On Reallocations

ALBANY — A salary reallocation fight by the Civil Service Employees Assn. for the State's 4,000 Correction Officers — which actually began more than five years ago — reached another cross-roads last week with the approval by the State Civil Service Commission of a one-grade reallocation.

A final decision on the reallocations, however, lies with the State Budget Director, T. Norman Hurd, from whom CSEA expects an early decision.

In a related action the Commission announced it had deferred action on CSEA requests for reallocation of titles within the Long Island Park Commission, including traffic and park officers, and within the State Power Plant series. No date was indicated when decisions on the requests would be forthcoming.

The reallocation extends to Correction Officers, Correction Hospital Officers and Correction Youth Camp Officers.

The Employees Association, which had called for reallocation from grade 11 to grade 14, had appealed to the Commission last August from a denial by the Division of Classification and Compensation. The Commission's decision had been pending since its hearing on the appeal last September.

CSEA's request had the full support of Correction Commissioner Paul McGinnis, as well as that of

various other groups and individuals, including Dr. Egon Plager, a prominent sociologist and penologist and a professor at Siena College in Loudonville.

A decision by the Commission had been expected last January. When it was not forthcoming,

CSEA protested vigorously and was assured the decision would be made prior to April, the beginning of the State's fiscal year.

In 1962, after a wait of several months, the Budget Director disapproved a Commission decision

(Continued on Page 16)

Nassau County Chapter Submits 9 Point Program For '66 Employee Benefits

MINEOLA — The 1966 program of the Nassau County chapter, Civil Service Employees Assn. has been submitted to County Executive Eugene Nickerson and Ralph Caso, chairman of the Board of Supervisors, according to Irving Flumenbaum, chapter president.

The program, as submitted to the County officials, follows:

- 25-year pension plan at guaranteed half-pay.
- True longevity, i.e.; after ten years of service and an additional longevity increment after 15 years of service.
- Pay accumulated sick leave

upon retirement or separation from service.

- A fully non-contributory retirement system.
- Unemployment insurance.
- Premium pay for overtime and night work.
- On promotion, employee to go

(Continued on Page 16)

BULLETIN

The Smithtown Central School District Unit No. 1 of the Suffolk Chapter Civil Service Employees Assn. has been officially recognized by the Smithtown Board of Education as the official representative for non-teaching employees of that township's school system, it was learned at Leader press time. Mrs. Violet Krispien, Unit president, indicated that the move for official recognition was adopted by the Smithtown Board recently. Unit No. 1 represents cafeteria, clerical and custodial workers in the Smithtown School District. The results of salary and fringe benefit negotiations, which are completed, have yet to be announced.

Measure Receiving Bipartisan Action

ALBANY—A bill that would guarantee State employee members of the State Retirement System half pay retirement after 30 years of service has passed the Assembly and is receiving bi-partisan support in the Senate, it was learned

at Leader press time. Further, the bill would make this benefit permissively available for employees in political subdivisions.

The measure, sponsored by Comptroller Arthur Levitt and strongly supported by the Civil Service Employees Assn., would also increase the maximum death benefit from two to three years salary.

The bill was introduced in the Legislature by Sen. Norman F. Lent (R-Nassau) and Sen. Edward F. Lentol (D-Kings) and Assemblyman Harvey Lifset (D-Albany), who is chairman of the Assembly Ways & Means Committee

Meanwhile, both houses have approved legislation that would:

- Continue for another year the present eight-percent retirement plan.
- Renew the current non-contributory retirement plan.
- Reopen the 55-year retirement plan.
- Extend the increase in the ordinary death benefit.
- Provide special interest to members of the Retirement System.

Action on Other Bills

Other CSEA-sponsored legislation also was receiving action in the Legislature. The Assembly

has passed and sent to the Senate a bill that would provide independent hearing officers for disciplinary hearings instead of department officials.

The Governor now has before him a bill that would liberalize the State Correction Officers' 25-year, half-pay retirement plan. The bill, introduced for CSEA by Attorney General Louis Lefkowitz and sponsored by Sen. R. Watson Pomeroy (R-Columbia) and Assemblyman Willis H. Stephens (R-Dutchess) reopens the plan through Sept. 1, 1966; gives full credit for all military service after World War I which interrupted State service; computes service credit earned in both the uniformed and non-uniformed ranks, and credits previous service rendered by uniform personnel under titles formerly used to designate present titles. The bill also re-

(Continued on Page 16)

Don't Repeat This!

Legislature Giving Civil Service Bills Bipartisan Support

LAST week this column noted that State Senators and Assemblymen of both major political parties in the Legislature showed their cordiality toward public employees by not excising any major civil service appropriations from Governor Rockefeller's proposed budget. A survey among employee organizations in the City and State shows that they are getting bipartisan support on a large number of other measures this year as well.

The Civil Service Employees Assn., for instance, won one piece (Continued on Page 6)



WINNERS — The four Miss Civil Service queens selected by the judges during Civil Service Day ceremonies last year displayed their trophies to the Leader cameraman for the occasion. Left to right are: Karen Jean Robak, Miss State Civil Service; Regina Malinowski, Miss Federal Civil Service; Care Thoresen, Miss Local Government Civil Service and JoAnn Manger, Miss City Civil Service. The Leader is now looking for Miss Civil Service of 1966 in each of the four sections of public employment. (See story on Page 13.)

'Night In Venice' Is Theme Of Feily Testimonial Dinner

"A Night In Venice" will be the theme of a testimonial dinner to Joseph F. Feily, president of the Civil Service Employees Assn., being sponsored by the CSEA Metropolitan and Southern Conferences at the Concord Hotel.

The Venetian motif will be featured in the decorations of the evening and the menu will be Italian. Joseph F. Murphy, president of the State Tax Commission, will present Feily with an appropriate memento from the two Conferences.

The CSEA president is being honored for outstanding leader- (Continued on Page 14)

Scandinavian And Open For Bookings Grand Tours Now

A tour of Scandinavia and a Grand Tour of Europe will both depart on July 19 for 22 days each and are open for bookings now to Civil Service Employees Assn. members, their families and friends.

The north country program will offer visits to Holland, Denmark, Sweden and Norway and will also include a visit to England and Scotland. In addition to visiting Scandinavian capitals of Copenhagen, Oslo and Stockholm there will be the popular three-day journey among the fjords of Norway. A full program of sightseeing in the other cities of Amsterdam, London and Edinburgh is also included.

Total price of the Scandinavian tour is \$899 and includes round trip jet air fare, all hotel rooms, most meals, sightseeing, land transportation, porter and guide service.

Grand Tour

The Grand Tour of Europe is designed especially for persons visiting abroad the first time. It will take CSEA members to Holland, Switzerland, Italy, France and England and offer scenery

ranging from the Alps of Switzerland to the canals of Venice. Also included are visits to Rome, the French Riviera, Paris, London and Amsterdam. Total price is \$835 and includes all items mentioned for the Scandinavian Tour.

Application for either vacation trip may be had by writing to Claude Rowell, 64 Langslow St., Rochester, N.Y.

Teddy Bears Up, 45 Years Is Plenty

Otto H. Theodore, associate accountant in The State Insurance Fund, is retiring on April 15, 1966 after 45½ years of State service.

Theodore, called "Teddy" by his associates, entered the employ of The State Insurance Fund on Oct. 6, 1920, as a bookkeeper, and rose to the position of associate accountant in the Department of Accounts and Finance, where he was responsible for the preparation of the annual statements and reports submitted to the Superintendent of Insurance.

A member of the Civil Service Employees Assn. since its organization, Theodore was a member of the State Fund chapter, and was also treasurer of the Federal Security Credit Union for many years. He is being tendered a retirement dinner and dance at the Hotel Governor Clinton on April 13.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Dean of 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.

PR Is Everyone's Job

IN PUBLIC RELATIONS, there is no such thing as separating one segment from the whole apple. Even the smallest slice of the apple counts.

TO PUT IT IN more practical terms: the courteous helpfulness of the State Trooper on the N.Y. Thruway near Albany, rubs off on the State Trooper patrolling the back roads of the State near Malone.

THERE IS NO such thing as good public relations for any State agency unless everyone in the agency from the office boy to the commissioner has contributed to good public relations.

THIS IS THE major thesis of "You Are In Public Relations", a new Employee Reading Rack booklet written by Philip Lesley of Chicago, an outstanding public relations professional and editor of "Public Relations Handbook."

PUBLISHED BY National Research Bureau, Inc. of Chicago, Mr. Lesley's booklet will give 100,000 or more employees of industrial establishments around the United States a highly informative insight into their role in the overall public relations process involving their employer.

TRUE THAT THIS booklet is geared to the employee in private industry, but with the exception of substitution of a few words, the booklet is equally appropriate for all civil servants. In fact, it is more appropriate because—as we've said many times before—government is bigger business than big business.

THUS, AS I quote from Mr. Lesley, please insert your appropriate identification as an employee of a government department, public authority, etc. And so to Mr. Lesley:

"SINCE EVERYTHING an organization does has an effect on what people think of it, you are a spearhead of PR for every organization to which you belong.

"EVERYTIME YOU meet someone, you're a representative of your club, your church, your

(Continued on Page 7)

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It's easier than you think to qualify for a special state-issued diploma that is generally accepted by private business and Civil Service as the equivalent of a regular full four-year high school diploma. It's known as a High School Equivalency Diploma. Thousands have already received theirs and moved up to jobs that pay \$25 to \$50 week more. You can do it, too.

There is a study program to help prepare you to pass the exam that can put the High School Equivalency Diploma in your hands in less time than you think. If you're 17 or over, you may obtain this program through the National School of Home Study, licensed by the N.Y. State Department of Education and chartered by the Board of Regents. It can be completed in your spare time at home.

For a FREE HOME STUDY HIGH SCHOOL BOOKLET, Call OR 7-7390 in N.Y. or 201-BI 2-6100 in N.J. or write to:
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NEW MEMBER — Phillip Bell, left, president of the Broome County Civil Service Employees Assn. chapter, and Douglas L. Bentley, membership committee chairman sign up Cecilia W. Casey as 75th new member in the chapter's campaign for new members. The goal of 200 new members would put the Broome chapter's strength at 750.

Broome County Chapter Sets Membership Goal Of 750; Drive Continues Through April

BINGHAMTON — The Broome County chapter of the Civil Service Employees Assn. is shooting for 200 new members in a two-month-long membership campaign.

The chapter began this month with about 550 members. By March 18, workers in the membership drive had signed up 75 new members.

Broome County has about 1,100 full-time employees.

The membership campaign started March 1 with an organizational meeting at which representatives of each county department were briefed on the goals and procedures.

Each representative will personally contact all employees in his department, according to Douglas L. Bentley, chairman of the membership committee.

Every new member will receive a free ticket to a dinner-dance April 30 which will climax the campaign.

The dinner will be at 7 p.m. in the Vestal American Legion at which Leon Braun, State deputy comptroller, will be guest speaker.

Capital District Conf. To Honor Past Presidents

ALBANY—A dinner honoring former presidents of the Capital District Conference, Civil Service Employees Assn., and past presidents of member chapters, will be held on Monday evening, April 18, according to Margaret Fleming, second vice-president and chairman of the Special Past Presidents Night Committee.

Raphael's Restaurant, on Route 9, the Albany-Saratoga Road, has been chosen as the site of the festivities and the evening will start with a social hour from 6:30 p.m. to 7:30 p.m. Dinner will be at 7:30 p.m. and will be followed by entertainment and dancing.

Reservations will be made through the individual chapters and must be transmitted to Miss Fleming by April 8, the closing date for reservations, at GR 4-3446. Assisting Miss Fleming will be Mrs. Mary Hart, chairman of the social committee, Mildred Fuller, chairman of the activities committee and A Victor Costa, conference president.

He will discuss State retirement benefits.

Bentley, a member of the Board of Directors of the County chapter, said he believes the CSEA membership workers can meet the goal.

"Everything is going well now," he said. "I think we are going to have 750 members by the end of April."

Discuss Advancing Travel Expenses To State Employees

"Representatives of the Civil Service Employees Assn. led by Chairman Roy MacKay of the Subsistence and Mileage Committee met with the State's Interdepartmental Committee on Travel Rules, March 22, 1966. The Interdepartmental Committee is made up of representatives from the Department of Audit and Control, the Budget, and the Civil Service Department.

"High on the agenda for discussion was the proposal for advancing expense money to travelers on State business. The Association introduced this proposal.

"The representatives also considered delegate resolutions which include increases in mileage and subsistence allowances.

"Representatives of the Association expressed concern over the length of time to process expense vouchers and sought modification of the present interpretation of the Comptroller's Travel Rules so that the traveler would be reimbursed for mileage expenses from the actual point of origin for his trip.

"Chairman MacKay told the Civil Service Leader that he planned further meetings with the Interdepartmental Committee after he had had an opportunity to meet with his own Special Subsistence and Mileage Committee early in April."

Subway Strike Aftermath

Federal Legislation Expected On Local Utilities Walkouts

By JAMES F. O'HANLON

Is a strike against a local government, particularly a strike after the fashion of this January's New York City subway walkout, a threat to the national interest and therefore liable to intervention by the Federal government? This question may soon become the focal point of a national debate if the concern in the Administration and in Congress toward its solution evolves to the voting stage.

During the early days of the New York City transit walkout, despite great interest in Washington, President Johnson appeared satisfied to let the City handle its own problem. Had the strike ended then the President might have been vindicated in his approach—or lack of approach. As the walkout wore on however, it became evident to the Administration that strikes of such a nature, although taking place in areas well out of Federal jurisdiction, pose dangerous threats to the national interest. It was at this time that the President first considered what seems to have lately come out of the cocoon stage ready to emerge as legislation: Federal authority to "deal effectively with strikes that may cause irreparable damage to the national interest."

Reluctance Seen

As a bill, the Administration's proposal calls for the authority to deal effectively with local strikes involving transit facilities in such cases and under special conditions where a broadly de-

finied threat to the national interest is apparent.

The President's bill, which is being held back at its drafting place in the Labor Department waiting for Johnson's go-ahead for launching to Capitol Hill, will be reluctantly received by Congress as any dealings with labor in an election year call for much more than cursory attention. Many legislators feel that, coming on top of a vote against repeal of the section 14b of the Taft-Hartley bill and the rising friction caused by the Administration's wage-guidelines and resistance to labor's minimum wage proposals, a fight on the anti-strike issue could break the back of an already strained labor-majority relationship.

There are others in Congress, however, who feel that now is the time to administer further curbs on union power, while public opinion is aroused by the New York transit strike and the threat of other, similar walkouts and while labor spokesmen around the country are embarrassed by their unsuccessful attempt to have section 14b repealed.

Congress May Act

In at least two cases Congress may not even wait for the Administration bill to appear before

initiating anti-strike legislation. Senator Jacob Javits has proposed an amendment to the Taft-Hartley Law, whereby the bill would be extended to cover strikes involving employees of local transportation, communication and transmission utilities.

Senator George Smathers of Florida has offered a bill calling for a U.S. Court of Labor-Management Relations which would have jurisdiction over emergency strikes.

The legislation to be forwarded by the Labor Department embraces most of the ideas advanced by the Advisory Committee of

(Continued on Page 16)

National Parks & West Coast Tour Now Open

A tour to the West Coast that will feature Yosemite National Park and will offer a side trip to Grand Canyon is now open to members of the Civil Service Employees Assn., their families and friends.

The 15-day journey will leave from New York on two different dates—July 10 and August 14. The program for each tour will be the same. Participants will fly by jet to San Francisco and after a thorough visit of this charming city, depart for Yosemite Park by way of a beautiful scenic route through valleys, forests and the Sierra Nevada Mountains. Accommodations will be in Yosemite Lodge.

From here, travelers will go on to the magnificent Pacific Coast drive to Monterey. After staying here overnight, the journey will continue down the coast through Carmel and San Luis Obispo and then on to Santa Barbara with its famous old missions.

Next stop is Los Angeles sightseeing will include a visit to a movie studio. In addition to other sightseeing, tour members will have some free time to wander on their own.

Wind up of the trip is a visit to Las Vegas, where arrangements can be made for an overnight visit to Grand Canyon. Extensions may also be made for a 6-day trip to Zion National Park, Grand Canyon and Bryce Canyon and Salt Lake City. Price of the extra six days is \$99 a person. Price for the 15-day trip is only \$520 plus tax.

A full description of the Western Tour and the possible extensions can be had by writing to Irving Flaumenbaum, P.O. Box 91, Hempstead, Long Island, N.Y.

Dobbs Nominated For Third Term

The Nominating Committee of the Suffolk County chapter of the Civil Service Employees Assn. has submitted its report for the coming chapter elections and Tom Dobbs has been renominated for a third term as chapter president. Roebert A. Villa has won the committee's nomination for first vice-president.

Eugene J. Gregory, chairman of the nominating committee has submitted a report consisting of two candidates for most of the remaining administrative positions.

William Stoothoof and Louis Pflug have been nominated for second vice-president. In the contest for third vice-president, Paul Wingler and Joseph Vail have been named. Fourth vice-presidential nominees are Norman F. Bohrer and Mabel Sproessig. William Collins was the sole nominee for fifth vice-president.

Other nominees are: corresponding secretary, Harvey Goldberg; executive secretary, Edward Valder; recording secretary, Nancy Schaeffer and Ann Gilly; treasurer, Felix Livingstone; sergeant-at-arms, Norman Flynn and John Panaseny.

Chapter members have been notified that further nominations, which must be accompanied by signatures representing 10 percent of the chapter members, have to be filed by April 15.

N.Y.C. Chapter Nominates Slate

The New York City chapter of the Civil Service Employees Assn. last week adopted the recommendations of its Nominating Committee for a new slate of officers. Seymour Shapiro will be unopposed for president and there will be contests in the offices of second and third vice presidents.

William Berman and Lawrence Newman will face each other in the second vice-presidency race and incumbent Irving Levine will run against Allan Stagg. Other nominees, unopposed, are Albert D'Antoni, first vice-president; Edward S. Azarigian, treasurer; Anne Collins recording secretary; Minna Weckstein, corresponding secretary, and James J. Chiarella, financial secretary.

Conference Proposals

The chapter also voted to submit a list of names to the Metropolitan Conference for consideration for nomination to office in the Conference's forthcoming election. Names suggested were Samuel Emmett, president; Jack Weisz, first vice president; William Roberts, second vice-president; Michael S. Sewek, treasurer, and Adele West, secretary.

Lab Technician In Erie County

Applications are being accepted by the State of New York for positions as laboratory technicians in Erie County. Salary in this job is \$4,895. For further information contact the State Department of Civil Service, the State Campus, Albany.

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U.S. Service News Items

By JAMES F. O'HANLON

Retirement Legislation Comes Well Recommended

The recommendations of President Johnson's committee studying Federal employee retirement, largely overlooked in the activity surrounding the salary provisions of the same legislation proposal to which it is attached, could prove to be of paramount importance to the Federal worker long after the 1965 pay hike is forgotten like some old Big Top's cotton candy.

There are three major recommendations offered by the President's cabinet-level committee. They are:

• Retirement on a full annuity at age 55 with 30 years service, at age 60 with 20 years and at age 62 with five years. The normal retirement age would be 65, with retention on a year-to-year basis permitted up to age 70. Employees with five years of service would have to retire at seventy.

• A guaranteed minimum annuity for government workers set at the level of Social Security benefits. Civil service and foreign service employees, and their survivors would receive retirement benefits at least equal what they would have received if their work had been performed under the Social Security system.

• A transfer of service credits to the Social Security system for government employees who separate, die, become disabled or reach retirement age before qualifying for Federal Civil service or foreign service retirement.

The plan, if it becomes law, is slated to go into effect next Jan. 1, at which time agency and employee contributions to the retirement fund would go up five percent.

FSEE Filing Is Now Open

Applications are being accepted now through April 19 for the Federal Service Entrance Examination. Over 200 kinds of positions are filled through this one exam.

Several thousand appointments are made from this exam through the year.

For further information and applications contact the United States Civil Service Commission, New York Region, 220 East 42 Street, New York City.

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.

CITY

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

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

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

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

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

STATE

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

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

FEDERAL

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

Hours are 8:30 a.m. to 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.

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CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is \$3,500 a year or more may now apply for the new \$100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you \$100 a month after a 30 day waiting period.

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Premiums Over Age 39½	1.02	1.48	1.11	1.60

This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
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3. Or, call your nearest Ter Bush & Powell representative for details.



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State Jobs As —

Stockroom Workers; Filing Closes May 16

The State of New York is accepting applications until May 16 for an examination for stockroom workers. Salary in this job is \$65 per week.

There are no education or experience requirements.

Stockroom workers are eligible for positions as clothing clerk, stores clerk, mail and supply clerk and mechanical stores clerk.

These are not white collar positions and require standing and lifting.

There are vacancies in these jobs throughout the State.

Tests

The written test will have questions concerning recognizing and counting names, numbers, clothing, tools and on following directions.

The written examination is

scheduled for Saturday, June 18 at various locations throughout New York State.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany or the State Office Building, Syracuse Buffalo or New York City, or any local office of the State Employment Service.

Walk-In Tests For Hospital Care Investigator In NYC

The New York City Department of Personnel is accepting applications on March 9, May 31, June 14 and June 28 for examination as hospital care investigator (trainee). This is a new title, which was brought about after negotiations between the Welfare Department and the Social Service Employees Union.

Salary to start is \$6,400 per year.

Tests will be given on the day of filing. Applicants should report to the Department of Personnel, Mezzanine Floor, 40 Worth Street on the day of the test.

Minimum Requirements

Minimum requirements include (a) A baccalaureate degree issued after completion of a four-year course in an accredited college or university; or (b) graduation from a senior high school and four years of program or other appropriate experience in an approved social welfare agency, including service in a hospital setting; or (c) a satisfactory equivalent.

For further information contact the Department of Personnel, Applications Section, 49 Thomas Street.

Under close supervision, receives training and performs beginning level work in conducting investigations in hospitals and other institutions to determine eligibility of indigent persons for medical assistance at public expense; performs related work.

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To Attorney General of the State of New York; Helen Koretos; J. K. Myers, Jr.; Stephen P. Bourexis; Joseph L. Mathias & Sons; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Harry S. Koretos, deceased, and also to Dean Paul Koretos and Kenneth John Koretos, deceased, if living and if dead, to their executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Harry S. Koretos, 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 Harry S. Koretos, deceased, who at the time of his death was a resident of 300 West 17th 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 County of New York, on the 8th day of May, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 14th day of March, in the year of our Lord one thousand nine hundred and sixty-six.

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

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School Secretary Exams Are Given Through June 30

Applications will be accepted until further notice for the examination for substitute licenses for school secretary in the Board of Education. The examinations will be given through June 30, 1966.

This position pays \$4,400 per annum for beginning substitute school secretary and \$4,600 for school secretaries who can perform additional course requirements.

To acquire a substitute license an applicant must have graduated from a four-year high school in addition to having compiled thirty semester hours in courses in education and school records and accounts.

Applicants should have one and one-half years in approved office clerical or secretarial work or one year in clerical or secretarial work as a regularly appointed civil service clerk or stenographer for the Board of Education, or an equivalent or combination thereof.

A baccalaureate degree may be offered in lieu of one-half of the experience requirement.

For information and a complete circular of requirements along with an application form,

please WRITE to the following address, enclosing a large stamped, self-addressed envelope
Information Office, Room 422
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110 Livingston Street
Brooklyn, New York 11201

Casework Supervisor Needed In Suffolk

Suffolk County will accept applications until April 6 for an examination for casework supervisor (PA). Salary in this position is \$304 to \$370 bi-weekly.

For further information and applications contact the Suffolk County Civil Service Commission, Riverhead.

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Paul Kyer, Editor

Joe Dessy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

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TUESDAY, MARCH 29, 1966

Don't Stop Now

WHILE legislation that provides salary increases is about the most dramatic bill for State workers to come into being there are other measures ranking just as high that deserve to be passed.

The Legislature has approved an eight percent salary increase for State workers, which was proposed for them after negotiations between representatives of the Civil Service Employees Assn. and the Rockefeller Administration. But this is not the time to stop working on legislation.

For instance, there are now two bills whose passage should call forth the utmost efforts of public employees, both of them originated by the Employees Association. One of them is a measure that would insure an employee of staying in the same increment level upon promotion, which is practically a raise upon a raise. The importance of this bill passing hardly need be underlined. The second vital piece of legislation would insure half pay retirement after 30 years employment for State workers. This bill is permissive for local subdivisions of government whose employees are members of the State Retirement System.

There is other important legislation still pending. The essential thing to remember is that none of these things become actualities until they are passed by the Legislature and approved by the Governor. The public employee's job of keeping in contact with his legislator is by no means ended.

Don't Repeat This!

(Continued from Page 1)
of major legislation—improvements in the State Correction Officer 25-year, half-pay retirement bill—through the sponsorship of a Republican, Attorney General Louis J. Lefkowitz.

At this writing, another big bill—guaranteed half pay retirement after 30 year's service for State employees who are members of the State Retirement System—has passed the Democratic-dominated Assembly and is getting bipartisan support in the Republican-controlled Senate. The legislation was authored by a Democrat, Comptroller Arthur Levitt.

John Cassesse, president of New York City's Patrolmen's Benevolent Assn., reports that in general, his organization's proposals have been receiving good treatment from both Democrats and Republicans. "And they are being equally bipartisan in attacking some of our other proposals," he joked.

While reporting that bills sponsored by the Uniformed Firemen's Assn. have been undertaken by legislators in both parties with the most cordiality in years, Gerald Ryan, the organization's president, added one note of worry—the delay in getting final passage of these bills because of the pre-

occupation over such pending legislation as Condon - Wadlin changes; Mayor John Lindsay's tax proposals and reapportionment.

With those major hurdles cleared, however, public employees are expecting one of their best sessions in years in terms of truly big gains.

Happy To Talk

Joseph F. Feily, president of the 135,000-member CSEA whose membership ranges from New York City to Buffalo, added this note: "Not only do we find legislators eager to sponsor civil service bills. A good many of them are equally happy to appear before us to express their regard for public employees and to show pride in the number of civil service bills they have sponsored."

All of this shows once again that the big civil service voting bloc in the State—an estimated 20 percent of the electorate—is making a deeper impression on public life each year. Potentially, they represent a voting strength that could elect a governor, a U.S. Senator and a host of other public officials. Both Democrats and Republicans alike are showing their awareness of this fact with increasing attention to the legislative ambitions of public employees.

Shavelson Is Installed As JSEA Pres.

At a special meeting arranged by Morris Solmon, president of the Jewish State Employees Association of N.Y. at the Grand Street Boys clubhouse recently. Philip F. Wexner, chairman of the Unemployment Insurance Appeal Board, recent recipient of the 'Benjamin Potoker Brotherhood Achievement Award' installed Abraham B. Shavelson to a new term as president of J.S.E.A. Also installed were the following officers: vice president Louis Berkower, Sylvia Miller, Dorothy Rapkine, Matilda Goldstein, Rose Strow; treasurer Abraham Garberg; recording secretary, Rose Feuman; corresponding secretary, Lillian Zelman, Hilda Adler; financial secretary, Gladys Stricoff; board of directors; Alfred Grey, honorary chairman; Morris Gimpelson, Samuel Tanenbaum, Philip F. Wexner, Florence Polett, Sylvia Greenbaum, Benjamin Kramer, Mollie Goldstein.

Many of the officers had been re-elected. Rose Strow and Gladys Stricoff will assist with programming special interesting events for the coming seasons. Next regular meeting will be on Wednesday, April 27, at 80 Centre Street, Manhattan, in room 637.

Civil Service Television

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

Sunday, April 3

10:30 p.m.—Viewpoint on Mental Health — "Community Psychiatry." Dr. Louis Linn is Commissioner Marvin Perkins' guest.

Monday, April 4

4:00 p.m.—Around the Clock—New York City Police Training Program. "Public Morals Law Enforcement."

Tuesday, April 5

2:00 p.m. Nursing Today II—"Supervision in Nursing."

4:00 p.m.—Around the Clock—New York City Police Department Training Program: "Public Morals Law Enforcement."

Wednesday, April 6

2:00 p.m.—Nursing Today, II. Repeat.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board.

7:30 p.m.—On the Job—New York City Fire Department training program. "Cardiac Massage."

Thursday, April 7

4:00 p.m.—Around the Clock—New York City Police Department program. Repeat.

10:00 p.m.—Community Action: "Foster Grandparents—New Catholic Charities Project."

Friday, April 8

4:00 p.m.—Around the Clock—New York City Police Department training program: "Public Morals Laws Enforcement."

9:00 p.m.—Courts and Lawyers at Work—"The Right to Trial by Jury."

Saturday, April 9

7:00 p.m.—Community Action. Repeat.

7:30 p.m.—On the Job—New York City Fire Dept. training 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.")

Trial Of The Issue

A RECENT DETERMINATION directs a trial of the issue whether a "unit of appropriation" is available for expenditure for increases in the salaries of probation and parole officers of the City of New York (Matter of Altman (Wagner), Schweitzer, J. Spec. Term, Part I, New York Law Journal, March 15, 1966).

THE PROBATION AND parole officers in the Altman matter seek judgment in their Article 78 proceeding directing the Mayor, Comptroller, and the Director of the Office of Probation of the City of New York to pay them certain annual salary increments allegedly payable on July 1, 1965.

FROM JULY 1, 1955 until July 1, 1965, the petitioners received annual salary increases as part of the City's Career and Salary Plan. Such increments were pursuant to 1954 resolutions of the Board of Estimate of the City of New York and the City Civil Service Commission, as well as action of the State Civil Service Commission.

THE COURTS WERE reorganized in 1962 by the addition of Article VI to the State Constitution creating a unified Court system for the State. As a consequence the Administrative Board of the Judicial Conference supplanted the City as the petitioners' employer. The petitioners were no longer covered by the Career and Salary Plan. Instead, they came within the jurisdiction of the Judicial Conference.

THE CITY ASSERTED no funds were included in the budget to cover the salary increments. The City therefore argued that the petitioners must await, perhaps indefinitely, the formulation by the Judicial Conference of a Career and Salary Plan. Such contention, however, is effectively refuted by the Judiciary Law, Sec. 223, which preserves salary rights of Court employees. In pertinent part, the section provides that employees whose positions have been abolished by the Court reorganization of 1962 shall be transferred to the Courts now exercising the jurisdiction formerly exercised by the Courts in which they were formerly employed. The section continues that the transferred employee "shall be continued in his new position without diminution in salary and with the same status and rights."

TECHNICAL DEFENSE INTERPOSED by the City were based upon petitioners' alleged failure to comply with the procedural prerequisites of a suit against the City that a notice of claim be presented and that the petitioners endorse their payroll checks under protest. With reference to these defenses, the petition was amended to assert timely notice of claim. As for the requirement of signature of checks under protests, this would constitute an affirmative defense and the Court held it is not a basis for dismissal of the petition without proof.

THE CITY'S FINAL argument that no appropriation had been made for payment of salary increments in the City's budget for the 1965-66 fiscal year had the most merit. The general rules was expressed by the Court of Appeals by Judge Cardozo in *Stetler v. McFarlane* when he said:

"The public officer seeking payment from the public treasury must put his finger on some statute whereby payment is permitted."

TO THE SAME effect, the New York City Charter, Sec. 123 (a) states:

"Except as otherwise provided by law, no unit of appropriation shall be available for expenditure by any agency until a schedule fixing position and salaries . . . shall have been approved . . ."

THERE WAS NO proof of the existence of the schedule required by the quoted language of the Charter, but the petitioner pointed to an appropriation entitled "Added personnel cost in the Courts." Moreover, the Director of the Office of Probation, included a provision for such an appropriation in the request for funds for his department for the fiscal year involved. Consequently, the Court declared that a triable issue existed as to whether funds had been appropriated. A final determination must await the outcome of the trial.

Public Relations I.Q.

(Continued from Page 2)
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pression they can.

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IN CONCLUSION, we can only urge our readers to go forth and do likewise.

Richard Wexler Sets Wedding In Brooklyn

Mrs. and Mrs. Philip Wexler of Brooklyn have announced the forthcoming marriage of their son, Richard Steven, to Bertha Franco, daughter of Mr. and Mrs. Joseph Franco. The wedding will take place at the Aperia Manor in Brooklyn on April 2. The senior Mr. Wexler is president of the Metropolitan Public Service Chapter, Civil Service Employees Assn.

Civil Engineer List

The New York City Department of Personnel established an eligible list March 29 with 14 names in the title of civil engineer (unitary).

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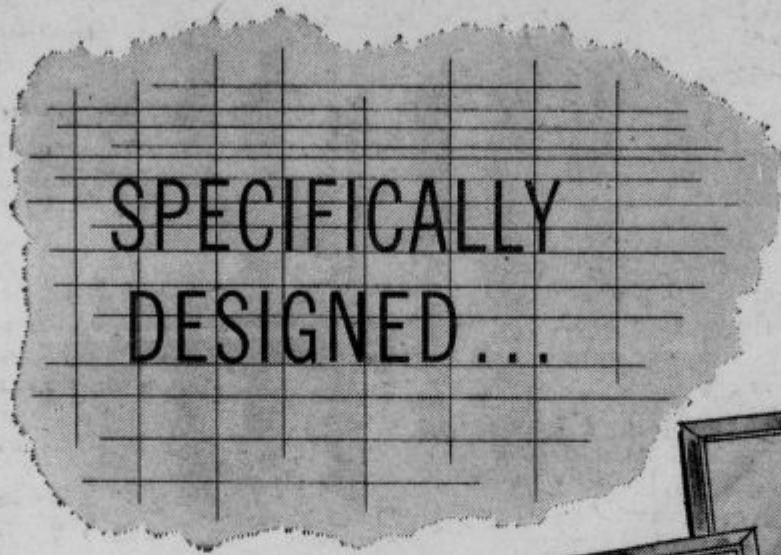
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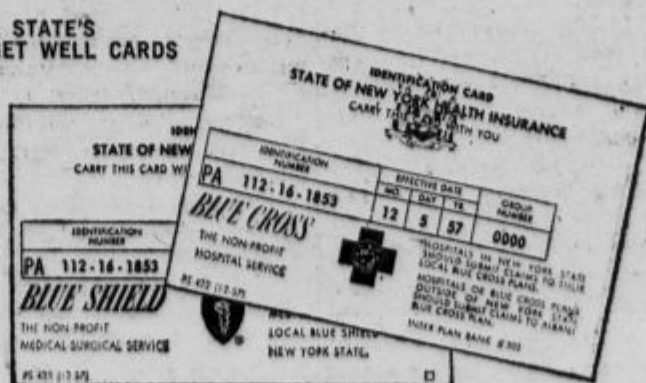
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CANDID CAMERA REPORT ON DINNER AND MEETING



Here are further candid camera scenes, taken from the recent delegates meeting of the Civil Service Employees Assn. held in Albany. The top row shows photographs taken at the concluding dinner session for which Governor Nelson A. Rockefeller was the prin-

cipal speaker. The center group pictures members of four of the six regional conferences of the Employees Association. Represented, from left, are Southern Capitol, Western and Long Island Conference delegates. Bottom row shows more scenes taken at the busi-

ness session, which was attended by nearly 1,000 delegates. They gave approval to numerous committee activities of the year, debated pending legislation, and laid basic plans for their next gathering scheduled for October.



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MEYER, WILLIAM - CITATION - THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent. To Albert J. Frankel, Vera Condon, Dorothy Ricardo, Carol Franklin, Allen Eisenhauer, Gertrude Muniz, Frederick Lieben, Eugene Lieben, Gale Eisenhauer, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of William Meyer, deceased, who at the time of his death was a resident of 78 Second Avenue, New York, N. Y. Send Greeting: Upon the petition of Frederick G. Meyer residing at 78 Second Avenue, New York, N. Y.

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 29th day of April, 1966, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Frederick G. Meyer as Administrator should not be judicially settled and why the attorneys for the Estate should not be allowed a fee of \$1,500.00 and their proper disbursements.

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

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 14th day of March, in the year of our Lord one thousand nine hundred and sixty-six.

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

LEGAL NOTICE

CITATION. - THE PEOPLE OF THE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; New York Telephone Company; National Organization Service-Look; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Otto Efran, deceased, if living and if dead, to the executors, administrator, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Otto Efran, 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 Otto Efran, deceased, who at the time of his death was a resident of 233 West 90th 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 County of New York, on the 6th day of May, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 14th day of March, in the year of our Lord one thousand nine hundred and sixty-six.

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

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Four Miss Civil Service Winners To Be Chosen

The first entries in this year's Miss Civil Service Contest have already begun to come into The Leader offices and initial indications point to a comely year for our selectors. Each year, for the past three, The Leader has sponsored a Civil Service beauty hunt on the basis of our contention that within the ranks of the civil servants in New York State, whether they are employed by the City, the State, Federal or local government, whether they be married or single, toil some of our most viewable women.

So we have set forth to seek them out, offering as is usual in the pursuance of women and characteristic of our past contests, a variety of prizes, goodies

if you will. Past winners of our contest, (one winner will be chosen from each of the State-wide Civil service categories—State, City, Federal and local government service) have received prizes ranging from trips to far off places, coats fit for queens at the races to sweets leaving none of sweets' traces.

This year's prizes, alas, are still being conjured but a fanciful precedent has been set—so take heart and taking pen in hand

enter your choice for 1966's Miss Civil Service on the coupon below. All entries must be accompanied of course by a photograph. Preferably a 5x7 or 8x10 picture featuring the head and shoulders. Send entries to the Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

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Miss Civil Service Contest

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CSEA COMMITTEE REPORTS

Union Activities

By VITO FERRO

This committee met in Albany on the evening of Feb. 25. After a general discussion of available information with respect to union activities in public service in New York State, and after reviewing figures which reflect the growth of CSEA and competing employee organizations, the committee strongly reaffirmed its former conclusion that CSEA continues to be more successful and effective in organizing public employees. It was interesting to note that for a recent period of time, union membership increased at about one eighth of the rate of increase for comparable period during the early part of last year.

The committee, once again, reiterated its opinion that an increasing number of new employees, as well as some of our actual members, are joining unions because of inadequate publicity being given to available CSEA services and how and where to obtain same. In an effort to counteract this situation it is recommended that each and every chapter and unit of CSEA post on bulletin boards at all work locations, a complete listing of names of chapter officials location, and telephone numbers. This committee feels that such publicity will not only acquaint members and potential members with chapter officials, but will tend to point out to them that CSEA assistance is available and how and where to obtain it. Under present conditions existing in many areas, it is conceivable that a member or potential member would have no knowledge of the name of chapter officials or committee officials.

The significant decrease in the rate at which new membership has been gained by the union supports the opinion of this committee, which was reported to the delegates in October of 1965, that the majority of new membership gains in the union is due to its insurance program and not to its representation of employees. Assuming that the former recommendations of this committee have been effective, we wish to re-emphasize the importance of engaging in a discussion at chapter meetings which will tend to educate chapter members as to the shortcomings of the union in public service.

The committee wishes to stress the importance with which it views its former recommendation that all chapters establish a standard procedure for election which would include the mailing of ballots, containing at least two slates of nominees, to each chapter member. The lack of voting enthusiasm in chapter elections can only result in control by a few.

The committee again wishes to urge the chapters to continue to forward all material or information concerning union activities or claims to Association Headquarters. It urges the chapters to publicize all their activities and accomplishments through some form of news media. It is in this area where the union tends to take credit for accomplishments of CSEA.

The committee also wishes to reiterate its former recommendations, that no chapter officer hold dual membership in a competing union. Under this rule, the action of the chapters would be guided by CSEA members only, and the use of any chapter funds would always be directed toward CSEA activities.

The committee recommends to the membership committee that a brochure listing the major goals of CSEA each year be included in the membership materials, along with the history of past CSEA accomplishments.

The committee recommends that more publicity be given to members about the improvements in the CSEA Insurance programs, to combat publicity by the union on its insurance program.

In conclusion, the committee again urges all members of the Association to be alert as to union activities, especially union claims of accomplishments, which are usually the result of hard work by CSEA employees.

Public Relations

By RAYMOND G. CASTLE

The main consideration of the public relations committee at the two meetings it has held since its formation in January has been the resolution of the delegates to the October, 1965 annual meeting that the CSEA-sponsored motion picture, "Accent On Service," be suitably edited and a new sequence inserted. As a result of a thorough investigation of the feasibility of such a change, Audio Productions, Inc., producers of the film, has submitted two possible methods of accomplishing this.

The first would involve changes in the last reel of the film only, in which four or five of the wrap-up scenes would be replaced with scenes depicting the desired civil service personnel. Materials and services for this method would come to approximately \$6,000.

Method two would involve inserting an entire new sequence in reel one of the existing film, and would call for writing and recording new narration, realignment of musical score and combining both for a new final sound track and other extensive changes. Cost of ma-

terials and service for this method would come to about \$11,000.

Audio Production has assured CSEA that either method will result in a smooth revision of our film.

Based on a thorough examination of the minutes of the October, 1965, annual meeting, the committee reached the conclusion that the delegates desire an entire new sequence and, therefore, recommends method two. In line with this, the committee recommends that \$12,000 of the \$15,000 allocated for public relations in the 1965-66 budget of the Association be appropriated for the purpose of inserting the recommended new sequence into the film, with the assurances that every possible economy in preparing the insert will be taken advantage of. (This expenditure was approved by delegates).

In addition to its work on the film, the committee has also worked closely with the public relations staff in formulating programs and policies on various public relations needs of the Association, its chapters and its individual members. Among these were the need to boost publicity and public relations efforts on the local level; the need for chapter newsletters; and the need to promote a better image of the public employee on every level of government in New York State.

On the first point, the need for greater public relations and publicity efforts on the part of chapters, the committee recommended several approaches. Among these were more use of CSEA fieldmen in participating in the distribution and formulation of news in their particular areas; the use of CSEA committee members in carrying back to their local media developments and decisions of general interest resulting from state-wide committee meetings and deliberation; formulation of a pilot program under which groups of chapters in the same geographical area might work together in promoting methods of obtaining better and more frequent coverage in local news media.

In conjunction with the need for internal newsletters in all chapters, the committee has requested staff to follow through with the creation of an annual award program under which various types of chapter newsletters would be singled out for special praise and would be given appropriate recognition by the parent organization for their efforts in this area.

Under the third point above, the committee also recommends that headquarters staff draw up guidelines for a CSEA "Public Employee Of The Year" award, touching on all levels of public employment within the State. The committee also is working with the Civil Service Leader on a proposed series of articles entitled "The Civil Service—A Community of Influence." The series objective is to enhance the civil servant's concept of his own importance in contemporary society. It would approach this goal in two ways: first, it would identify the individual public employee with the magnitude and scope of government in the abstract; second, it would identify all public employees—from the highest official to the lowliest clerk—as being part of one elite group, implying a certain equality in status and sharing of prestige among all concerned. Hopefully this upgrading of the image of the public employee in his own eyes would strengthen his sense of purpose in his work and anything related to it, particularly the Civil Service Employees Association. It is felt that in thus revitalizing the individual CSEA member's attitude toward his job and the CSEA, this series of articles should prove an important step forward in projecting to the world at large a clearer and better image of the public employee and the Association.

In addition to the above, the committee has spent much time discussing other publicity and public relations needs of the Association and will continue to work closely with the staff on formulating programs and answers to these needs.

Membership

By SAM EMMETT &
IRVING FLAUMENBAUM, Co-Chairmen

CSEA continues to grow. Our total membership at present is 135,183, the highest ever. Our State division now totals 95,136; county division 38,512, and we have 1,535 associate members.

Our committee had two meetings since the October, 1965 annual meeting. We discussed ways and means to increase our membership strength. Membership reports showing progress or lack of it in each chapter were reviewed. CSEA staff was consulted relative to their recommendations, and as to efforts the committee felt should be made.

Our committee has set the goal of 145,000 as total membership to be achieved by September 30, 1966. We urge the utmost effort on the part of all conference and chapter officers and chapter membership committee. Working together we are confident that we can achieve this goal.

Our committee strongly recommends as follows:

- Each regional conference appoint a membership chairman to work with chapter presidents and mem-

bership committee chairmen within the conference area in planning effective membership efforts within each chapter, and to act as liaison between the area chapter membership committee chairmen and CSEA Headquarters in the membership effort.

- The president of each conference invite the chapter membership committee chairmen in its area to attend all conference meetings. The purpose of this is to expose these committee chairmen to first-hand knowledge and experience in the operation of the association on a broad basis.

- Future educational seminars, conducted by CSEA Headquarters staff, on regional conference or other basis, include a session on "Organization and Conduct of the Chapter Membership Campaign."

- Chapter membership campaign material be ready and distributed in early September each year to each chapter to enable time for organization of the campaign prior to the start of the legislative session in January. The material to be given each non-member should be contained in separate envelopes to enable easier distribution.

- Every effort should be made by delegates and chapter officers to assure that their chapter has a complete membership committee which is kept well informed, and thus able to canvass and recanvass all non-members to acquaint them with CSEA programs, services and accomplishments and secure their membership.

- Payroll deduction of dues privilege be arranged in every political subdivision. Each county division chapter should have a committee to work on this. Payroll deductions for low-cost CSEA insurance should also be arranged to attract new members.

- New employees be canvassed for membership as soon as possible after they begin work. Each chapter should set up a system to assure this.

- Luncheon or dinner meetings of chapter membership committees should be arranged to encourage continuous membership effort, and to assure that the membership committee is fully informed and able to sell CSEA.

Recently at the request of your committee, President Felly set to all chapters a detailed membership report which listed each chapter, showing how many new members each secured since October 1, 1965. This report also gave estimates of the total number of non-members in each chapter at present. This report also furnished the number of members who terminated from each chapter during the year ending September 30, 1965 because of retirement, resignations, death, etc. This information indicated that over 10% of membership is lost each year because of these reasons and this loss has to be overcome before any net gain in membership can be achieved during the year.

Our committee will continue its review of membership progress of each CSEA chapter and recommend ways and means of assuring attainment of our goal of 145,000 members by Sept. 30, 1966.

We again urge all chapter officers and chapter membership committees to continue their efforts to convince all non-members to join CSEA and take an active part in the worthwhile accomplishments being achieved for public employees throughout the State.

Work Performance Ratings

By SAMUEL GROSSFIELD

Your chairman of the Work Performance Rating Committee continued to represent the committee before the Civil Service Commission. He met with CSEA staff members, particularly Joseph D. Lochner, Henry Galpin, and Tom Coyle—and also discussed these questions with CSEA President, Joseph F. Felly. From these meetings and discussions, we can report limited progress in holding the line against "experimentation" of promotion ratings, which we are pleased to report are still limited to only (1) Office of General Services and (2) Public Service Department. How long the Civil Service Commission will continue to grant them the right of experimentation is anybody's guess. We think the time is long past due when the experimentation should be stopped and this system done away with altogether.

We are also concerned about the definition of the ratings of "UNSATISFACTORY." We intend to watch very closely the action of the agency heads to make sure that they are not increasing unduly the number of unsatisfactory ratings, and furthermore, we shall contest any unsatisfactory rating which is not justified.

We do not like the rule on privilege of granting unsatisfactory ratings on temporary assignments nor the possibility that employees who accept provisional upgrading may get unsatisfactory ratings and thereby lose increments and promotional opportunities.

We also have taken exception to the definition of "UNSATISFACTORY" which contains the statement "one incident." We have also registered our disapproval of the permissiveness allowed the performance rating

(Continued to Page 16)

Automation's Disasterous Effect On Job Security Is Increasing Computer Use

Automation has rapidly come upon us and the power of the electronic computer is making itself felt in more governmental agencies throughout the country. Indications are that more functions are going to be turned over to these "electronic brains" in the years to come. It is true that many people in the labor market have been and will be adversely affected by its usage, however many others have been granted bright secure futures in the field created by these same machines, the most encompassing and important being the field of data processing itself.

There is a tremendous demand for qualified well-trained personnel to operate and control electronic computers. The shortage of well-trained people is preventing many users from employing their computers to maximum advantage and could be a threat to computer sales which currently are growing 15 to 20 per cent yearly.

Commercial Programming Unlimited, Inc., located in Manhattan at 853 Broadway, offers what it considers to be the most thorough and comprehensive courses in both the fields of the IBM

1401/1460 electronic computer and the IBM key punch given by any private school in the City. The school has been successful in maintaining high standards in both the caliber of its teaching and the quality of its student body despite the fact that it offers its courses for the lowest hourly rate of tuition in the city.

An investigation of CPU's student body reveals that the programming course is not limited to those people interested in becoming programmers but is being taken by many who hold fine executive positions in large commercial firms, engineers, accountants, bookkeepers, doctors, lawyers, dentists, etc. Why are these people interested in computers? They realize that the computer is making inroads into virtually every profession and vocation and appreciate the fact that the knowledge of its capabilities will increase their own potential and value in their own fields.

School Lunch Manager
The New York City Department of Personnel established an eligible list March 29 with 11 names in the title of school lunch manager, group 3.

Case Supervisor In Clinton County
Clinton County is accepting applications until April 1 for an examination for case supervisor, group B (Child Welfare). Salary in this position is \$5,800 per year. For further information contact the County Civil Service Commission, Plattsburgh.

Draftsman In Orange County
Orange County will accept applications until April 6 for an examination for tax map draftsman. Salary in this position is \$5,105 to start. For further information contact the County Civil Service Commission, Goshen.

Rockland County Seeks Dietitian
Rockland County is accepting applications until March 30 for an examination for dietitian. Salary in this position is \$6,214. For further information and applications contact the County Civil Service Commission, New City.

Sr. Engineer Aide In City of Elmira
The City of Elmira will accept applications until March 30 for an examination for senior engineering aide. Salary in this position is \$4,024 to start. For further information contact the City Civil Service Commission, Elmira.

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CSEA COMMITTEE REPORTS

(Continued from Page 14)

board to grant or withhold personal interviews as it sees fit.

A new work performance rating committee has been set up and shortly after this annual meeting, we shall call a full committee meeting to launch a new attack on the above problems. This is all that your chairman can report at this time and would welcome criticism or recommendations from this body of delegates at this time or at any future time.

NON TEACHING AIDES

By VERNON TAPPER

This committee met on the evening of Feb. 25 to discuss the problems of the non-teaching personnel within the school districts. One of the main problems is the tremendous amount of school districts in New York State. Since many of the rulings for these districts are local, it becomes quite involved in any attempt to equate the various problems. One of the discussions held at this meeting was the discrimination factor involving the teaching and non-teaching personnel. Under this ruling the teachers do not have to live in the school district where they are employed, whereas the non-teaching personnel of a school district are required to do so. Some members of the committee were in favor of this ruling while others were definitely against it. It was decided, since this rule is local, that each local chapter would handle this problem as part of its program.

It was the consensus of the committee that the non-teaching employees need help from the Association. The committee recommends and requests that one employee in Association Headquarters be a liaison between the Association Headquarters and the non-teaching employees. The employee should be conversant in school district problems. This duty could be that of a new fieldman, whereby he could specialize in school district problems. It was estimated by the committee that the potential membership amounts to close to 50,000 and that the Association should make every effort to organize them. The main problem in organizing the non-teaching personnel is that the Board of Education will not authorize payroll deductions of dues, thereby frustrating any membership drive.

A discussion was held concerning collective bargaining. Since the Association is now involved in the study of this matter, it was decided that the recommendation be forwarded to the Labor Relations Committee. The recommendation of the committee stated that each school district unit be the sole collective bargaining agent.

The classification survey made in Nassau County concerning the school district titles and specifications was presented for discussion by Nassau members of the committee. The committee was advised by the Nassau members that there are many aspects of this survey that they do not agree with. It was suggested by the members of the committee that a letter be written to the Nassau Civil Service Commission for further details.

It was recommended by the committee that the word "mandatory" be deleted from the bill, making it mandatory of all school districts to file a salary schedule for non-teaching employees. It was recommended that wording such as eliminating discriminatory practices in regards to salaries between the teaching and non-teaching personnel be used. This recommendation was submitted to CSEA counsel for further action.

County Division

By RUTH HEACOX

This committee met on Feb. 18, and considered the details of its earlier recommendation to conduct additional workshops in centrally located areas this spring.

It is the recommendation of the committee that one workshop be held at a convenient place between Syracuse and Rochester to encompass the West-Central and Western part of the State, and one in the Capital District area to encompass the upper Hudson Valley and environs area. It also suggested that these be held on Saturdays early in May and June.

Your chairman and consultant will contact leaders in each of these areas to center responsibility for time and place, and other details.

It is planned that these workshops be patterned after the one held for county division delegates of the Long Island Conference last June. These workshops are working sessions designed to perform internal educational functions for chapter and unit officers and all others interested.

The committee also recommends that attention be directed toward intensifying CSEA's efforts at local government level to emphasize the fact that we are the dominant employee representative and to impress on local legislative bodies the need of progressing our program. It is the feeling of this committee that if this requires additional expenditure of funds that ways and means should be explored to do this. The committee plans to review this aspect of the problem in greater depths at its future meetings. A primary object of this project would be to combat affiliated unions at the local government level.

U.S. May Act On Utility Walkouts

(Continued from Page 3)

abor-Management Policy in 1962 with the addition of the authority over local utility disputes. The advisory committee which drew up the proposals has been dormant for the last few years but indications are that it may soon be revived.

Under the conditions of the President's draft proposal, the Administration could appoint a board of experts to investigate any local labor dispute which endangered the health or safety of the nation, or in the case of public utilities, threatened grave damage to the national interest. In addition, the President could, if such conditions existed, require the parties to continue bargaining for 80 days, using the Federal courts to enforce his directive. The 80-day injunction provisions would be removed from

the Taft-Hartley law.

Fact-finding, private recommendations to the parties involved or the use of public opinion could be employed by the Presidential panel in order to bring about a settlement. Under the current Taft-Hartley provisions only fact-finding is permitted, and the panel appointed is barred from offering solutions.

Labor representatives throughout the nation are unhappy with the prospects of this proposal coming up for a vote this year, particularly with the inclusion of local public utilities under its authority. Many in Congress and in the Administration share labor's despair, if for different reasons. Should the bill come up for a vote, and it should, an interesting dialogue could ensue.

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Reallocation

(Continued from Page 1)

to give one-grade reallocations to Correction Officers. The Commission's decision was a result of an appeal by CSEA from the rejection by the Division of Classification and Compensation of a similar three-grade reallocation request.

Reallocation Bill

Joseph F. Feily, CSEA president, noted that it was not only an absolute necessity that the Budget Director approve the Correction Officer reallocation but also pointed out that these employees should be put in the new grade at the same increment earning level in their present grade. A bill to this effect sponsored by the Employees Association and now receiving support from Gov. Rockefeller is in the Legislature and would apply to all State workers. Feily termed approval of this CSEA-sponsored measure as "ranking in importance only behind the salary bill."

The Employees Association president urged Correction Officers and all other CSEA members to write immediately to their legislators urging passage of the reallocation bill.

Feily said, "If the bill becomes law before the effective date of a reallocation, most employees, particularly those in the Department of Correction, will receive substantially higher pay under this bill with a one-grade increase than they would under existing law under a two-grade increase. It is conservatively estimated that the Governor's bill, if implemented, would double the cost to the State of such a reallocation."

Half-Pay

(Continued from Page 1)

titles the section of the Retirement Law as Section 89.

A measure ready for Senate action, sponsored by the Employees Association, would adjust pensions of already retired personnel to reflect increased wages and cost of living. This bill is expected to receive bipartisan support.

Feily Cautions Members

In the meantime, CSEA President Joseph F. Feily cautioned State and local employees against relaxing their efforts in getting legislator support for Employee Association bills.

"Our work in the Legislature did not stop with passage of the pay bill," he declared. "In fact that was only the beginning. The guaranteed half-pay retirement bill is of the utmost importance to all State and local employees who are members of the Retirement System. I am encouraged by the bipartisan support of this measure and will urge Governor Rockefeller to continue such support when the legislation is approved by the Senate. But our own members must show heavy backing of this bill in the meantime."

Nassau Program

(Continued from Page 1)

into same step he was in his previous grade.

• Cash payment for all overtime work, per diem and per annum.

"The Board of Supervisors and the County Executive have indicated that they are making a careful study of this program and will advise of their decisions. Pay for accumulated sick leave upon retirement, is subject to State legislation. This legislation is now in the hands of legislators and has been submitted by the CSEA. Our members will be notified of the bill numbers and will be asked to send letters to our local legislators for passage of such a bill", Flaumenbaum said.

Feily Dinner

(Continued from Page 1)

ship and accomplishment during his years as head of the Employees Association and for that reason, CSEA members throughout the State are invited to attend the event.

Seminars, Speakers

The session, held May 22 and 23, will also offer seminars on legislation, retirement, insurance, etc. An outstanding figure from both the Republican and Democratic Parties will be featured speakers.

Reservations may be had by writing directly to the Concord Hotel Kiamesha Lake, or by using applications available from chapter presidents in the two conferences. Room rates, which also include meals, entertainment, etc. are \$27 to \$24, according to the type of accommodation desired.



HELLO THERE! — State Tax Commissioner Joseph Murphy is seen waving hello to another guest at the delegates' dinner of the Civil Service Employees Assn., held recently in Albany. His dinner companion is Mrs. Joseph Feily, wife of the CSEA president.