

Civil Service LEAD

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THOMAS M. COYLE RESEA
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EMPLOYEES ASSOC. INC.
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MAR 24

Convention Reports

See Page 3

CSEA Calls For Special Attendance Rules Now For Institutional Teachers

ALBANY, March 22—The Civil Service Employees Assn., in anticipation of passage of legislation granting State institution teachers a regular 10-month public school work year, last week called on all affected departments to develop necessary special attendance rules for their respective employees.

CSEA, several weeks ago, announced agreement with the Division of the Budget to provide the public school calendar for all institution teachers and vocational instructors in the Departments of Mental Hygiene, Correction, Social Welfare, Health and Division for Youth.

In letters to the heads of each of these departments, Joseph F. Feily, president of the 130,000-member Association, also asked for meetings with representatives of each department concerning the detail of their rules.

Bill Provisions

He pointed out that the budget bill which provides for the change in the work year and the payment of salaries on a 10-month basis, also provides that agencies affected establish their own attendance rules to accomplish the change. He said that although the Association recognizes there would be many common characteristics

among the rules of each department, "it is also our belief that the problems of each agency will differ and, therefore, require a carefully made set of attendance rules."

Effective June 30

The effective date of the bill is June 30, 1965. It is Budget Bill, (Continued on Page 16)

Lefkowitz Writes Feily:

No Basis For Charge PW Aides Being Harrassed

Attorney General Louis J. Lefkowitz has denied any undue harrassment of Public Works Dept. employees during the conduct of investigations by his department on highway construction in Long Island.

In letter to Joseph F. Feily, president of the Civil Service Employees Assn., Lefkowitz wrote saying:

"On Feb. 19, you sent me a telegram protesting that during an investigation by my office of irregularities in the construction of State highways on Long Island that some witnesses and others had been harassed and intimidated. I have inquired into the matter and I find no basis for such charges.

"My reputation and that of my office for fairness is well known. As long as I am Attorney General, I will continue my long standing policy of making certain that the rights of all individuals are fully protected. Of course, investigation

Major Retirement Bills Pass Senate; Assembly Action Due This Week

(Special to The Leader)

ALBANY, March 22—Legislation implementing a non-contributory retirement plan, new vesting rights and the re-opening of the age-55 retirement plan, all for State employees, have passed the State Senate and are scheduled to go before the Assembly today.

The bills, part of the salary and retirement program for public employees being sought this year by the Civil Service Employees Assn., are sponsored by Sen. Edward F. Lentol (D-Brooklyn), chairman of the Senate Civil Service Committee, and were advanced by the State Divi-

sion of the Budget as the result of negotiations with the Employees Association.

The non-contributory retirement plan would suspend for one year, beginning April 1, contributions to the Retirement System of all State employees who presently pay in more than eight per cent. This would accomplish a wholly-paid pension system during the one year period for State employees as the State, at the present time, pays the first eight per cent of employee contributions.

Permanent Plan Seen

During the one-year moratorium on employee contributions, it is expected that a permanent non-contributory plan would be worked out and put into effect the following year.

The vesting bill approved by the Senate and now before the Assembly would reduce from 15 to 10 years the time in State service needed by an employee to vest his contributions in the Retirement System.

Under this vesting program, an employee who leaves service before normal retirement age and has at least 10 years of State

service may, by leaving his contributions with the System, receive a retirement allowance when he reaches the appropriate age.

Re-opening of the age 55-year retirement plan takes on added significance this year with the advent of a wholly-non contributory system. Under this legislation, employees who have not yet elected to take the option of this more advantageous plan may do so during the coming year.

Other Bills

In the meantime, other legislation for State and local subdivision employees have received introduction and some of them are reported below. Given is the sponsor, the introduction and print numbers—where available—and the committee studying them or the action occurring. They are:

- Lump sum payment for accumulated unused sick leave credits upon retirement or separation from service in political subdivisions: Senate-Marine, Intro. 2023, Print 2072, Civil Service; Assembly-Powers, Intro. 3496, Print 3534, Civil Service.

- Time and a half pay for overtime of all State employees; Senate-Moriarity, Intro. 2170, (Continued on Page 16)

Bendet Leads Drive For Rev. James Reeb Fund Contributions

Solomon Bendet, a board member of the Civil Service Employees Assn. and a member of the CSEA New York City chapter, last week led the way for two organizations to contribute to the Rev. James J. Reeb Memorial Fund. The Rev. Reeb is the Boston minister who died as the result of mob violence in Selma, Ala., where he was one of the many clergymen protesting brutality there against Negroes attempting to register to vote.

At meetings of the New York State Insurance Dept. Bank Examiners Assn. and the New York City chapter, Bendet announced he was making a personal contribution to the fund and asked the two groups to demonstrate their sympathy for the dead minister's family by doing the same. Both organizations voted donations.

In making his plea for the contributions Bendet said "the vicious treatment of American citizens trying to exercise their constitutional rights and the death of a clergyman trying to help their cause is almost too horrible to contemplate. But we should do something more than sympathize—we should do something to help the living. This brave man's family is the responsibility of all of us."

The contributions were unanimously approved.

of violations of the law are distasteful to persons who necessarily must be called as witnesses but every effort is made to protect their rights and to make certain that no charge is made unless it is fully supported by legal evidence.

"With specific reference to the indictments referred to in your telegram, the Grand Jury acted on evidence submitted to it and it would be inappropriate for me to discuss this indictment while the charges are pending.

"I know that you and your membership will support me wholeheartedly in my every effort to root out wrong doing whether it be by a civil servant or by others."



BEST WISHES — The Creedmore chapter, Civil Service Employees Assn. honored Mrs. Helen C. Peterson on her retirement at a recent open-house. Mrs. Peterson served the chapter for over 22 years and has held office as chapter secretary, president and treasurer during this time. She has also been a delegate for 20 years. Mrs. Peterson is shown above receiving a plaque and wrist watch, mementos from the chapter's membership. Left to right are: John Powers, CSEA field representative; Joseph Bucaria, president of the chapter; Mrs. Peterson; and Dr. Frank Creden, associate director of the hospital.

Special Sabbath Ruling Applies To Apr. 24 Exam

The Civil Service Employees Assn. has been notified by the Civil Service Department that the special "Sabbath Observer" procedure will be made available to candidates scheduled to take State civil service examinations on Saturday, April 24, the last day of the Jewish holy days. The Association contacted the Department recently on behalf of some of its members who are scheduled to take examinations in the computer programmer series on that date.

A Department spokesman said that if the person involved will advise the Department sufficiently in advance that he cannot participate in any of the examinations at the regularly scheduled time because of a conflict with religious services, they will supply the person with form XD-89. He emphasized that the important thing is to notify the Department in time for the special arrangements to examine the candidates after sundown on the regular test-date. The necessary forms can be obtained from the Civil Service Department.

Don't Repeat This!

Legislative Payroll OK Confirms A Long Session In Albany

PREDICTIONS early in January by this column that the 1965 session of the State Legislature might run until June—or later—were borne out recently when the Democratic majority in the Legislature authorized extension of legislative employee payrolls to June 2.

In addition, the Legislature will adjourn for two weeks in deference to the religious holidays next month.

What is interesting is that Republicans as well as Democrats are in accord with both actions. Not only has there been no major opportunity for either side to build up a respectable record of (Continued on Page 16)

Judicial Conf. Recommendations

Proposals Deal With Policy, Promotion, Qualifications

A two-volume, 200 page preliminary report on revised classification for employees under the Judicial Conference was released last week by Thomas F. McCoy, State Administrator of the Courts and secretary to the Administrative Board.

The report is the result of more than 40 informal hearings and conferences with employee representatives—called after an earlier report issued in October was denounced by governmental and employee representatives.

A hearing to discuss the views of employee representatives on the new report will be held on April 9 at 111 Centre St. Speakers will be limited to two for each group with one observer allowed to attend. No one else will be admitted, the Conference stressed.

Included in the report is a modified State salary chart which is used as the salary basis for the recommendations.

This chart will be used for all titles in the court system with the exception of the uniformed court officer series and probation officer.

Volume one, entitled "Classification Survey," contains the following recommendations:

A proposed recommendation by the staff of the State Administrator on the installation of the plan finally adopted.

A proposed classification title structure with an "illustrative" salary range for each title. (These "illustrative" salary ranges are used in lieu of agreement between the Administrative Board and the Mayor of New York City on a salary plan to be adopted for the court positions in New York City.)

A proposed "Conversion Table" recommending the new titles to which old titles will convert, with explanatory comment as required.

A proposed "Promotion Policy" including promotion eligibility lines and charts.

Other recommendations in the report included:

A further step required by the installation of a single classification plan for the reorganized court system in New York City will be the assessment, or evaluation, of individual positions. Old titles will be converted to new titles and all employees holding the old title will generally be assigned the new title. However, the survey was intended to, and has in fact, uncovered individual positions whose incumbents are performing duties other than those specified for the new title.

Where these anomalies can be corrected by administrative assignment of personnel to appropriate, or "in-title," duties this course will be recommended.

Where such administrative assignment is not immediately practicable, the position will be "earmarked" for classification review when it becomes vacant.

Where a position in a com-

petitive title is evaluated to a higher title in the same promotional series, the position will normally be reclassified to the higher title and it will be filled in accordance with the provisions of Article V of the State Constitution, the Career Service Rules of the Administrative Board, and consistent with basic Civil Service Law.

Highlights of the report follow: Rule 4 of Article VII—Career Service Rules of the Rules of the Administrative Board, provides that the Administrative Board shall establish a uniform classification system. The rule further provides that the Board shall make recommendations, in each fiscal jurisdiction, for a pay plan and shall work out with each such authority the implementing rules for the installation of the uniform classification and salary plan. Section 29 of Article VI of the Constitution provides that the

final determination in budget matters is to remain with the fiscal authority; in this instance the City of New York. In line with the foregoing, the staff made the following recommendations:

- No existing right of salary or tenure shall be impaired by the installation of the plan.

- The effective date of the plan shall be retroactive to July 1, 1964.

- The plan shall provide for salary grades for all competitive and non-competitive titles. Such grades shall allow for five annual increments above the minimum of the grade plus a sixth increment three years after the fifth, with the following exceptions:

All titles in the Uniformed Court Officer series shall reach the maximum of the grade in three years.

The Probation Officer title shall be in a salary grade or combination of grades allowing for ten annual increments. As an illustration, using the present state pay scale, the title will start at Grade 17. The minimum of Grade 20 will then replace the fifth year step of Grade 17 (the fourth increment). Grade 20 increments will then continue for another six years.

- Each employee shall be paid

(Continued on Page 15)

Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged and, for the first time, the beautiful spa-resort city of San Jose Purua will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe. Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary.

The total price of \$496 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc.

Application blanks and a descriptive brochure of the tour may be had by writing to Mrs. Eve Armstrong, 16 Florence Court, Babylon, L.I., New York.

CSEA Offers To Aid In Questions On Judicial Conference

In an exchange of letters between Joseph D. Lochner, executive director of the Civil Service Employees Assn., and Thomas McCoy, Administrator of the State Judicial Conference, the Employees Association has agreed to act as a clearing house for questions on the policies, rules and intentions of the administrative board of the Conference.

Pertinent questions will be selected by CSEA and the answers prepared by McCoy's staff. These questions and answers would then appear in The Leader in appropriate form.

Interested persons should, therefore, direct any questions they might have on any of the above areas to Lochner at 8 Elk St., Albany, N. Y.

Salary, Conversion Recommendations For Court Aides

Salary recommendations for employees under the jurisdiction of the Judicial Conference were made part of the classification Survey of the Unified Court System in New York City released last week.

Exempt class titles were not allocated to illustrative salary grades but are listed in the report as exempt. These salaries are determined by a different method and cannot be slotted to the modified State Pay Plan.

Certain titles are recommended to be maintained for present incumbents only and have been set aside for eventual review for abolition if this is found to be practical. These titles are listed separately.

The salary and conversions section of the report follows:

The proposed titles and "illustrative" pay grades, based on the state pay table, follow:

Account Clerk, Grade 8.
 Administrator I, 18.
 Administrator II, 22.
 Administrator III, 26.
 Attendant, Grade 4.
 Confidential Attendant (exempt).
 Bookbinder, 13.
 Supervising Bookbinder, 16.
 Chief Clerk of Family Court, exempt.
 Deputy Chief Clerk, Family Court, exempt.
 Chief Clerk of Surrogate's Court, exempt.
 Deputy Chief Clerk, Surrogate's Court, exempt.
 Confidential Secretary to Surrogate, exempt.
 Clerk, 6.
 Senior Clerk, 10.
 Principal Clerk, 14.
 Court Assistant, 14.
 Assistant Court Clerk, 18.
 Court Clerk I, 22.
 Court Clerk II, 25.
 Court Clerk III, 27.
 Court Officer, 16.
 Senior Court Officer, 18.
 Supervising Court Officer, 21.
 Court Reporter, 23.
 Deputy County Clerk, exempt.
 Secretary to County Clerk, exempt.
 Counsel to County Clerk, exempt.
 Dictating Machine Transcriber, 8.
 General Clerk of the Supreme Court, exempt.
 Identification Officer, 10.
 Senior Identification Officer, 14.
 Principal Identification Officer, 19.
 Interpreter, 16.
 Investigator, 13.
 Senior Investigator, 16.
 Key Punch Operator, 6.
 Senior Key Punch Operator, 10.
 Law Assistant I, 23 (non-competitive).
 Law Assistant II, 26, (non-comp).
 Chief Law Assistant, 29 (non-comp.).
 Law Assistant to Judge, exempt.
 Law Assistant to Justice, exempt.
 Law Research Aide, exempt.
 Law Librarian I, 16.
 Law Librarian II, 19.
 Law Librarian III, 27.
 Law Librarian IV, 27 (non-comp.).
 Law Stenographer, 15.
 Senior Law Stenographer, 19.
 Head Law Stenographer, 21.
 Mortgage Tax Examiner, 17.

Motor Vehicle Operator, 9.
 Nursery Attendant, 4 (non-comp.).
 Office Machine Operator, 6.
 Photographer, 15.
 Senior Photographer, 17.
 Photostat Operator, 8.
 Supervising Photostat Operator, 12.
 Physician (non-comp.).
 Probation Officer Trainee.
 Probation Officer, 17.
 Senior Probation Officer, 21.
 Supervising Probation Officer, 23.
 Principal Probation Officer, 25.
 Probation Administrator, 28.
 Deputy Director of Probation, 32 (non-comp.).
 Deputy Director of Probation (Administration), 28.
 Psychiatrist.
 Senior Psychiatrist.
 Psychologist, 18.
 Senior Psychologist, 21.
 Registered Nurse, 11 (non-comp.).
 Reporting Stenographer, 16.
 Secretary to Assistant Administrative Judge, 15 (non-comp.).
 Secretary to Administrative Judge, 17 (non-comp.).
 Secretary to Director of Probation, 16 (non-comp.).
 Social Worker, 16.
 Supervisor (Social Case Work), 20.
 Senior Supervisor (Psychiatric Social Work), 23.
 Special Pre-Trial Assistant, flat rate.
 Special Pre-Trial Associate, flat rate.
 Stenographer, 8.
 Senior Stenographer, 10.
 Principal Stenographer, 14.
 Student Aide (Law), flat rate (non-comp.).
 Assistant Surrogate's Court Clerk, 18.
 Surrogate's Court Clerk I, 22.
 Surrogate's Court Clerk II, 25.
 Surrogate's Court Clerk (Probate) II, 25.
 Surrogate's Court Clerk (Accounting) II, 25.
 Surrogate's Court Clerk (Probate) (Continued to Page 14)

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Committee Reports to Delegates

PR Committee Terms CSEA Film 'Success'

By HUGH TOUHEY, Chairman

The Public Relations Committee is pleased to report that the CSEA-produced film, "Accent on Service," has been completed and is in the process of distribution before theater, community and TV audiences throughout the State, as well as before our own conferences and chapter groups.

The Public Relations Committee is well satisfied with the film and recommends to delegates that they—through their chapters—do everything in their power to help promote the showing of this film in their communities. Specific instructions on how this help can be given will be provided to the chapter by headquarters. As this committee has said many times in the past, a project such as this film is only a small part of the overall public relations effort which must be expanded by the entire CSEA membership if we are to achieve the goals of the Association and if we are to convince the public of the true worth of the New York State civil servant. The committee has recommended also that "Accent on Service" be utilized as the main part of

CSEA's exhibit at the New York State Exposition in Syracuse next summer.

Last fall, the committee recommended to the delegates for their approval a program under which a "Public Employee of the Year" would be sponsored annually by the Civil Service Employees Assn. The committee felt that such a program would serve to point-up to the public of New York State the merit and worth of its public employees and do much to enhance the image of New York's civil servants generally.

The Civil Service Leader, however, had undertaken a similar program, under which it presents Gold Medal Awards to worthy public servants on all levels of government within New York State. The first such awards were given several months ago with appropriate ceremonies and resulting favorable publicity across the State. The committee, having been assured that the Gold Medal Awards will be sponsored on an annual basis, unanimously voted at its last regular meeting that for CSEA to now undertake sponsorship of an "Employee of the Year" program would only be unnecessary duplication of the Leader's Gold Medal awards program. The committee, therefore, agreed that its proposal be set aside in favor of the Leader's existing awards program.

The committee also reviewed various other projects and public relations programs carried out during the past year by CSEA headquarters as well as the day-to-day operation of the public relations staff, and is pleased to commend all of those involved for the high calibre of their work.

In conclusion, the committee wishes to express its sincere appreciation to the public relations staff, the general headquarters staff and all others who should be mentioned for the work they have done during the year and for the cooperation that has been given to this committee.

Psychological Study Of Oral Exam Value Urged By Committee

By HARRY W. LANGWORTHY

Major efforts of the Committee have been expended in a series of meetings with representatives of the Civil Service Department and the Personnel Council discussing and considering proposals which would modify or improve the conduct of oral exams, would or could lead to less frequent or widespread use of orals, or might result eventually in restricted use of orals. Of prime consideration is how best to serve the purposes of the public and the state in securing the best qualified persons for employment and promotion with reliable, valid and equitable instruments serving these purposes and protecting the interests of the civil servant.

It is too much to hope that even under the most favorable
(Continued on Page 16)



DELEGATE'S SESSION — Granvill Hills, Mental Hygiene Dept. director of personnel, is seen at the microphone as he listens to a question from one of the delegates attending the Mental

Hygiene departmental meeting during the recent CSEA delegates session in Albany. Also seen are Mrs. Anna Bessette, CSEA Mental Hygiene representative, and William Blom, CSEA director of research.

Work Conditions, Title Status Dominate Mental Hygiene Meet

ALBANY, March 22—Mental Hygiene Dept. delegates attending the recent 55th anniversary meeting of the Civil Service Employees Assn. here directed most of their debate in a session on Mental Hygiene problems to a list of 21 items recently discussed by the CSEA Mental Hygiene Committee and Dr. Christopher Terrence, Acting Commissioner of the Department.

Directing the meeting were Mrs. Anna M. Bessette, Charles Ecker and Joseph Bucaria, CSEA Mental Hygiene representatives, who were assisted by William Blom, CSEA director of research. Granvill Hills, Mental Hygiene Dept. director of personnel, represented the Department.

Of the 21 items debated between the department and CSEA, particular attention

was focused on out-of-title work, the lack of a broad base for seeking paid overtime for all employees in the Department rather than special cases, the free use of special leave and holiday time and the Department's attitude on how recent approval of reallocation of attendants would affect other titles in the Department.

Arnold Moses, chairman of the committee, reported that Blom and Joseph D. Lochner, CSEA executive director, were present at the meeting with Dr. Terrence and that the items discussed were still being pursued.

The Mental Hygiene delegates also heard a report on salary negotiations with the State from Solomon Bendet, chairman of the Salary Committee, and a general report on the progress of CSEA legislation by Harry W. Albright, Jr., CSEA counsel.

CSEA Argues Upgradings For Power Plant Series

ALBANY, March 22—The Civil Service Employees Assn. last week backed up its case for the upgrading of positions in the power plant series in State service at a hearing at the State Campus in Albany.

Joseph F. Feily, president, headed a group of CSEA representatives who appeared on behalf of the upgradings before J. Earl Kelly, Director of the Division of Classification and Compensation of the Department of Civil Service.

Many Departments

Positions for which the upgradings are sought are in the Departments of Mental Hygiene, Correction, Social Welfare, Health and the Office of General Services. Job titles and reallocation requests are as follows:

- Power plant helper, grade 4 to grade 7; steam fireman, grade 7 to grade 10; stationary engineer, grade 11 to grade 14; senior stationary engineer, grade 13 to grade 16; principal stationary engineer, grade 16 to grade 19; head stationary engineer,

grade 21 to grade 24.

In his statement at the hearing, Feily stressed that the upgradings are "long overdue and completely justified." He said "on behalf of incumbents in positions in the power plant series, I most urgently request the Director of Classification and Compensation to render a favorable determination on these applications as soon as possible."

On The Team

In addition to Feily, other
(Continued on Page 16)

Passes Test

POUGHKEEPSIE, March 22—Peter Van Buren has successfully completed the Civil Service examination for senior attorney, realty. The post carries a salary range of \$10,090 to \$12,110.

Law School Dean Named To State Grievance Bd.

ALBANY, March 22—Samuel M. Hesson, Dean of the Albany Law School, has been appointed to the New York State Grievance Appeals Board. William J. Isaacson, appointed to the Board in 1963, has been named chairman, succeeding the late Andrew V. Clements.

The appointments were announced by Mary Goode Krone, president of the State Civil Service Commission.

The Board is charged with maintaining and promoting a program for resolving State employees grievances. It also serves as an appellate body for any employee dissatisfied with the handling of his grievance within his own agency.

Dean Hesson was appointed to his post at Albany Law School in September, 1964. Samuel R. Pierce, Jr., a New York City attorney, is the third member of the Board.



RECOGNITION — Joseph F. Feily, left, president of the Civil Service Employees Assn., is seen as he accepts a citation from Marvin Kanter, director of the Public Service Division of the Greater New York Fund, presented to CSEA for its role in obtaining public employee participation during the Fund's annual campaign for contributions. The presentation was made at the CSEA 55th anniversary dinner, held in Albany recently.

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 BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is 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.

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U.S. Service News Items

By JAMES F. O'HANLON

Sen. Brewster Proposes A Bill Creating A Commission For Hatch Act Evaluation

A bipartisan commission, set up for one year to study the effect of Federal laws limiting the voting and political rights of government employees has been proposed by Sen. Daniel B. Brewster (D., Md.). The commission would recommend changes to or repeal of the Hatch Act.

Brewster introduced his bill (S. 1474) after meeting with Civil Service Commission Chairman John W. Macy in a discussion of ways in which the bill could be changed to satisfy the demand of Federal employees that they be allowed to take part in partisan politics.

Many bills have been proposed over the years which would have liberalized or repealed the Hatch Act but none have met with success in Congress.

Two bills have been proposed in the House during this session that would amend the restrictive legis-

lation but Sen. Brewster feels that these bills will meet a similar fate as those of their predecessors. His new approach is to set up a commission to study the Hatch Act in detail and then enact legislation based on the recommendations of its members.

Their duties would be to study the restrictive laws which limit or discourage participation in political activities by the Federal employees "... with a view to determining the effect of such laws, the need for their revision or elimination, and an appraisal of the extent to which undesirable results might accrue from their repeal".

The 12 member "Commission on Political Activity of Government Personnel" would make its report within one year after enactment of S. 1474. The President, Vice-President and Speaker of the House would each appoint four members to the committee.

Advisory Panel Agrees On Wages

Although the President's advisory panel on pay won't make its formal report before April 1 it is reported that it has already agreed tentatively to a general plan.

Included is a recommendation for a July 1, 1965 comparability increase in wages that will average less than three percent for Federal employees and a proposal for the creation of a board of experts to adjust both military and civilian pay on an annual basis.

There seems to be some doubt as to the chances of pay legislation for Federal employees getting through Congress this year but a strong bid by the President, based on the committee's recommendations, could strengthen the possibilities.

The advisory panel feels that it cannot go along with the views of employee representatives and others who demand an across the board increase of three percent for everyone in the Federal employ.

The panel maintains that comparability has never been attained in the middle and top grades while it has been approached, in some cases exceeded, in the lower levels. It appears that the panel will propose greater dollar and percentage increases for the middle and higher grades.

Minority Move Up In Pay According To Census Study

An annual minority census, taken in June for the Presidential Committee on Equal Employment Opportunity, has show an increase in the utilization of minority groups in Federal Government.

Although the number of employees belonging to this group in government work has decreased due to an overall drop in federal employment, the number of Negroes and other minorities in the middle and upper grade posi-

tions has increased for the third straight year.

The total Negro employment worldwide was 299,430 or 13.2 percent of the total. This percentage

Building Guard, Elevator Operator Jobs Pay to \$88

ALBANY, March 22 — Building guards and elevator operators are needed at New York State office buildings and institutions. There are openings from Buffalo to Long Island, paying \$71 a week to start. Five annual increases bring this to \$88.

The positions will be filled as a result of a May 8 civil service examination. Applications will be accepted through April 5.

Applicants must be in good physical health and have at least 20/40 vision in one eye.

For more information visit any local office of the New York State Employment Service or write to


Recruitment Unit 102, New York State Department of Civil Service, The State Campus, Albany, New York 12226.

New Steno School Opened Recently

The Stenographic Arts Institute, a new school for the professional training of machine shorthand reporters and stenotype note readers, was started recently at 5 Beekman Street by Morris Sayburn and Ralph Diggs, two official court and certified shorthand reporters.

The courses will include instruction in all phases of verbatim reporting and will be taught by professional reporters.

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98 New Policemen Added To Transit Police Ranks; Dept. Now At Full Strength



INTRODUCTION — Gov. Nelson A. Rockefeller, right, is seen here following an introduction to James F. O'Hanlon, who recently joined The Leader staff as associate editor. The scene is the 55th anniversary dinner of the Civil Service Employees Assn. in Albany.

Three new Transit patrolmen were awarded revolvers recently at graduation ceremonies during which 98 new patrolmen were added to the ranks of the 1,118 member department.

Stephen L. Gartner of Brooklyn was awarded a revolver for the highest over-all proficiency rating. The prize was donated by the Authority.

Winning the Superior Officers' Assn. trophy was Joseph Franco of Manhattan who achieved the highest academic honors while Abraham J. Gatling of Brooklyn received the award of the Transit Patrolmen's Benevolent Assn. for firearm proficiency.

The Department is now at its fully authorized strength.

Other new Transit patrolmen graduating were:

The Bronx

Henry B. Charleton, John J. Clinton, Robert A. Galgano, Thomas Jacobs, Jr., Milton Langhorne, James T. Lundie, Peter T. McMahon, Gerard A. Petralk, Willie R. Randolph, Xavier Rivera, Daniel Sullivan and John H. Torbert.

Brooklyn

Wilbur J. Bacci, Thmoas J. Birmingham, James M. Boyle, Patrick V. Carricato, William J. Carroll, Willie M. Carter, Robert D. Clark, Edward A. Clarke, Hubert T. Daal, James F. Doyle, John Doyle, Alvin L. Ford, Timothy J. Gagas, Joseph M. Cervasi, Paul A. Haney, Carl H.

Hansen, William T. Higgins, Floyd Holloway, Thomas J. Karvoski, William J. Krapp, Samuel A. Mackay, Jose H. Martins, Vito Mattarella, George J. Mc Master, James L. Meyer, Alvin P. Miller, William J. O'Brien Jr., Frank T. Prevete, Stanley B. Reiter, Joseph E. Riley, William A. Schmidt, Robert J. Spence, James D. Stark, Frank T. Stillitano, William B. Velasco, Jr., Joseph Volpicello, Frederick Williams and Audrick J. Wiltshire.

Manhattan

Edgar Berry, Jr., Julio Cosme, Jr., Joseph C. Duer, Nonato Garcia, Bill R. Gaskin, John M. Mahon, Samuel L. Smith and Dominic L. Tobacco.

Queens

Ronald E. Brown, John A. Colmen, Jr., Eugene A. D'Angelo, Edward Filipiak, Anthony J. Gioia, Joseph Godino, Robert A. Heuskin, Robert A. Holt, Barrett Jackson Ronald L. Johnson, Joseph Jones Charles F. Kivlehan, Roger A. Krauss, Rudolph C. Lazina, Harold B. Lee, Joseph W. Mattered, Robert R. Meyer, Kevin J. Munnely, Donald J. Murphy, John M. Rini, Terrence P. Roche, Martin P. Ryan, Arthur E. Scheublin, Louis J. Schifani, Jr., Matthew T. Walsh and Gerard H. Zeiger.

Staten Island

Thomas A. Aust, Fred Bardes, Kenneth Bynoe, Ronald Cavagnaro, Robert J. Donegan, John G.

Bill Introduced To Increase Ceiling For Supplemental Pension

ALBANY, March 22 — A bill to benefit retired State workers by raising from \$3,700 to \$4,500 the amount of income they may receive and still qualify for supplemental pension benefits has been introduced by Senator F. Warren Travers, Troy Democrat.

"This bill is designed to help those retired State employees," he said, "who worked for the relatively small salaries of 25 to 35 years ago."

He pointed out that under the present law, "these retired employees are given a supplemental retirement allowance. However, if they receive Social Security and normal State retirement benefits over \$3,700, they lose their supplemental allowance."

In urging support for his bill, he declared:

"The services these people rendered for the people of New York State are no less valuable for having been performed three or four decades ago, and in view of the great increases in living costs and salaries since that time, I see no reason why they should continue to suffer from the low ceiling on income for benefit purposes."

Jr. Civil Engineer

Suffolk County will accept applications until March 24 for its junior civil engineer examination. Salary in this position is \$250 to \$304 bi-weekly.

Kings Park Chap. Dinner and Dance Draws 300 Guests

(Special to The Leader)

KINGS PARK, March 22 — Some 300 persons attended the annual dinner and dance of the Kings Park chapter, Civil Service Employees Assn. at Frivola's Riviera Inn, Smithtown, recently.

Brief remarks were made by Natale Zummo, president of the chapter and Dr. Catalano, assistant director of the hospital.

Guests included: Assemblyman Prescott Huntington, Salvatore Butero, president of the Metropolitan Conference, CSEA; Arthur Miller, president of the Long Island Conference; Irving Flaumenbaum, president of the Nassau chapter; Thomas Dobbs, president of the Suffolk chapter; Mrs. Julia Duffy, first vice-president of the Long Island Conference and president of the Pilgrim State Hospital chapter; Thomas Purtell, past president of the Central Islip State Hospital chapter; A.J. Corarra, past president of the Kings Park chapter and now assigned to the Hudson State School for Girls; Charles Monroe, past president of the Farmingdale Agricultural and Technical Institute chapter; field representative John Corcoran; Joe Deasy, Jr., City Editor of The Civil Service Leader; William Habel, Kings Park Hospital personnel director and Jurgen Krause, assistant director of personnel.

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TUESDAY, MARCH 23, 1965

LEADER BOX 101

Letters To The Editor

Offers Clarification To Housing Aide

Editor, The Leader:
In your issue on Tuesday, March 9, a letter appeared signed "An Employee, New York State Division of Housing and Community Renewal" which replied to a letter from Mr. Myron Holtz who is the public information officer of the CSEA chapter of the Division of Housing and Community Renewal. Mr. Holtz's letter appeared in the February 23rd issue and explained why construction advisors and clerks for the New York State Division of Housing and Community Renewal did not receive the 5 percent raises granted to State employees.

The un-named letter writer then seeks, erroneously, to indicate that Mr. Holtz represents the Division of Housing and Community Renewal and, hence, cannot give an impartial answer or must give an answer favoring the Division. The fact is, of course, that Mr. Holtz did not write representing the Division of Housing and Community Renewal. Further, his answer was a factual statement which cannot be impugned by a charge of partiality. The un-named letter writer further seeks to raise an irrelevant issue with respect to whether temporary employees are permitted to be members of the State Retirement System.

Finally, the un-named letter writer wants to know whether the legislation which granted the two raises were granted to all State employees or only permanent employees.

The fact is that the un-named letter writer has previously indicated that he falls into the category of construction advisor or construction clerk and hence is a temporary employee who is not covered by Chapter 829 of the Laws of 1964 and hence is not entitled to the 5 percent increase under the law. The fact that he is a State employee does not give him or anyone similarly situated a right to such increase.

It is suggested that if this un-named employee is serious in his desire to obtain further clarification, he may consult the undersigned on a confidential basis or if he prefers, he may consult the Division of Housing and Community Renewal chapter of the CSEA of which Meyer Poses is president and I am sure such consultation will also be held on a confidential basis.

We trust that this will serve to conclude this matter to your correspondent's complete satisfaction.

ANNE M. DOLAN
Administrative Officer
Division Housing & Community Renewal

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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.")

Death Gamble Amendment

UNTIL LESS than a year ago, a New York City police officer gambled with death if he did not immediately retire after twenty years of service. Should he continue in service and die before his retirement application had been in effect for at least thirty days, there was a total forfeiture of the City's contribution to the benefit of his beneficiary.

THE SHOCKING injustice of the death gamble provision is illustrated by the recent case of a patrolman who died of cancer of the blood after his retirement had been effective for two days. The officer had completed twenty-two years of creditable service when he contracted his terminal illness. Aware of the nature of the disease, he promptly filed his retirement papers to take effect at the earliest possible date, thirty days later. He had selected Option 1 under the applicable Administrative Code provision which assured his widow of the sum set aside by the City in over twenty years of service in addition to the accumulated deductions from his salary.

AS HE DID NOT survive for an additional thirty days, he, or rather his widow, lost the gamble taken with death when he did not retire after twenty years. The sum of which the widow was deprived exceeded \$50,000.

THE DEPRIVATION of this substantial sum was dictated by the following phrase introducing the Code section allowing optional selection:

"WITH THE provision that no optional selection shall be effective in case a member dies within thirty days after retirement . . ."

THE DENIAL OF the Optional 1 benefits (by 6 to 6 vote of the Board of Trustees of the Police Pension Fund) relegated the widow to the Ordinary Cash Death Benefit provided by the Code. The Code treats the officer who dies within thirty days of retirement as though he were still in City service, and the widow became entitled only to her husband's accumulated deductions and an amount equivalent to his last year's earnings.

FORTUNATELY, such manifest injustice can never recur because the Legislation enacted section 207-g of the General Municipal Law, effective April 24, 1964. This statute assures the beneficiary of full, even additional, pension retirement benefits "notwithstanding the provisions of any . . . administrative code . . ." However, as the patrolman died on February 17, 1964, the statute could not help him.

THE WIDOW urged in Court that the denial of the sum set aside for her by the City over a twenty year period merely because of her husband's death before his retirement took effect, constituted a denial of due process. The Court regretfully rejected her contention, stating:

"Although the recent change in the law (sec. 207-g(2), (General Municipal Law) eliminates the 'death gamble,' this law did not become effective until after the death of the petitioner's husband and there is no provision in the law for retroactive application. The court sympathizes with petitioner's position, but is without power to afford her the relief sought."

PERHAPS THE inequitable result may yet be corrected by appropriate amendment to the law.

bureau's personnel.

• A fellowship program on outside periodicals for writing internships.

• A training exchange program with Great Britain.

• A post-editing board for critical review of writing, analysis, and usefulness.

• A review by outsiders, particularly those who use government documents.

• A case book to show various stages of manuscript development, and what pitfalls and errors should be avoided.

• A suggestion for the schools to teach analytical writing.

• A program for readership surveys to avoid "self-delusion." Says Mr. Klein: "We seldom know how a publication is received, who reads it,

how it is used, what might profitably have been added or subtracted."

Next Week:

How to Write by Writing

Livesey New State U. Aide

ALBANY, March 22—Lionel J. Livesey of Delmar is the new assistant to the president of the State University.

Livesey has been serving as director of facilities research with the University since last November and he will continue to receive his present salary of \$15,614 in his new job.

Prior to joining the State University staff, he was assistant to the chancellor of the University of California at Santa Barbara.

Review & Recommend

THE Revised Staff Report on the Classification Survey of the Unified Court System in New York City has been released by the State Judicial Conference.

The Conference has taken great pains to see that all truly interested parties have a chance to review and comment on the report.

In so doing, they have expressed deep concern for the employees on this vital issue.

It is now up to the employees themselves to produce intelligent, workable recommendations to the Conference for the sake of both the Conference and themselves.

This is the surest road to success for such a major undertaking.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is 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.

Report Writing — A P.R. Factor

POOR WRITING must bear no small part of the blame for poor public relations in government.

THE REASON is obvious. Poor writing means poor communication. When you have poor communication, you inevitably have poor public relations.

SO URGENT is the problem that this as well as next week's column will examine this critical area. Our comments will be based on a 60-page report by Lawrence R. Klein, editor of the U.S. Department of Labor's monthly "Labor Review."

MR. KLEIN was given a year off for the study under a Secretary of Labor Career Service Award. What Klein came up with is a down-to-earth analysis of the problem and some sound suggestions for a solution.

THE REPORT does not concern itself with, as Mr. Klein puts it, "the fairly obvious fact that much government writing is poorly done, that much of it is murky, obscure, jargon-laden, awkward, dull, discursive, and humorless."

WE'LL LET Mr. Klein make his suggestions in his own words:

• A better civil service testing of candidates for jobs calling for analytical writing. This means Civil Service Commission-devised writing tests for all candidates for jobs requiring analytical and interpretive writing so that we can know before we hire what the candidates' writing capacities are.

• A more effective system of on-the-job training for writers. This means a tutorial

system under which both trainee and subject-matter specialist tutor would be detached from normal duties for intensive writing practice and critiques.

• A more suitable environment for writing. This means that through an active personal interest in the continuing demand for good writing by the head of the agency, removal of the bureaucratic constraints on writing, and maintenance of a respect for professional standards, an atmosphere conducive to good writing can be created.

• A change in the method of teaching English composition in the American education system. This means both an understanding of the teaching problem and encouragement and suggestions to the U.S. office of Education and private agencies in their work to improve teaching of composition. (Ed. Note: This suggestion will be the topic of our column next week.)

THE ABOVE are Mr. Klein's basic proposals. Here are some subsidiary proposals, which, for lack of space, we have paraphrased:

• A system of cash prizes

This Week's TV Column

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

Sunday, March 28

8:30 p.m.—City Close-up— Seymour N. Siegal interviews David D. Jones, Director, Job Orientation In Neighborhoods (JOIN).

10:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Carlo Pietzner, Executive Director, Camphill Village.

Monday, March 29

2:00 p.m.—City Close-up— Repeat of Sunday program.

4:00 p.m.—Around the Clock— Organized Crime—New York City Police Department training film program.

7:30 p.m.—On the Job—"Transportation of the Injured"—New York City Fire Department training program.

8:00 p.m.—Operation Alphabet II—New York City Labor Department literacy series.

Tuesday, March 30

2:00 p.m.—Nursing Today—"Supervisory Rounds"—Dr. Ray Trussell, Commissioner of Hospitals.

2:30 p.m.—Care of the Aged and Chronically Ill—Department of Hospitals training course. Dr. Samis, host.

4:00 p.m.—Around the Clock—"Organized Crime"—New York City Police Department training program (repeat).

8:00 p.m.—Operation Alphabet II—New York City Labor Department literacy series.

Wednesday, March 31

2:00 p.m.—Nursing Today—"Supervisory Rounds"—Repeat.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin

Perkins of the New York City Mental Health Board interviews Mr. Earl Frost, Co-ordinator, physical medicine and rehabilitation service, V.A. Hospital, Brockton, Mass.

7:30 p.m.—On the Job—New York City Fire Department training program—"Transportation of the Injured"—Repeat.

8:00 p.m.—Operation Alphabet II—New York City Labor Department literacy series.

8:30 p.m.—Viewpoint On Mental Health—Repeat of earlier program.

Thursday, April 1

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

8:00 p.m.—Operation Alphabet II—New York City Labor Department literacy series.

Friday, April 2

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

8:00 p.m.—Operation Alphabet II—New York City Department of Labor literacy series.

Saturday, April 3

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

Clerk Sought In Rockland County

Office service clerks are needed in Rockland County. Salary in this position varies according to location. Applications will be accepted by the Civil Service Commission until March 24. For further information contact the Commission in New City.

Call 440-1234 For Police Action

Police Commissioner Michael J. Murphy has advised that people in the New York City area are not using the police emergency telephone number to their advantage. Last month only 45 per-

cent of the emergency calls received by the Police Department were made to 440-1234, the emergency number introduced last Nov. 10.

The Police Commissioner considers the maximum use of this means of swift communication and police action in situations of

urgency to be of utmost importance in the City's efforts to protect its citizens.

Using 440-1234 brings the callers voice directly into the police communication center where the information is transmitted by radio and the nearest patrol car or ambulance is dispatched.

Elmira Seeks Aides

The City of Elmira has openings for junior engineer and senior engineering aide. Salary in the latter position is \$4,204 to \$5,164. The salary for the junior engineer is \$6,964 to \$8,024.

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Camera Report On CSEA 55th Anniversary Meeting In Albany



Gov. Nelson A. Rockefeller, at microphone, was the major speaker at the dinner that ended the meeting of some 700 delegates representing 130,000 members of the CSEA. Other pictures show the delegates at the convention sessions.

IT COULD HAPPEN TO YOU

By LAWRENCE STÉSSIN

(The following is taken from "Employee Relations in Government," a bi-monthly newsletter published by Man & Manager, Inc.)

CAN AN EMPLOYEE'S PENSION BE EXPANDED AFTER RETIREMENT TO INCLUDE HIS WIDOW?

What happened: A top objective in many public-employee associations is the improvement of pension rights. To push a law through the legislature can be a long and tedious task.

Once the law is won—such as better pension rights—the battle is still on because the courts may upset it as unconstitutional. It becomes important, then — to know in advance what improvements can be made via the legislature and what require constitutional amendment.

- Concerned over diminishing returns on pensions, public employee groups in Washington State won a constitutional amendment permitting the legislature "to increase existing pensions."

- Following through, uniformed employees induced the lawmakers to liberalize pensions by providing that a policeman's pension would go to his widow on his death.

- Taking in all contingencies, the law applied to present and future pensioners. (Previously, the pension ended with the death of the employee and the widow was cut off.)

Harry Albert retired as Spokane policeman back in 1949 and collected his pension for many years. When he died in 1962, his widow

put in for his pension under the new law. To her surprise, the Pension Board told her she could not collect.

"Why not?" Mrs. Albert asked, "I meet the requirements of the new law."

The Board replied, "The legislature acted beyond its powers. The amendment gives it the right to increase the amount of an existing pension—a pensioner who now gets \$200 monthly could be given an extra \$50. But it does not mean we can take into the pension system—after a man retires—his relatives who were not in it before—like a widow or widower."

"My lawyer will continue this debate," said Mrs. Albert and hired one. Naturally enough he argued that the law was perfectly proper—and that increasing a pension can mean extending the life of the pension to include a man's widow.

Did Mrs. Albert collect?
 YES NO
 (Answers on Page 15)

Census Takers In Westchester Co.; File This Month

Enumerators are needed in Westchester County to assist in taking a special census of the County's population.

Applications will be accepted until the end of the month. The Census Office, in the Westchester County Center Building, White Plains, is interviewing and testing applicants daily.

Hours for interviews are 9 to 11 a.m. and 1 to 3 p.m. Applicants must be at least 18 years of age, United States citizens and willing to work full time until the census is completed.

Enumerators will receive seven cents for each person enumerated and should make between \$12 and \$15 a day.

(Continued from Page 1) legislation but also there is doubt; at this writing, whether or not the budget deadline of March 31 will be met. This in turn is creating a bottleneck on the passage of other major legislation, including civil service bills.

Serious Talks Started

Indications are, however, that the long session will be of benefit to public employees in the end. A survey by this column of New York City fire, police, sanitation and other organizations as well as the 130,000-member statewide Civil Service Employees Assn. shows that truly meaningful talks are now getting underway with the Democratic leadership on a number of important issues. Most of these organizations expect the talks to bear fruit in the form of passed legislation.

As a matter of fact, the desire on the part of many Democratic

legislators throughout the State to fulfill long-standing promises to these groups is reported to be one of the reasons the Legislature leaders do not want to pass a budget that doesn't fulfill these commitments to some degree.

Rockefeller, Levitt Ahead

In this area, Governor Rockefeller is ahead for the moment, having already submitted a civil service program that includes several benefits, although he made no proposals on a State salary increase for 1965. Action on any pay hike would now have to come from the Democrats. Rockefeller's program includes a non-contributory retirement system; retirement vesting privileges at age 55; the use of accumulated sick leave credits to pay for health insurance when employees retire; a reclassification of Mental Hygiene Department employees and the placing of in-

stitutional teachers on the same calendar year as their counterparts in the public school system.

It should be noted that one Democrat — Comptroller Arthur Levitt—is being credited with a civil service program, too. The proposals on the retirement system originated with him and he has announced his continuing backing of these measures.

In addition to the longer session, there is one other factor that should assure some major public employee legislation from the Democratic majority in the Legislature—the now much-publicized size of the civil service vote. At last estimates, the public employee family vote was estimated at more than 20 per cent of the State's electorate. Both Democrats and Republicans will need a good share of that vote to return to the Legislature after next November's elections.

Dr. Olds Appointed To State U. Post

ALBANY, March 22—Dr. Glenn A. Olds, 44, has been named executive dean for International Studies and World Affairs by the State University Board of Trustees. The position pays \$25,000 a year.

Dr. Olds is the president of Springfield College and will take over his new duties Aug. 1.

In his new job, Dr. Olds will be responsible for implementation of planning for establishment of the Center for International Studies at Planting Fields, L.I.

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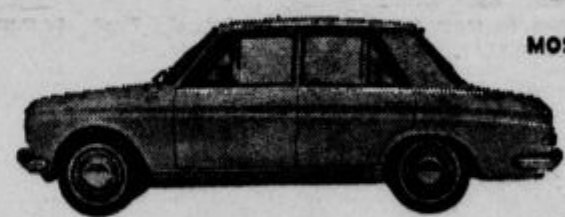
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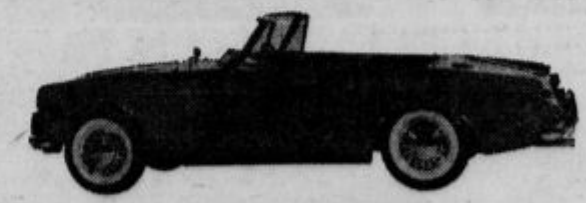
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TEST AND LIST PROGRESS - N.Y.C.

Title	Last No. Certified
Accountant clerk, 1 certified March 3	304
Accountant (general promotion), 27 certified March 4	55
Accountant, prom. (Comptroller's Office) 3 certified Feb. 18	8
Accountant, prom. (Finance Dept.) 1 certified Feb. 18	4.5
Accountant, prom. (Fire), 3 certified Feb. 15	3
Accountant, prom. (HA), 7 certified March 8	104
Accountant, prom. (Housing and Redevelopment), 1 certified Feb. 10	1
Accountant, prom. (Real Estate), 2 certified Feb. 15	2
Accountant, prom. (Teachers Retirement Sys.), 55 certified Feb. 15	55
Alphabetic key punch operator (IBM) 9 certified Feb. 8	181
Alphabetic key punch operator, (IBM), 4 certified Feb. 16	181
Architect, 2 certified Feb. 8	8
Architect, 3 certified Feb. 2	8
Assistant account, 24 certified Feb. 25	108
Assistant architect, 12 certified March 1	13
Asst. assessor, 2 certified Feb. 4	128
Asst. buyer, 1 certified Feb. 2	12
Asst. electrical engineer, gen. prom., 8 certified March 12	34
Asst. civil engineer, prom. (Dept. of Marine & Aviation) 1 certified March 11	1
Assistant civil engineer, prom. (Dept. W. G. & E.) 1 certified Feb. 10	1
Asst. civil engineer, prom. (Highway Dept.), 4 certified Feb. 20	4
Asst. civil engineer, prom. (TA), 7 certified Feb. 3	6
Asst. mechanical engineer, 4 certified Feb. 3	50
Asst. park director, prom., 32 certified Feb. 2	32
Asst. program manager, 1 certified Feb. 10	8
Assistant rent examiner, prom. (Rent & Rehab.), 10 certified Feb. 1	10
Asst. station supervisor, prom. (TA) 15 certified March 12	40
Assistant stockman, 18 certified Feb. 5	175
Asst. supervisor of welfare shelter, 5 certified March 8	6
Asst. supervisor, structures, prom., (TA) group C, 3 certified March 9	5
Asst. supervisor, (Social Case Work), 1 certified Feb. 15	10
Asst. supervisor, welfare, prom., 248 certified March 9	758
Assistant train dispatcher, prom. (TA) 7 certified Feb. 18	140
Asst. youth guidance technician, 14 certified March 8	37
Attorney trainee, 4 certified Feb. 4	50
Auto mechanic, 10 certified Feb. 4	175
Battalion chief, prom. (Fire Dept.), 9 certified March 1	32
Blueprinter, 7 certified Feb. 9	14
Boiler maker, 3 certified Feb. 20	10
Bridge and tunnel officer, 13 certified Feb. 11	388
Bridge & Tunnel sergeant, prom., (Tribor. B & T), 3 certified March 9	19
Bus maintainer, group A, prom., 37 certified Feb. 4	37
Carpenter, 29 certified March 12	246
Cashier, 34 certified Feb. 10	474
Cashier, 9 certified Feb. 26	74
Chief of fire aux. (C.D.), 3 certified Feb. 26	3
Chief of shelter management program, (C.D.), 2 certified March 2	4
Civil engineer, 4 certified Feb. 26	17
Civil engineering draftsman, prom. (Bklyn Boro Pres.) 1 certified Feb. 19	1
Claim examiner, 5 certified Feb. 10	85

(Continued on Page 12)

Guidance for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job.

According to government reports high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-92, 130 W. 42nd St., New York, N.Y. (or phone BRyant 9-2604).

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

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Help Wanted
ONTARIO COUNTY, TITLE SEARCHER. Salary range \$5100-\$6000. Open to eligibles of NEW YORK STATE. For further information, contact the ONTARIO COUNTY CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, N. Y.

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NOTICE TO BIDDERS
Sealed proposals covering Improvement of Grounds, Laundry Building No. 121 and Power Plant Building No. 122, Manhattan State Hospital, Wards Island, New York, in accordance with Specification No. 19477GE and the accompanying drawings, will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany 26, N.Y. on behalf of the Mental Hygiene Facilities Improvement Fund, until 10:30 A.M., Eastern Standard Time, on Wednesday, April 14, 1965, when they will be publicly opened and read. Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the New York State Department of Public Works, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in and no change shall be made in the phraseology of the proposal.

The State reserves the right to reject any or all bids. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawings and specifications may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

District Supervisor of Bldg. Constr., State Office Building 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 23, N.Y.

District Engineer, 125 Main St., Buffalo 3, N.Y.

Director, Manhattan State Hospital, Wards Island, N.Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Ave., State Campus, Albany 26, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$15.00 or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of January 2, 1960, will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, Administration and Engineering Building, State Campus, Albany, N.Y., or the State Architect's Office, 270 Broadway, New York City, for the sum of \$5.00 each. Dated: 3/12/65.

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New York State has announced a series of open competitive examinations for which the closing date for applications is April 5.

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- Construction safety inspector, Exam number 2729. Salary is \$5,835 to \$7,130.

- Director of cottage program, Exam number 2884. Salary is \$8,600 to \$10,385.
- Laboratory equipment designer, Exam number 2885. Salary is \$6,540 to \$7,955.
- Senior laboratory technician (Tompkins), Exam number 2889. Salary is \$4,610 to \$5,590.

For further information and applications contact the State Civil Service Commission, the State Campus, Albany.

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(Law Case On Page 9) Answer

What the Supreme Court of Washington ruled: A pension to a public employee is a form of deferred compensation for his services. As such it is a substitute for earning power while he is working.

"Since a pension is 'deferred compensation,' the widow's pension cannot be a 'new and different' pension at all. It is not a pension separate from that of the husband—but rather is part of his deferred compensation.

"We think it is clear that the legislature, in making pension benefits payable to the widow of a police officer, did not create a new pension but simply increased the pension by making its benefits payable after death.

"This is within the area of legislative action permitted by the amendment to the state constitution." Mrs. Albert collected her pension. (394 P. 2d 231)

COMMENT: In the August 15th issue of Employee Relations In Government it was pointed out (Can A Public Employee's Pension Be Increased After His Retirement?) that most states require a provision in the state constitution to permit post-retirement pension increases

This case demonstrates the liberality of many courts in interpreting such amendments.

- All the same, public employees working for such state provisions ought to make the language all-inclusive and clear on the subject of pension increases and inclusion

House Warming At Commission Office

The New York State Department of Social Welfare, Commission for the Blind, will hold a "house warming" at their new offices April 2 from 2 p.m. to 4 p.m.

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other than the pensioner.

• If minor children are to be included, that also should be specifically stated.

Some states have not been as generous as Washington. In New York, for instance, the court ruled that a constitutional amendment authorizing increase in payments to pensioner did not include his widow's pension.

State Police Have Successful Year

Albany, March 22—The State Police, in its annual report just issued, claim "the most productive year" in its history, according to year-long statistics.

During 1964, the division reported troopers made 357,385 arrests and recovered 1,376 stolen cars.

TEST AND LIST PROGRESS — N.Y.C.

(Continued from Page 11)

Cleaner (Women), 22 certified Feb. 5	400
Clerk, 28 certified Feb. 11	1084
Clerk, 19 certified Feb. 23	405
Collecting agent, prom. (TA) 24 certified Feb. 9	40
College adm. asst., prom. (Bklyn College), 3 certified Feb. 26	8
College ad. asst., prom. (Higher Ed.), 16 certified Feb. 15	34
College office asst. 'B', 35 certified Feb. 11	116
College secretarial asst. A, 2 certified Feb. 23	150
College office asst. A, 9 certified March 10	203
College sect. asst. B, 34 certified March 11	243
Community manager, 13 certified Feb. 15	15
Computer programmer trainee, 19 certified Feb. 25	139
Construction inspector, 15 certified March 2	251
Construction manager, 6 certified Feb. 15	11
Court reporter, 3 certified Feb. 16	153
Deputy chief, prom. (FD), 4 certified March 1	44
Demolition inspector, 2 certified March 4	8
Director of borough community coordination, prom. (youth bd. 2 cert. Mar. 8)	2
District supervisor of school custodians, prom. 20 certified Feb. 1	25
District supervisor of school custodians, O-C, 6 certified Feb. 1	6
Dockbuilder, 5 certified Feb. 19	40
Editorial assistant, 5 certified March 5	36
Electrical eng. draftsman, 17 certified Feb. 19	52
Electrical inspector, 32 certified March 4	27
Electrician, (automobile), 5 certified March 12	51
Electrician's helper, 8 certified Feb. 24	23
Elevator inspector, 21 certified March 10	415
Elevator operator, 73 certified Feb. 15	69
Engineering aide, 10 certified March 1	1
Exterminator, 1 certified Feb. 10	35
Fire alarm dispatcher, 3 certified Feb. 2	732
Fireman, 1 certified March 3	7
Foreman (carpenter), prom. (Bd. of Ed.), 7 certified March 9	36
Foreman (cars and shops), prom. (TA), 6 certified March 9	15
Foreman (lighting) prom. (TA), 8 certified Feb. 9	10
Foreman (stores, materials, supplies) prom. (TA), 8 certified Feb. 9	25
Foreman (track), prom. (TA), 16 certified March 15	32
Foreman (washed maintenance), prom. Croton Div., 5 certified Feb. 3	7
Foreman, water supply, prom. (Dept. W.G.E.), 5 certified March 2	6
Foreman (washed maintenance), NYC Div., 6 certified Feb. 3	12
Foreman (washed maintenance), Catskill Div., 7 certified Feb. 3	90
Foreman of housing caretakers, prom. (HA), 5 certified March 2	98
Foreman of housing caretakers, 11 certified Jan. 29	40
Gen. park foreman, prom. (Parks), 11 certified March 15	8
Head school lunch manager, 1 certified Feb. 2	6
Horseshoer, 3 certified Feb. 25	18
Hostler, 13 certified Feb. 3	94
House painter, 9 certified Feb. 5	72
Housing care taker, 3 certified Feb. 9	35
Housing construction inspector, 1 certified March 12	54
Housing fireman, 2 certified Feb. 26	234
Housing inspector, 3 certified March 5	400
Housing patrolman, 151 certified March 11	21
Interpreter, 3 certified Feb. 24	134
Investigator, 2 certified March 2	2
Jr. civil engineer, 1 certified March 9	20
Jr. hospital administrator, 2 certified March 10	2
Junior methods analyst, 7 certified Feb. 15	81
Jr. physicist, 1 certified March 8	244
Laboratory aide, 1 certified March 11	202
Laborer, 100 certified Feb. 1	266
Laborer, 50 certified Feb. 3	210
Laundry worker, (men), 4 certified March 3	185
Laundry worker (women), 32 certified Feb. 3	20
Lieutenant, prom. (FD), 6 certified Feb. 24	26
Lieutenant, prom. (TA Police), 9 certified Feb. 10	313
Light maintainer, prom. (TA), 6 certified March 2	800
Maintainers helper A, 13 certified Feb. 24	275
Maintainers helper, group B, 204 certified March 3	39
Maintainers helper D, 5 certified Feb. 24	19
Mechanical engineer, 4 certified Feb. 10	22
Mechanical maintainer, (E) prom. (TA), 6 certified Feb. 18	16
Meat cutter, 18 certified March 2	450
Messenger (hospitals only), 90 certified Feb. 1	77
Messenger (hospitals only), 90 certified Feb. 1	54
Mortuary caretaker, 1 certified Feb. 5	25
Mortuary caretaker, 1 certified March 9	1245
Motor vehicle operator, 95 certified March 15	98
Oiler, 15 certified Feb. 11	28
Paver, 7 certified Feb. 2	194
Parking enforcement agent, 3 certified March 3	23
Paver, 9 certified March 8	29
Pharmacist, 2 certified Feb. 2	7
Pipe caulker, 5 certified Feb. 8	1
Planner, 4 certified Feb. 24	3
Planner, (Bd. of Ed.), 1 certified Jan. 28	3
Planner, prom. (Plan. Comm.), 3 certified Feb. 19	55
Power distribution main, prom. (TA), 13 certified Feb. 14	65
Power distributor maintainer, prom. (TA), 12 certified March 12	61
Probation officer, 61 certified Jan. 29	17
Public relations assistant, 3 certified Feb. 2	15
Purchase inspector, (repairs and supplies) 12 certified March 4	3
Radiation therapist, 3 certified Feb. 24	22
Radio operator, 19 certified Feb. 15	2809
Railroad clerk, 204 certified, March 4	470
Railroad porter, 412 certified Feb. 10	25
Railroad stockman, prom. (TA), 10 certified Feb. 9	41
Rent examiner, 2 certified March 15	65
Road ca. inspector, 10 certified March 12	15
Rubber tire repairer, 14 certified Feb. 26	1,300
Sanitation man, 74 certified Feb. 10	45
Sergeant, prom. (TA Police), 9 certified Feb. 10	10
Senior accountant (group chief), prom. (Finance), 10 certified Feb. 3	175
Senior accountant, gen. pro. (License Dept.), 12 certified Feb. 19	13
Senior chemist (toxicology), 10 certified Feb. 17	1407
Senior clerk, gen. prom., 34 certified Feb. 24	3
Senior clerk, prom. (Boro pres. office, Rich.), 3 certified March 10	73
Senior clerk, prom. (Building Dept.), 24 certified Feb. 16	81
Senior clerk, prom. (City Reg.), 3 certified Feb. 15	82
Senior clerk, prom. (Criminal Court), 3 certified March 8	58
Senior clerk, prom. (Finance), 8 certified March 3	20
Senior clerk, prom. (Mental Health Board), 1 certified March 1	57
Senior clerk, prom. (Real Estate), 1 certified March 2	205
Senior clerk, prom. (TA), 3 certified Feb. 8	4
Senior clerk, prom. (Hospitals), 27 certified Feb. 19	11
Senior electrical engineer, prom. (TA), 4 certified Feb. 2	33
Senior key punch operator (IBM) prom. (Bd. of Ed.), 4 certified Feb. 9	375
Sr. shorthand reporter, 21 certified March 5	54
Senior steno, 23 certified Feb. 8	544
Senior steno, prom. (Hospitals), 17 certified Feb. 23	347
Senior steno, prom. (Kingsborough College), 3 certified Feb. 8	377
Senior steno, prom. (Water Supply), 3 certified Feb. 11	24
Senior steno, 22 certified Feb. 11	18
Sr. street club worker, 16 certified March 9	39.5
Senior tab. operator (IBM) prom. (HA), 3 certified Feb. 26	50
Sergeant, prom. (Triborough B & T Auth.), 3 certified Feb. 26	106
Sheet metal worker, 9 certified March 1	41
Signal maintainer, prom. (TA), 1 certified Feb. 11	118
Social investigator trainee, 157 certified March 10	80
Special officer, 22 certified March 10	47
Stationary fireman, 8 certified March 13	65
Stationary engineer, 3 certified March 2	3
Storekeeper, 2 certified March 9	46
Steamfitter, 8 certified Feb. 3	138
Structures maintainer (B), prom. (TA), 17 certified Feb. 9	851
Supervisor, (structures, sv. C), prom. (TA), 3 certified March 9	765
Supervising clerk, prom. (Hospitals), 10 certified March 9	1398
Supervising steno, gen. prom., 9 certified March 15	
Telephone operator, 4 certified March 10	
Trackman, 60 certified March 9	
Transit patrolman, 915 certified March 8	

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Miss Civil Service

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Please enter the following as a candidate of the Miss Civil Service Contest:

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NYC _____ State _____ Federal _____ Other _____ (Check One)

Use Pencil or Ball Point
(PLEASE CLIP TO BACK OF PHOTO)

Enter Miss Civil Service Contest Now; Deadline Near

Mirror, Mirror on the wall, who's the fairest of them all? Well, the Mirror isn't doing business anymore but The Leader has voluntarily taken up the task of naming the most fair (Civil Service Department). On May 31 it will be Hi-Ho Hi-Ho off to the Fair we go and four pretty maidens (one from each of the Civil Service kingdoms) will be crowned most fair. Each of the four Queens at the Civil Service Day ceremonies will receive a Contry Tweeds coat.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

This years winners will receive a full fur lined coat from the 1965 Fall collection of Country Tweeds, long noted for their fashionable creations in cashmere and fur and classical styling for the casual gentry look of Indian Summer and football Saturdays.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

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For further information contact the County Civil Service Commission, White Plains.

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Judicial Conference Salary, Conversion Report

(Continued from Page 2)

bate) III, 27.
 Surrogate's Court Clerk (Accounting) III, 27.
 Tabulating Machine Operator Trainee.
 Tabulating Machine Operator, 8.
 Senior Tabulating Machine Operator, 10.
 Principal Tabulating Machine Operator, 14.
 Supervisor of Tabulating Machine Section, 16.
 Telephone Operator, 7.
 Typist, 6.

Titles to be maintained only for tenure of incumbents and earmarked for eventual review:

Accountant, 16.
 Administrative Assistant, 16.
 Administrative Assistant, (IBM Equipment), 16.
 Assistant Accountant, 13.
 Assistant Bookkeeper, 13.
 Assistant Clerk, 23.
 Assistant Deputy County Clerk (exempt).
 Assistant General Clerk, 31.
 Assistant General Clerk (exempt).
 Assistant Librarian (Cataloguer), 16.
 Assistant Stockman, 6.
 Attendant to Judge (exempt).
 Attorney, 23.
 Calendar & Control Assignment Clerk, 26 (non-comp.).
 Cashier, 11.
 Chief Clerk, 19 (both competitive and exempt).
 Chief Clerk (Law and Equity), 19.
 Chief Clerk of Civil Court, 31.
 Chief Clerk of Criminal Court (exempt).
 Chief Confidential Attendant (exempt).
 Chief Court Attendant, 18.
 Chief Court Attendant (exempt).
 Chief Court Stenographer, Grade 25.
 Chief Probation Officer, 34.
 Clerk to Official Referee (exempt).
 Confidential Attendant, 14 (non-comp.).
 Confidential Clerk (non-comp.). (This title represents a variety of levels of assignments, at widely different salary levels and is not allocated to a salary grade at this point).
 Confidential Clerk (exempt).
 Confidential Clerk and Stenographer, 21 (non-comp.).
 Confidential Investigator (exempt).
 Confidential Messenger, 14 (non-comp.).
 Confidential Messenger (exempt).
 Confidential Secretary (one position) (exempt).
 County Detective, 18.
 Court Crier, 21.
 Deputy Chief Clerk (exempt).
 Deputy Chief Clerk and Clerk of the Court, 27.
 Deputy Chief Clerk of the Civil Court (exempt).
 Deputy Chief Clerk of the Criminal Court (exempt).
 Deputy Clerk (exempt).
 Deputy Clerk of the Court, 23.
 Deputy Clerk of District, 18.
 Deputy Commissioner of Records (exempt).
 Deputy Director of Administration (Civil Court), 18 (non-comp.).
 Deputy Director of Administration (Family Court), 25.
 Draftsman, 9.
 Executive Assistant, 18 (non-comp.).
 Elevator Operator, 11 (non-comp.).

Executive Secretary, to be illustrated.
 Foreman of Laborers, 11.
 Head Clerk, 15.
 Head Clerk (Law and Equity), 15.
 Head Stenographer, 15.
 Information Clerk, 10.
 Laborer, 9.
 Laborer (exempt).
 Law and Equity Clerk, 15.
 Library Attendant, 18.
 Library Clerk. (This competitive title covers a wide variation in permanent assignments, responsibilities, and salary levels; no salary illustration is made. This title is new structure on different basis).
 Principal Librarian (Law), 29.
 Research Analyst, 18.
 Secretary to Judge (exempt).
 Senior Administrator, 28.
 Senior Attorney, 26.
 Senior Cashier, 14.
 Senior Draftsman, 11.
 Senior Social Worker (exempt).
 Statistics Clerk, 10.
 Storekeeper, 11.
 Supervising Telephone Operator, 14.
 Supervising Typist, 14.
 Supervisor of Training (Probation Services), 25.
 Telephone Operator (exempt).
 Title Examiner, 12.
 Typewriter Operator, 14 (non-comp.).
 Warden to Grand Jury (exempt).

Adoption of a uniform system of position titles for system requires in many instances that employees concerned must be re-titled. The table which follows lists the title which every permanent incumbent of any position under the unified court system within New York City will now receive in lieu of the title he has previously held. It applies to

service with permanent qualification under the many titles of previous separate classification systems.

Under Article V, Section 6 of the State Constitution those permanent employees with status in the competitive jurisdictional class may receive continued title status under an appropriate title which does not represent a promotion without examination.

Employees in the non-competitive and exempt jurisdictional classes will also receive equivalent level titles, or titles which accord with position classifications appropriate to the nature of their appointment to such positions.

In some instances it has been deemed impracticable to immediately abolish present titles even though the present titles do not describe the present duties, and such titles are listed and converted only for the tenure of incumbents. Other proposed "incumbents only" titles although perhaps descriptive of present duties are nevertheless earmarked for conformance to the new title structure at a later date. The earmark protects the present status of incumbents.

Assistant Surrogate's Court Clerk.
 Recording Clerk to Assistant Surrogate's Court Clerk.
 Senior Surrogate Clerk to Assistant Surrogate's Court Clerk.
 Attendant to Attendant.
 Bookbinder to Bookbinder.
 Bookkeeper to Court Clerk I.
 Clerk (qualified by promotion from Court Officer or Court Attendant) to be determined.
 Clerk to Clerk (these are office work clerical positions).
 Messenger to Clerk.
 Supervising Clerk to Court Assistant (Conversions of Supervising Clerk to Court Assistant apply only to courts and to positions of Supervising Clerk in the Offices of the County Clerks which shall be determined as converted to Court Assistant rather than Principal Clerk with individual notice to affected employees of either alternative of conversion based upon duties; all other Supervising Clerks who are in the Office of Probation or the Probation Department, Queens Supreme Court are converted, as shown hereafter in the table, to Principal Clerk).
 Assistant Deputy Clerk to Court Clerk I.
 Assistant Special Deputy Clerk to Court Clerk I.
 Clerk of District to Court Clerk Clerk of District (Small Claims Part) to Court Clerk I.
 Court Clerk to Court Clerk I.
 Court Clerk to title to be determined in the Second District Supreme Court.)
 Court Clerk (City Court to Court Clerk I.
 Deputy Clerk to Court Clerk II. (Conversion to Court Clerk II refers only to positions under the title of Deputy Clerk now in the First District Supreme Court, formerly in the Court of General Sessions, New York County.)

Senior Court Clerk to Court Clerk II.
 Special Deputy Clerk to Court Clerk II.
 Court Attendant (City Court) to Court Officer.
 Uniformed Court Officer to Court Officer.
 Court Reporter to Court Reporter.
 Court Stenographer to Court Reporter.
 Court Stenographer (City Court) to Court Reporter.
 Stenographer (Qualified as Court Reporter) to Court Reporter (These positions of Stenographer converted to Court Reporter based upon exam qualifications have existed only in the First District Supreme Court; individual notices will be given affected employees excluding other Stenographers not so qualified whose titles will be otherwise converted).
 Transcribing Typist to Dictating Machine Transcriber.
 Fingerprint Expert to Identification Officer.
 Identification Officer to Identification Officer (Previously classified in the competitive class of the unified court system by Administrative Board and here listed to include it and the status of permanent incumbents under the Classification Plan).
 Court Interpreter to Interpreter.
 Interpreter (all specialties) to Interpreter.
 Interpreter (City Court) to Interpreter.
 Investigator to Investigator.
 Alphabetic Key Punch Operator (IBM) to Key Punch Operator.
 Law Assistant to Law Assistant II (Maintains for several incumbents in the Supreme Court their competitive class status as Law Assistants in the appropriate Classification Plan title; all replacements as Law Assistants shall be in the non-competitive class).
 Librarian and Principal Consultant and Opinion Clerk to Law Assistant II (See note above).
 Law Stenographer to Law Stenographer.
 Motor Vehicle Operator to Motor Vehicle Operator.
 Office Appliance Operator to Office Machine Operator.
 Photographer to Photographer.
 Photostat Operator to Photostat Operator.
 Supervising Cashier to Principal Clerk.
 Supervising Clerk to Principal Clerk.
 Supervising Clerk (City Court) to Principal Clerk (See preceding note under Court Assistant).
 Principal Identification Officer to Principal Identification Officer. (Previously classified in competitive class of unified court system by the Administrative Board).
 Probation Officer (Assistant to Chief Probation Officer) to Principal Probation Officer.
 Supervising Probation Officer to Principal Probation Officer.
 Principal Stenographer to Principal Stenographer.
 Supervising Stenographer to Principal Stenographer.
 Supervising Stenographer (City Court) to Principal Stenographer.
 Supervising Tabulator Operator (IBM), to Principal Tabulating Machine Operator.
 Deputy Chief Probation Officer to Probation Administrator.
 Principal Probation Officer to Probation Administrator.
 Probation Officer to Probation Officer.

TITLE CONVERSION TABLE

The conversion formula follows:
Competitive Class
 Account Clerk to Account Clerk.
 Administrative Associate to Administrator I.
 Methods Analyst to Administrator II.
 Senior Accountant to Administrator II.
 Senior Administrative Assistant to Administrator II.
 Administrator to Administrator III.
 Assistant Court Clerk to Assistant Court Clerk.
 Assistant Guardian Clerk to As-

STATE SALARY PLAN (Modified)

Salary Grade	Annual Increment	Minimum Annual Salary	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Longevity Step*
1	\$151	\$3,080	\$3,231	\$3,382	\$3,533	\$3,684	\$3,835	\$3,986
2	159	3,200	3,359	3,518	3,677	3,836	3,995	4,154
3	167	3,365	3,532	3,699	3,866	4,033	4,200	4,367
4	175	3,530	3,705	3,880	4,055	4,230	4,405	4,580
5	183	3,700	3,883	4,066	4,249	4,432	4,615	4,798
6	191	3,915	4,106	4,297	4,488	4,679	4,870	5,061
7	200	4,135	4,335	4,535	4,735	4,935	5,135	5,335
8	209	4,375	4,584	4,793	5,002	5,211	5,420	5,629
9	218	4,630	4,848	5,066	5,284	5,502	5,720	5,938
10	227	4,905	5,132	5,359	5,586	5,813	6,040	6,267
11	237	5,200	5,437	5,674	5,911	6,148	6,385	6,622
12	248	5,500	5,748	5,996	6,244	6,492	6,740	6,988
13	259	5,835	6,094	6,353	6,612	6,871	7,130	7,389
14	271	6,180	6,451	6,722	6,993	7,264	7,535	7,806
15	283	6,540	6,823	7,106	7,389	7,672	7,955	8,238
16	296	6,920	7,216	7,512	7,808	8,104	8,400	8,696
17	311	7,320	7,631	7,942	8,253	8,564	8,875	9,186
18	326	7,745	8,071	8,397	8,723	9,049	9,375	9,701
19	341	8,175	8,516	8,857	9,198	9,539	9,880	10,221
20	357	8,600	8,957	9,314	9,671	10,028	10,385	10,742
21	373	9,070	9,443	9,816	10,189	10,562	10,935	11,308
22	388	9,570	9,958	10,346	10,734	11,122	11,510	11,898
23	404	10,090	10,494	10,898	11,302	11,706	12,110	12,514
24	421	10,640	11,061	11,482	11,903	12,324	12,745	13,166
25	438	11,240	11,678	12,116	12,554	12,992	13,430	13,868
26	457	11,840	12,297	12,754	13,211	13,668	14,125	14,582
27	472	12,500	12,972	13,444	13,916	14,388	14,860	15,332
28	491	13,170	13,661	14,152	14,643	15,134	15,625	16,116
29	509	13,880	14,389	14,898	15,407	15,916	16,425	16,934
30	527	14,620	15,147	15,674	16,201	16,728	17,255	17,782
31	544	15,420	15,964	16,508	17,052	17,596	18,140	18,684
32	562	16,260	16,822	17,384	17,946	18,508	19,070	19,632
33	580	17,160	17,740	18,320	18,900	19,480	20,060	20,640
34	598	18,100	18,698	19,296	19,894	20,492	21,090	21,688
35	614	19,060	19,674	20,288	20,902	21,516	22,130	22,744
36	631	20,040	20,671	21,302	21,933	22,564	23,195	23,826
37	650	21,110	21,760	22,410	23,060	23,710	24,360	25,010
38		20,290+						

*Additional annual increment provided to employees who have rendered continuous and satisfactory service for three years after having attained the maximum salary of their grade.

Recommendations For Court Aides

(Continued from Page 2)
 the salary as of July 1, 1964 that his number of years of satisfactory permanent service (or temporary or provisional service immediately followed by permanent service) in his title, or such preceding title or titles as may be held appropriate by the Administrative Board would entitle him to, with the following exceptions:

Unless a larger amount is necessary to pay him the minimum of the grade, no employee shall receive more than \$1,200 in any one fiscal year.

No incumbent of a position on June 30, 1964, shall receive less than three consecutive annual increments, beginning with July 1, 1964, of the grade to which his title is allocated, regardless of the maximum of that grade.

Any salary increment, adjustment or increase, other than one due to a promotion, received by an employee on or after July 1, 1964, shall be an offset against the amount otherwise due.

• Opportunity for appeal to a Special Appeals Board shall be days of his notification of his classification and allocation within the new plan. Successful appeals shall be retroactive to July 1, 1964. Composition of the Special Appeals Board will be determined at a later date, and suggestions in this regard will be welcomed.

• The Special Appeals Board shall set reasonable procedures for hearing the appeal, including the requirements of specific forms, the designation of substitutes or staff members as hearing panels, and the limitation of appeals to classification and allocation areas only.

• All decisions of the Special Appeals Board affecting classification shall be final, subject to the approval of the Administrative Board; all its decisions affecting allocation shall be subject to the approval of the Mayor of the City of New York; all its decisions affecting both classification and allocation shall be subject to the approval of the Administrative Board and of the Mayor of the City of New York.

• After the installation of the new plan, except for appeals properly taken to the Special Appeals Board, all review of classification shall be under the provisions of Rule 5 of Article VII of the Rules of the Administrative Board.

• When future conditions require general salary increases, the money lines for all grades shall be raised under either a percentage formula, across-the-board dollar increase, or a combination of the two, as may be agreed to by the City of New York. Reallocations of individual titles shall be used only where factors peculiar to such occupational title or titles exist.

The second volume contains the title specifications for competitive and non-competitive class positions.

The specifications describe the main duties and responsibilities of employees in these titles. They derive from and were created from a number of sources of information — field work, desk audits prepared by each employee,

conferences with employee groups and meetings with court officials.

The report notes that in some cases these specifications are very similar to existing positions in other departments — for example, in the office clerical group. However, most of these positions are unique to the courts and auxiliary agents and this is reflected in the

title structure and specifications. Of necessity, all duties of a class of positions are not given, but only those that are typical and routine. "It must be noted," the report continues, "that while differentiations as to the kind of work done is relatively simple the differentiation of levels in any organization so complex as the

unified court system can be an extremely difficult task calling for painstaking analysis of job detail. Most importantly, the specification report also includes a recommended minimum standard or qualification required for appointment to the title. In competitive class positions, this is usually supplemented by a competitive writ-

ten or oral examination. The report also developed a line of promotion for titles in the court structure. An outline of these lines is listed elsewhere in the story. Salary schedules for court personnel form the basis of another story, also starting on Page 2.

Court Salary & Conversion Schedule

(Continued from Page 14)
 Probation Officer Trainee to Probation Officer Trainee.
 Psychiatrist to Psychiatrist.
 Psychologist to Psychologist.
 Hearing Reporter to Reporting Stenographer.
 Hearing Stenographer to Reporting Stenographer.
 Stenographer-Clerk to Reporting Stenographer.
 Senior Clerk to Senior Clerk.
 Senior Clerk (City Court) to Senior Clerk.
 Senior Clerk (Files) to Senior Clerk.
 Senior Messenger to Senior Clerk.

Senior Typist to Senior Clerk.
 Court Attendant to Senior Court Officer.
 Court Officer to Senior Court Officer. (Conversions of the titles of Court Attendant and Court Officer to Senior Court Officer under the Classification Plan apply only to positions and permanent incumbents under these present titles in the Supreme and Surrogates' Courts.)
 Warden, Grand Jury to Senior Court Officer.
 Senior Investigator to Senior Investigator.
 Senior Key Punch Operator

(IBM) to Senior Key Punch Operator.
 Senior Photographer to Senior Photographer.
 Senior Psychiatrist to Senior Psychiatrist.
 Senior Psychologist to Senior Psychologist.
 Senior Stenographer (City Court) to Senior Stenographer.
 Senior Supervisor (Psychiatric Social Work) to Senior Supervisor (Psychiatric Social Work.)
 Senior Tabulator Operator (IBM) to Senior Tabulating Machine Operator.
 Social Worker to Social Worker.

Stenographer to Stenographer.
 Supervising Bookbinder to Supervising Bookbinder.
 Supervising Photostat Operator to Supervising Photostat Operator.
 Case Supervisor to Supervising Probation Officer.
 Probation Supervisor to Supervising Probation Officer.
 Senior Probation Officer to Supervising Probation Officer.
 Supervisor (Social Case Work) to Supervisor (Social Case Work).
 Assistant Accounting Clerk to Surrogate's Court Clerk I.
 Assistant Probate Clerk to Surrogate's Court Clerk I.
 Guardian Clerk to Surrogate's Court Clerk I.
 Principal Surrogate Clerk to Surrogate's Court Clerk I.
 Administration Clerk to Surrogate's Court Clerk II.
 Clerk of the Trial Term to Surrogate's Court Clerk II.
 Court Clerk (New York and Kings County Surrogate's Courts) to Surrogate's Court Clerk II.
 Financial Clerk to Surrogate's Court Clerk II.
 Guardian Accounting Clerk to Surrogate's Court Clerk II.
 Head Surrogate Clerk to Surrogate's Court Clerk II.
 Record Clerk to Surrogate's Court Clerk II.
 Accounting Clerk to Surrogate's Court Clerk (Accounting) II.
 Probate Clerk to Surrogate's Court Clerk (Probate) III.
 Chief Auditor of Accounts to Surrogate's Court Clerk (Accounting) III.
 Tabulator Operator (IBM) to Tabulating Machine Operator.
 Switchboard Operator to Telephone Operator.
 Telephone Attendant or Operator to Telephone Operator.
 Telephone Operator to Telephone Operator.
 Telephone Operator (City Court) to Telephone Operator.
 Telephone Operator-Typist to Telephone Operator.
 Typist to Typist.
 Typist (City Court) to Typist.
 Assistant Librarian (Richmond Supreme Court) to Law Librarian I.

Promotion Lines

New Classification Plan Title	Promote to Direct Line	Indirect or Collateral
Accountant*	-	Administrator I
Account Clerk	-	Senior Clerk
Administrative Assistant*	(1) Administrator Series	Assistant Court Clerk
Administrative Assistant (IBM Equipment)*	(1) (Administrator Series)	-
Administrator I	Administrator II	-
Administrator II	Administrator III	-
Assistant Court Clerk	Court Clerk I	-
Assistant Stockman*	-	Senior Clerk
Assistant Surrogate's Court Clerk	Surrogate's Court Clerk I	-
Attendant	-	Senior Clerk
Bookbinder	Supervising Bookbinder	-
Chief Clerk* (County Clerks')	(1) (Administrator Series)	Court Clerk I
Chief Clerk Law and Equity* (County Clerks')	(1) (Administrator Series)	Court Clerk I
Clerk	Senior Clerk	Senior Stenographer (2)
Court Assistant	Assistant Court Clerk	Administrator I
Court Clerk I	Court Clerk II	-
Court Officer	(Assistant Court Clerk (Senior Court Officer	-
Deputy Clerk of District*	Court Clerk I	-
Deputy Clerk of the Court*	Court Clerk II	-
Dictating Machine Transcriber	-	(Senior Clerk (Senior Stenographer (2)
Head Clerk*	(1)(Administrator Series)	Assistant Court Clerk
Head Clerk Law and Equity*	(1) (Administrator Series)	Assistant Court Clerk
Head Law Stenographer	-	Court Reporter (3)
Identification Officer	Senior Identification Officer	Court Assistant
Interpreter	-	Assistant Court Clerk
Investigator	Senior Investigator	-
Key Punch Operator	Senior Key Punch Operator	Senior Clerk
Law Stenographer	Senior Law Stenographer	Assistant Court Clerk
Law and Equity Clerk*	(1) (Administrator Series)	Assistant Court Clerk
Law Librarian I	Law Librarian II	-
Law Librarian II	Law Librarian III	-
Library Clerk	Senior Library Clerk	-
Mortgage Tax Examiner	-	Administrator I
Office Machine Operator	-	Senior Clerk
Photographer	Senior Photographer	-
Photostat Operator	Supervising Photostat Operator	-

* Title to be maintained only for tenure of incumbent and earmarked for eventual review.

New Classification Plan and Title	Promote to Direct Line	Indirect or Collateral
Principal Clerk	Administrator I	Assistant Court Clerk
Principal Probation Officer	Probation Administrator	-
Principal Stenographer	-	(Assistant Court Clerk (Administrator I
Principal Tabulating Machine Operator	Supervisor of Tabulating Machine Section	-
Probation Officer	(Senior Probation Officer (Supervising Probation Officer	-
Psychiatrist	Senior Psychiatrist	-
Psychologist	Senior Psychologist	-
Reporting Stenographer	Court Reporter (3)	Assistant Court Clerk
Senior Clerk	(Principal Clerk (Court Assistant	-
Senior Court Officer	(Court Clerk I (Supervising Court Officer	-
Senior Identification Officer	Principal Identification Officer	Assistant Court Clerk Administrator I
Senior Investigator	-	Administrator I
Senior Key Punch Operator	-	Principal Clerk
Senior Law Stenographer	Head Law Stenographer	Court Reporter (3)
Senior Probation Officer	Supervising Probation Officer	-
Senior Stenographer	Principal Stenographer	Principal Clerk Court Assistant
Senior Tabulating Machine Operator	Principal Tabulating Machine Operator	-
Social Worker	Supervisor (Social Case Work)	-
Stenographer	Senior Stenographer	Senior Clerk
Storekeeper*	-	Principal Clerk
Supervising Court Officer	Court Clerk II	-
Supervising Probation Officer	(Principal Probation Officer (Probation Administrator	-
Supervisor (Social Case Work)	Senior Supervisor (Psychiatric Social Work)	-
Surrogate's Court Clerk I	(Surrogate's Court Clerk II (Surrogate's Court Clerk (Probate) II (Surrogate's Court Clerk (Accounting) II)	-
Surrogate's Court Clerk (Probate) II	Surrogate's Court Clerk (Probate) III	-
Surrogate's Court Clerk (Accounting) II	Surrogate's Court Clerk (Accounting) III	-
Tabulating Machine Operator	Senior Tabulating Machine Operator	-
Telephone Operator	-	Senior Clerk
Typist	Senior Clerk	Senior Stenographer (2)

(1) Dependent upon qualifications and promotion unit.
 (2) With added performance tests.
 (3) With added qualifications.

Assistant Accounting Clerk to Surrogate's Court Clerk I.
 Assistant Probate Clerk to Surrogate's Court Clerk I.
 Guardian Clerk to Surrogate's Court Clerk I.
 Principal Surrogate Clerk to Surrogate's Court Clerk I.
 Administration Clerk to Surrogate's Court Clerk II.
 Clerk of the Trial Term to Surrogate's Court Clerk II.
 Court Clerk (New York and Kings County Surrogate's Courts) to Surrogate's Court Clerk II.
 Financial Clerk to Surrogate's Court Clerk II.
 Guardian Accounting Clerk to Surrogate's Court Clerk II.
 Head Surrogate Clerk to Surrogate's Court Clerk II.
 Record Clerk to Surrogate's Court Clerk II.
 Accounting Clerk to Surrogate's Court Clerk (Accounting) II.
 Probate Clerk to Surrogate's Court Clerk (Probate) III.
 Chief Auditor of Accounts to Surrogate's Court Clerk (Accounting) III.
 Tabulator Operator (IBM) to Tabulating Machine Operator.
 Switchboard Operator to Telephone Operator.
 Telephone Attendant or Operator to Telephone Operator.
 Telephone Operator to Telephone Operator.
 Telephone Operator (City Court) to Telephone Operator.
 Telephone Operator-Typist to Telephone Operator.
 Typist to Typist.
 Typist (City Court) to Typist.
 Assistant Librarian (Richmond Supreme Court) to Law Librarian I.
 Assistant Librarian (First District and Kings Supreme Court) to Law Librarian II.
 Librarian (Queens and Richmond Supreme Court) to Law Librarian II.
 Librarian (Kings Supreme Court) to Law Librarian III.
 Librarian (First District Supreme Court) to Law Librarian IV.

Detention Supervisor

Westchester County has need of a supervisor of detention at a salary of \$8,810 to \$11,290. Closing date for applications is April 5. For further information contact the Civil Service Commission, White Plains.

Tioga Sees Hope For Payroll Deduction Of CSEA Dues In Future

(From Leader Correspondent)

OWEGO, March 22 — The Tioga County chapter of the Civil Service Employees Assn., showed its strength here with a record turnout for the annual chapter dinner-dance.

About 120 people attended, which is more than the total membership.

Robert Hughes, chapter president, commented after the meeting that his group will intensify its membership drive in the coming year.

The biggest stumbling block to recruitment, he said, is opposition to the chapter's request for payroll deduction of dues for Tioga County employees who wish to join the chapter.

The opposition is led by Charles S. Hills, Town of Owego supervisor and a member of the key Employees Committee of the board.

Hills, who attended the dinner, told chapter members he was impressed by the turnout. Alluding to the chapter's payroll deduction request—which was turned down for the third year in a row last month—he gave an indication he will change his stand.

"There are disagreements with your Association from time to time," he said. "Usually, with patience, we in time come to thinking about alike."

"You have a fine organization, and over the past few years it has gotten along pretty well with the Employees Committee. I am particularly glad to see so many people here."

Hughes said that membership would grow at a much faster rate if the County would deduct the annual membership dues from each member's paycheck bi-weekly.

Hills has contended that the

system would entail costly extra bookkeeping, and would even necessitate additional clerks.

Hughes said the system is in operation in many counties, including Broome, Tompkins, Cayuga and Chemung at negligible extra costs to these municipalities.

A group of County Democratic officials attended the dinner, including Robert Collins of Apalachin, counsel to the Tioga County Democratic Committee. Collins came close to an upset victory over Hills in the race for Owego Town Supervisor last November.

Also present were Robert Thompson of Waverly, County Democratic chairman, Mrs. Betty Kravic, vice chairman, and Patrick Cochoran, Town of Barton Democratic chairman.

Republicans were well represented also. Assemblyman Richard C. Lounsbury gave the principal speech, outlining State legislation which has benefited public employees during the past few years. Most of the legislation mentioned was sponsored by the CSEA.

Arthur Kasson, president of the 2,400-member Onondaga County CSEA chapter, was a dinner guest of the Tioga group for the second year in a row. He said the crowd was "double that of last year" and recalled urging the Tioigans to campaign for payroll deduction of dues in his appearance last year.

"We had the problem in Onon-

daga County and eventually won out," Kasson said. "If you will get behind your most able president, Mr. Hughes, I'm sure you can get results." Kasson is deputy county clerk in Onondaga County.

Borely A Speaker

Another guest, Samuel S. Borely, president of the Central Counties Workshop, addressed part of his remarks to Hills.

"In regard to your problems here in Owego," he said, "Mr. Hills has told us he is interested in good government. To have good government we must have good employees. And in order to have good employees, you must work with them. It must be a team job."

"It's very encouraging to hear one of your officials (Mr. Hills) who is impressed with the attendance compared to last year. To get results you must have an active membership. The civil service employee is what makes a community. If they do a good job, you have a good community."

Borely is the assistant city engineer in Utica.

Others at the head table included Rudolph Schmidt, Owego highway superintendent, Benjamin Roberts, CSEA field representative, and Owego Police Chief Gerald Mead and their wives. Chief Mead was master of ceremonies.

Schmidt, vice president of the County CSEA chapter, said the Association has been particularly beneficial to highway department employees.

This number includes the dependents of the 546 local and retired employees enrolled in the State Health Insurance Program. It provides hospitalization, surgical and major medical benefits for State and municipal employees who participate.

These Tioga County school districts and governmental units have made it possible for their employees to participate in the insurance program.

Newark Valley Central School, Waverly Central School, Spencer Central School, Tioga Central School No. 3, Tioga County and the village.

Oral Exams

(Continued from Page 3)

circumstances that discussions will lead to complete correction of the ills inherent in the present system which still uses oral exams much more often than necessary. It becomes more and more apparent that professional study and advice by and from recognized authorities in the field of testing and personnel practices should be brought to bear on this problem. In mind with this thinking, the Committee moves the following resolution for adoption by the delegates.

WHEREAS, the Civil Service Employees Assn., is on record as opposed to the continued usage of oral examinations for promotion purposes and

WHEREAS, the use of oral examinations for promotion examinations within state service continues unabated and indeed there are extensions of such usage, and

WHEREAS, the Special Oral Examinations Committee and the president have recommended the retention of Psychological Corporation, 304 East 48th Street, New York 17, New York

NOW THEREFORE BE IT RESOLVED, that the president of the Association be authorized to enter into a contract retaining the Psychological Corporation to make a study as to the validity of oral examinations as presently constituted within the State of New York not to exceed the sum of \$5,000.

Retirement Bills Move

(Continued from Page 1)

Print 2237, Civil Service; Assembly—Wilcox, Intro. 3677, Print 3719, Civil Service.

- Forty-hour week for Barge Canal employees without loss in take-home pay: Senate — Van Lare, Intro. 2649, Print 2768, Civil Service; Assembly—Finley, Intro. 4595, Print 4718, Civil Service.

- Provide salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation; Senate — Travers; Assembly—Lombard, Intro. 4060, Print 4151, Civil Service.

- Provide absolute salary protection for employees in political subdivisions whose titles are re-



DINNER GUESTS — Attorney General Louis J. Lefkowitz and Mary Goode Krone, president of the State Civil Service Commission, were among the notables attending the 55th anniversary dinner of the Civil Service Employees Assn. in Albany recently.



PARK POLICE — These members of the Long Island State Parkway Police chapter of the Civil Service Employees Assn. were among the more than 700 CSEA delegates attending the recent anniversary meeting in Albany. They are, from left, Phillip Ferrato, secretary; Barney Aversano, president; George Koch, vice president, and Richard Borchers, treasurer.



CORRECTION TALK — Al Foster, left, president of the State Correction Conference, is seen here with Gary Perkinson, public relations director for the Civil Service Employees Assn., during the recent anniversary meeting of CSEA delegates in Albany.

Power Plant

(Continued from Page 3)

CSEA representatives at the hearing included: Neil Finnin, Suffolk State School at Melville; Edward McWilliams, Central Islip; Leo Burgoon, Health Department in Albany; Sal Butero, a member of the CSEA board of directors and William Blom and Thomas Coyle of the CSEA research staff.

The CSEA reallocation request, which was initiated last May, was transmitted to the Division of Classification and Compensation through the Department of Mental Hygiene in August of 1964.

The recent hearing was called to give CSEA and power plant series employees an opportunity to make oral arguments in support of the upgradings.

School Calendar

(Continued from Page 1)

Senate Intro 697; Assembly Intro 1598, Print 1598.

In a statement at the time agreement was reached between CSEA and the Division of Budget on the long-sought public school calendar, Feily said "... most importantly, it gives legal sanction and protection to all of the people in these positions who will be assured now of the continuation of this program where it presently exists. For those who had not had a public school calendar system, and these are by far the overwhelming majority in State service, it provides recognition of the professional status of such employees and gives them an opportunity to improve through summer training their professional level of competence."

allocated downward; Senate — Mortality, Intro. 2169, Print 2236, Civil Service; Assembly — Terry, Intro. 3962, Print 4047, Civil Service.

Rochester CSEA Meets March 31

Rochester chapter of the Civil Service Employees Assn., will hold its next meeting at 8 p.m. on March 31 in the 40 & 8 Club, 933 University Ave., Calvin Rosenbaum, chapter president, announced last week.

A report on the recent delegates meeting of the Employees Association in Albany will be given by Samuel Grossfield.

- Require salary plans in political subdivisions; Senate—Lentol, Intro. 2153, Print 2220, Civil Service; Assembly — LaFauci, Intro. 3879, Print 3964.

- Thirty-five hour week for all full-time State employees; Assembly — Wilcox, Intro. 4153, Print 4244, Civil Service.

- All public employees be permitted employment at race tracks; Assembly—McCarthy, Intro. 4118, Print, Ways & Means.

Personal Contact Needed

The Employees Association has urged its members to make personal, not written, contact with its legislators at this time on interested bills. Reports on other legislation will continue in future issues of The Leader.