

Civil Service LEADER

America's Largest Weekly for Public Employees

Spring Workshop

See Page 3

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PAYLESS PAYDAYS BLASTED BY FEILY



PACKED HOUSE — Seen in the jammed-packed Assembly chamber (at microphone) is Joseph F. Feily, president of the Civil Service Employees Assn., as he represented the State's thousands of workers in a demand that the Legis-

lature pass a budget so employees would not have to face payless pay days. Seen around him are some of the 1,000 State workers who poured into the chamber to hear Feily and six other CSEA members talk in their behalf.

CSEA President Leads Off Workers' Demands For New State Budget

(Special To The Leader)

ALBANY, April 5—With 1,000 State employees standing by, Joseph F. Feily, president of the 130,000-member Civil Service Employees Assn., last week demanded that the State Legislature immediately pass a 1965 budget and rid State workers of the spectre of payless pay days in coming weeks.

Feily was the first of seven CSEA spokesmen who led off a hearing in the Capitol here on the State's budget, bogged down by disagreement over the means of raising sufficient revenues to finance operations for the current fiscal year which began April 1. The hearing was a joint session of the Assembly Ways and Means and the Senate Finance Committees, with John Satirale, chairman of the

Assembly committee, conducting the session.

In the jammed-packed chamber where the hearing was held, Feily made an impassioned demand that the Legislature "assume its responsibilities with respect to a budget . . . and insure the continuation of uninterrupted governmental services and the payment of salaries of State employees."

(Continued on Page 14)

Don't Repeat This!
McKeon Doesn't Like To Lose With His Record; Wagner Harmony Sought

NOBODY likes to lose with a record as a winner. That's the dilemma William McKeon, raw and scrappy Democratic State Chairman, finds himself in. New York City's Mayor Robert F. Wagner, a veteran of many successes, is part of McKeon's answer, perhaps. But Bob Wagner, who has been successful all his life—and may go on to even greater successes — has his immediate problems too: that is, he must be re-elected in November. And a good many friends of both

these men are telling them to somehow, someway, make peace with each other. Some of these friends are the same friends who tried to make peace between the two during the period of the great
(Continued on Page 2)

All-Out Drive Asked

Urge Legislator Contact To Help Park Police Get 25-Year Retirement Bill

ALBANY, April 5—An appeal by the Civil Service Employees Assn. for all its members to help State Park Police obtain a 25-year retirement plan at half pay was issued last week.

Members are being asked to write letters and make all possible personal contact with legislators in Albany to help assure passage of the bill. Information for acting on behalf of Park Police was contained in a bulletin issued by CSEA. It reads: "The Civil Service Employees Assn. bill providing 25-year, half-pay retirement for Regional State Park Police is in the Civil Service Committee of the Senate and the Ways and Means Committee of the Assembly. "We urge you to sit down NOW and write your own local legislators, the sponsors of the bill in each house, and the chairman of and the Senate Civil Service Committee and Assembly Ways and Means Committee, stating your need for this bill and urging their wholehearted support. "A separate and necessary measure also has been introduced providing for compulsory separation from service of members of the Regional State Park Police. This measure supplements the 25-
(Continued on Page 16)

DON'T REPEAT THIS

(Continued from Page 1)

Albany feud which went on for months and demoralized and undermined the Democratic Party's image of responsibility, not only in Albany, but throughout the country.

Political observers credited Bill McKeon with astuteness in postponing indefinitely a meeting he had contemplated calling of the Democratic State Committee after Wagner said he should resign.

He was being more practical than astute. The truth is that the impetus for postponing the meeting originated with the Mayor's people—and this was made clear to McKeon.

Politicians are practical, above all else, and the reasoning was as follows: both factions could count and both discovered very quickly that a meeting of the State Committee would result at that time in an overwhelming vote of confidence for the State chairman. This, in turn, would be interpreted by the press as a rebuff to the Mayor and serve as a hook for a press rehash of the Albany legislative leadership fight.

While this would have been temporary heady wine for the State chairman, this really would do no one any good and so he proved himself to be a man motivated more by party interests than

self interest. And while he was criticized for not having full harmony and unity in the months previous, he certainly is seeking that now. It would appear that Mayor Wagner, so much more important in stature and length of service to the party, should seek the same harmony and unity. He's the first of the important Democrats who faces a fight in November, and why face it with the party split, he is being asked. There's still Javits and Lindsay around. Wagner obviously has a lot "in the bank" as Mayor of New York City. But he has to remember that McKeon too has a lot "in the bank" that he hasn't drawn on yet.

It must be recalled that when McKeon assumed the chairmanship three years ago—on March 1, 1962—he dedicated himself to try to make the Democratic Party into an efficient and effective statewide organization.

On the State level, a "New Breed" Democrat was drawn into the picture under McKeon's leadership. Within a year, more than half of the county organizations had new leaders — and the call went out to find and develop the most attractive candidates for elective office.

Philosophy Not Patronage

This was the kind of thinking which had been awaited. Even by

then it had become obvious that patronage — the so-called well spring of political organization—had been drying up at an accelerating pace on all levels. Nevertheless, more and more people were becoming directly involved in political activity. While patronage must never be underestimated in seeking reasons for political motivation, it was clear here that the answer lay elsewhere — philosophy, party program, common goals.

What has drawn people together at the grass roots level in these budding upstate Democratic organizations was precisely the same thing which had bound together the reform movement in the City. While it is true that segments of the reform movement have become part of "The Establishment" by succumbing to the lure of lush patronage jobs, the movement's strength has always—and will always, if it is to survive—stemmed from common philosophy and ideology rather than patronage.

Money In The Bank

This philosophical community-of-interest is one of the biggest assets in Bill McKeon's political bank. It is interesting to note in this regard that, in any public disagreement, he has always urged adherence to party philosophy, platform and program—and has scrupulously eschewed personal criticism of fellow-Democrats.

However, there are more practical assets in the bank.

The "New Breed" Democrats quickly proved their mettle in the state-wide local elections in the spring of 1963—making historic inroads into traditional GOP preserves. And still the state-wide activity of the party increased. Under McKeon's forceful guidance, the State organization roared into 1964 determined to win through—

(Continued on Page 15)

Jerry Finkelstein Is Honored By Law School

Jerry Finkelstein, publisher of the Civil Service Leader and the New York Law Journal, will be presented with the first annual "Distinguished Alumnus Award" of the New York Law School Alumni Association, Daniel Gutman, dean of the school, announced.

The award will be presented at a luncheon on the fifth annual Dean's Day Alumni Homecoming

years this year marks the first time that the distinguished award has been presented to an alumnus.

Mr. Finkelstein, a native New Yorker, graduated from New York Law School in 1937. He began his public career in 1935, while still attending law school, as a clerk in the office of Special Prosecutor Thomas E. Dewey.

Instead of entering law, however, Mr. Finkelstein entered the newspaper field.

He became a reporter for the New York Mirror and served as its civil service editor for one year. He left to found the Civil Service Leader, a publication that today is the largest weekly newspaper for public employees in the United States.

He acquired control and became publisher of the New York Law Journal in September 1963.

Changes Approved

The changes he made in the format, content and editorial make-up of the 77 year old paper has won widespread approval in the legal profession and was one of the important factors in gain-

(Continued on Page 12)



JERRY FINKELSTEIN

to be held at the Law School on Saturday, April 10.

The event will be a highlight of a day long program that will commence at 9:45 a.m. and end at 5 p.m.

While the homecoming day has been an annual event for five

1965 Grand Tour To Italy, Switzerland, France And England Open For Bookings

A grand tour of Europe, available to members of the Civil Service Employees Assn. and their families and friends, has been planned for 22 days departing July 19, Claude E. Rowell, organizer of the tour has announced.

Departing from New York via KLM Royal Dutch Airlines jet, the group will head for Amsterdam for a short visit and then depart by plane for Zurich and Bern in Switzerland. Side trips through the Alps and to Lucerne will be features of the Swiss portion of the tour.

Italy's three most popular and colorful cities — Venice, Florence and Rome—comprise the Italian portion of the tour and will offer the visitors some of the most attractive museums, landscapes and historical sites in Europe.

France and England

A visit to the French Riviera follows, with Nice as the base for side trips to Monte Carlo and the surrounding resort area. From here, the group will depart for Paris, where a visit to Versailles is included in the program.

The journey will end with a three-day stay in London. Arrangements have also been made to stop at the Shannon, Ireland, airport so that the tour members may take advantage of the duty-free shops there before returning to New York August 9.

The price of the tour is \$917

and includes all transportation, hotel rooms, most meals, sight-seeing tours, guides, etc. A descriptive brochure of the trip and application blanks may be had by writing to Claude E. Rowell, 64 Langslow St., Rochester, N. Y. Space again will be limited to a small group, so early application is advised.

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CONFERENCE GUESTS —

Seen here are members of the State Legislature and the Civil Service Employees Assn. at a recent meeting of the CSEA Metropolitan Conference. Seated, from right, are Assemblymen S. William Green and Jerome Schutzer, Senator Harry Kraf,

Claude E. Rowell, CSEA fourth vice president, and Assemblywoman Aileen B. Ryan; standing, from right, are Solomon Bendet, chairman of the CSEA Salary Committee; Assemblyman Seymour Posner, Grace T. Nulty, chairman of the CSEA Legislative Committee, and Charles E. Lamb, CSEA third vice president.

Suffolk Chapter Counts Sweeping Gains For Its Members; Efforts Go On

(Special To The Leader)

BAY SHORE, April 5 — Suffolk County chapter of the Civil Service Employees Assn., has been so busy forging ahead on benefits for its County and town members that it hasn't even had time to stop and count its blessings. Last week, Thomas B. Dobbs, chapter president, and John Corcoran, CSEA field representative, took time out for a breather, added up the score and the results amount to quite a number of real "blessings" for CSEA members.

On the County level, Suffolk chapter has chalked up a first by gaining tenure for all employees in the non-competitive and laboring classes after three years' continuous service. (Neighboring Nassau chapter got tenure in the Town of Oyster Bay and Babylon and has had it for highway unit employees, but Suffolk is the first chapter County-wide to gain the job protection benefit.)

Starting Jan. 1, 1966, the County will pay employees time and a half for all emergency and snow removal work.

And the Board of Supervisors recently approved picking up three more points employees' con-

tribute to the Retirement System.

County attendance rules have been amended to give employees 13 instead of 12 days increased sick leave accumulation per year.

Paid holidays were not only increased to 11 but will be granted on a Friday if the holiday falls on a Saturday. This is believed to be the first political unit in the State to allow this benefit.

Town And Village Gains

Suffolk chapter has been reaping employee benefits in the towns and villages as well. It was reported earlier that tenure had been gained for Islip. It is also in effect in the Village of Lindenhurst and in the Mastic-Shirley Union Free School District. Both Lindenhurst and Brookhaven employees now are covered under the CSEA 8 point plan in the Retirement System.

Islip employees also gained two other giant steps in employee benefits as the result of chapter activity. The town now will pay one half of the value of accumulated sick leave on retirement and will pay overtime for all work done after 40 hours.

Chapter Work Continues

"This is really not the whole story yet," said Dobbs and Corcoran, interviewed in a short session between an early supper and a series of meetings scheduled one night at the chapter offices here. "We have a lot of irons in the fire throughout the County and a lot of wonderful people working to help us come through."

Dobbs said the chapter had an ever continuing drive on for new members and that the present membership of over 4,000 "is not

(Continued on Page 16)

Philip Wexler Needs Blood Donors To Aid His Infant Son

Philip Wexler, president of the Metro Public Service Commission chapter of the Civil Service Employees Assn., is in need of several blood donors because his infant son will be undergoing serious, open-heart surgery May 18 or 20.

The blood type needed is type "A-Positive." Those wishing to donate blood may do so by calling Miss Maimet of the Blood Bank of Jewish Hospital of Brooklyn, 555 Prospect Place, Brooklyn. The telephone number is ULster 7-8700.

Donors should inform the hospital that the blood is for Marc Scott Wexler, son of Philip Wexler.

Governor Signs Major Retirement Measures

ALBANY, April 5—Major retirement measures long sought and sponsored for years by the Civil Service Employees Assn. became law last week when Gov. Nelson A. Rockefeller signed several major bills dealing with retirement for State employees.

Chief of these was legislation that will make the State Retirement System non-contributory for State workers. The measure, introduced by Sen. Edward S. Lentol and Assemblyman Thomas V. LaFauci will be in effect for one year.

Other legislation signed by the Governor will provide vesting rights at age 55 after 10 years' service and reopen the age 55 retirement plan for one year.

Full details on this important legislation will appear in next week's issue of The Leader.

At Metro Conference

Manhattan And Bronx Legislators Hear Pay Raise Needs Outlined

Seven Manhattan and Bronx legislators attended a recent meeting in New York City of the Metropolitan Conference of the Civil Service Employees Assn. and heard a detailed report on the need for the Legislature to grant State workers a pay increase this year.

Prior to the pay need discussion, led by Solomon Bendet, chairman of the CSEA Salary Committee, Harry W. Albright, Jr., CSEA counsel urged the legislators to carry back to Albany the message that "civil servants have many important bills, including one on salary, that need rank and file support this year to assure passage. These bills are not outrageous in their demands, but rather, are needed to give State workers benefits enjoyed for years by their counterparts in private industry. Benefits that can keep New York State a competitive employer by being able to retain happy and well-skilled employees."

Posner on Taxes

Bendet reported that pay raise action appeared to be stalled primarily by the lack of a budget but assured his listeners that the issue was far from dead. "We are still negotiating and we still have hope," he said.

All seven of the legislators spoke to Conference delegates and, in general, assured them that civil service was recognized for its importance to the State and that the needs of civil service were not being overlooked. One Assemblyman, Seymour Posner, declared he favored a graduated income tax "not only because it would be fairer to everyone but would provide the additional monies needed to pay for justifiable public employee programs."

Other legislators addressing the meeting were Sen. Harry

Kraf, Assemblymen S. William Green, Jerome Schutzer, Jerome W. Marks and Carlos M. Rios and Assemblywoman Aileen B. Ryan.

Other guests included CSEA president Joseph F. Felly, John Hennessey, CSEA treasurer Claude Rowell and Charles E. Lamb, CSEA vice presidents, and Grace T. Nulty chairman of the CSEA Legislative Committee.

Randolph V. Jacobs, president of the State Insurance Fund chapter, which served as hosts, welcomed the guests to the meeting.

Metro-Southern Spring Workshop Is April 25, 26

The annual Spring Workshop of the combined Metro-Southern Conferences of the Civil Service Employees Assn. will be held this year April 25 and 26 at the Concord Hotel in Kiamasha Lake.

Panel discussions will be held on three areas of major importance to civil service employees; there will be two banquet meetings and the usual features of the Concord Hotel—a Broadway show, dancing, sports, etc.—will be offered to CSEA members during the two-day stay.

Those planning to attend will register Sunday afternoon and may enjoy the coffee hour featured every year at registration time. The remainder of the Sunday program will consist of a cocktail party, dinner and floor show.

Monday's Program

The panel discussions will start at 9:30 a.m. Monday with detailed discussions on health, life and accident insurance plans. To as-

(Continued on Page 16)

State Park Chapter To Meet April 13

The Long Island Inter-County State Park chapter of the Civil Service Employees Assn. will meet April 13 at 8:30 p.m. in the Seaford Firehouse, Southard Avenue and Waverly Street, Seaford. Refreshments will be served.



SPEAKERS — Assemblymen Jerome W. Marks, left, and Carlos M. Rios were two of the seven legislators who addressed the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn.

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 596-8720

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

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

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

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

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

Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

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

U.S. Service News Items

By JAMES F. O'HANLON

House Committee Declares The Use of Polygraphs As Lie Detectors a "Myth"

The polygraph machine as a lie detector has been declared a myth by the House Government Operations Committee. The committee stated "people have been deceived by a myth that a metal box in the hands of an investigator can detect truth or falsehood."

"There is no 'lie detector,' neither machine or human" the committee charged. The government has helped foster this myth by spending millions of dollars on polygraph machines and salaries for the special investigators who give the examinations according to the House group.

The committee made the following recommendations on controlling the use of lie detectors by Federal agencies:

Prohibit the use of polygraphs in all but the most serious national security and criminal cases.

Initiate comprehensive research to determine the validity and reliability of polygraph examinations.

Improve the training and qualifications of Federal polygraph examinations.

Insure that refusal to take a polygraph examination will not constitute prejudice or be made a part of an individual's records except in the most serious national security cases.

The committee also urged President Johnson to set up an inter-agency committee to study the problems imposed by the use of the machines.

The recommendations were part of a report of the "Use of Polygraph" as 'Lie Detectors' by the Federal Government." The report was based on an investigation on the use of polygraphs made by the Government Operations Committee's Subcommittee on Foreign Operations and Government Information. The chairmen of the subcommittee is Rep. John E. Moss (Dem., Calif.).

The agencies using the machines own a total of 512 polygraphs at a cost of almost half a million dollars.

Although the use of the machines is widespread, the report declares that so far research has failed to prove they can detect lies or determine guilt or innocence. The polygraphs, the report points out, do nothing more than measure three physical responses—the flow of electrical current across the skin, blood pressure and pulse and respiration. It is up to the operator to interpret the meaning of the various responses.

Smoking More Now—And Enjoying It Too? Here Is Some News

Federal employees may be puffing less and huffing more in the near future if The American Association of Doctors and Nurses of Washington, D.C. has its way.

The group has launched a campaign requesting government agencies to ask their employees to refrain from smoking while dealing with the general public. Exceptions would be made in those cases where employees had first

requested and received permission from the party with whom he is dealing at the time.

In a letter to the Surgeon-General of the Public Health Service, Dr. Luther L. Terry the Association points out that such a ruling was put into effect by the Public Service Commission of the District of Columbia in connection with Washington, D.C. taxicabs in 1963.

The Association points out that it does not wish to deprive the government employee of the freedom to smoke but it believes that the rights of the non-smoker should also be protected.

The AADN suggested that it might be fruitful to examine the potential health hazards to non-smokers who are constantly submitted or exposed to "secondarily inhaled carcinogenic components of tobacco."

Pass your copy of The Leader to a non-member



BISHOP'S VISIT — A reception was held at St. Lawrence Hospital, Ogdensburg, for the Most Reverend Thomas A. Donnellan, Bishop of the Catholic Diocese of Ogdensburg after his visit to the hospital. Seen, from left, are: Rev. Hugh King, Hospital Catholic chaplain; Rev. Donnellan; Mrs. J.R. Haight; and Dr. J. Rothery Haight, director of the hospital.

Commendation Awards To Anna M. Senna

Anna M. Senna has been awarded a Department of the Army Certificate of Commendation for her work in the office of the First U.S. Army Adjutant General, Governors Island.

Miss Senna, a Brooklyn resident, was cited for outstanding and sustained performance of duty as a military personnel clerk since January 1963.

The presentation was made by Colonel Clem G. Bailey, First U.S. Army Adjutant General. The award is accompanied by a raise

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"Government Is People Working For You" Is Civil Service Day Slogan For World's Fair Program

The second annual Civil Service Day, sponsored by The Civil Service Leader, will be held again this year at the World Fair on May 31.

Under the slogan "Government Is People Working For You," the day is dedicated to show the general public some of the services performed for them by the public employee.

A six hour program has been arranged for at the Singer Bowl on the fair grounds.

Included in the program will be the presentation of Miss Civil Service from State, Federal, City and County departments and agencies.

Participants

Participating in the program will be members of the Police, Fire, Sanitation, Social Welfare, Air Pollution, Customs, Atomic Energy, Mental Hygiene and Military Departments.

In addition to the demonstrations that will take place at the

Singer Bowl, 20 departments will present static exhibits on the promenade of the United States Pavilion showing the kind of work they do for the public.

Miss Civil Service Nominations for Miss Civil

Authorize More Police Power In Legislative Bill

(From Leader Correspondent)

ALBANY, April 5 — Assemblyman Daniel M. Kelly, New York Democrat, has introduced legislation to authorize police officers to make an arrest for a crime committed in their presence in a county contiguous to the county in which they are employed.

The bill has the backing of the New York Association of Chiefs of Police and the Police Conference.

Kelly noted that at the present time a police officer travelling to and from work has no more police power than an ordinary citizen, if outside the county of his employment.

Furthermore, if injured or even killed while intervening in a situation outside the county of his employment, he or his family would not be eligible for compensation.

Kelly said his bill would provide additional needed protection for police officers.

Service have been coming into The Leader office by the hundreds. The contest is open to any employee of a government agency. See story on page 13.

Reservations

Special group arrangements are being made by The Leader so that they may sit together at the Singer Bowl.

For further information contact The Civil Service Leader, 97 Duane Street, New York City 10007.

No Hearings Set By Civil Service Comm. For Retirement Bill

By MIKE KLION

The 20-year retirement bill, introduced last month in the Senate by 10 Senators including New York's Jacob Javits and Robert Kennedy, is bogged down in the Post Office and Civil Service Committee.

According to a spokesman in Javits' office, the chairman of the committee, Sen. Olin D. Johnston, (D.-S.C.) has not set a hearing date for the new legislation.

As reported in The Leader in recent weeks, the bill would allow for retirement benefits to be paid to Federal employees who have been removed from their jobs because of relocation of their position or because the position has been abolished.

The bill states that a worker can receive his full benefits if he has put in 20 years of service, no matter what his age is. The present requirement is that a man must be 50 years old or older.

Urge Letter Writing

A spokesman for the Metal Trades Union, which represents the employees of the Brooklyn Navy Yard, about 9,500 men, urged that all their members and other interested people communicate with Senator Johnston and Congressman Tom Murray, (D.-Tenn.), chairman of the House Committee on Post Offices and Civil Service asking for hearings on the bill.

Leaders of the union are scheduled to meet this week with Congressman Dominick Daniels, (D.-N.J.) who is a chairman of the House sub-committee on retirement.

Senior Architects Needed By NY State; May 3 Is Last Day

ALBANY, April 5—Licensed architects are in demand. The State of New York has 15 openings for senior architects in Albany. Starting salary is \$10,090 a year with five annual increases to \$12,110. Applications will be accepted through May 3.

Applicants should be licensed architects, in New York State or their home state, and have two years' architectural experience in preparing or reviewing large, complex building plans and designs.

For more information visit any local office of the New York State Employment Service or write to Recruitment Unit 112, New York State Department of Civil Service, The State Campus, Albany, New York 12226.



CITY CITED — Mayor Robert F. Wagner, center, and City Council president Paul R. Scervane, left, hold special Treasury awards presented by Howard Smith, Savings Bonds director for New York, for the recent Bond drive which added almost 10,000 new savers to the 25,000 municipal employees who were already buying bonds through payroll savings.

UFA Members Get Dental Treatment Under GHDI Plan

More than 11,000 firemen, their wives and children—some 35,000 persons—were insured for dental benefits as of April 1 by Group Health Dental Insurance (GHDI). The Uniformed Firemen's Association (UFA) is the first group of City employees to furnish its members with these benefits.

The UFA group brings GHDI's enrollment to 125,000 persons.

Arthur H. Harlow, Jr. president of GHDI, said, "The decision of the UFA will have great impact upon other civil service groups, not only in New York City but across the nation."

Benefits chosen by the UFA include all the most frequently needed services such as X-rays, cleanings, fillings, extractions, gum treatments, oral surgery, pain-relieving treatments teeth straightening, and repairs to appliances.

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TUESDAY, APRIL 6, 1965

State Budget Must Be Passed At Once

FOR most New York State residents, the failure of the State Legislature to approve a budget for the new fiscal year, which began last week, means only a dispute on method. But at this writing, it means that tens of thousands of State workers are facing the grim prospect of trying to get along without a pay check until a budget is approved.

When it is understood that nearly half of these thousands of employees take home a pay envelope of some \$65 after deductions the prospect is grim, indeed. In private industry, unpaid workers would not work. In public employment, the responsibility of maintaining vital government services does not permit the civil servant to think for a moment of staying away from the job.

A short time ago it would have been unthinkable to imagine that over 100,000 working men and women in this State would be faced with payless pay days and, at the same time, be expected to continue on the job "until things get straightened out."

It is a tribute to these employees that they WILL continue to serve the State and its citizens. It is the responsibility of the Legislature and the Administration to see that this unnecessary sacrifice be ended immediately and to pass a budget that will allow these workers to be paid.

Start Hearings—Now

EARLY last month a bill was introduced in the United States Senate calling for a reduction in the retirement age of Federal employees whose jobs have been abolished or relocated.

At this writing, the Post Office and Civil Service Committee has yet to set a date for the hearings on this legislation.

The workers at the various facilities that this bill would affect should, at least, be given the opportunity to be heard.

We suggest that those affected people and all other interested parties write to the chairman of the committee, Sen. Olin D. Johnston, (D-S.C.), urging that the committee set a hearing date.

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.

PR and Management Consultants

ONE SIGNIFICANT development which is helping achieve better public relations for government is the growing use of management consultants to improve government operations. Inevitably, any improvement in government efficiency must improve the image of civil servants.

ACTUALLY, the "efficiency expert" of yesterday is the management consultant of today. It is to the credit of managers in government, that the independent management consultant is being used in government as profitably as in private industry.

IN BOTH AREAS, his principal objective is saving money by streamlining procedures and methods, and adding to profit-

(Continued on Page 10)

LEADER BOX 101

Letters To The Editor

Ask Support Of Service Pay Raise

Editor, The Leader;
The 2½ million members of your armed forces need help from the people back home. We need the help of our fellow Americans in writing to the members of Congress in support of a pay bill now in Congress.

On March 3, Congressman L. Mendel Rivers of South Carolina introduced HR 5725, a bill to increase the basic pay of the uniformed members of the armed forces. This is the first realistic and adequate pay measure to be offered since WWII.

Canada pays their recruits \$110 per month on entry into service. West Germany pays their recruits \$112 per month. The United States pays their recruits \$78 per month. The enrollee in the Youth Opportunity Program receives \$30 monthly, with an additional \$50 monthly paid when released. He can, in four months time, progress to a leader at \$125 per month. The Federal minimum wage scale is \$1.25 per hour.

In 1948 my allowance for food was \$1.15 per day. Now its \$1.03. Department of Labor statistics indicate that the cost of basic foods increased 43.2 percent during that 16 years. My food allowance decreased 10.4 percent.

In 1955 I bought a home for my retirement. My payments were \$89.75 per month, including principal, interest, taxes and insurance. My payments in 1965 are \$116 per month. The increase represents increased taxes. Does it appear reasonable that my pay increases cannot even keep up with tax increases?

The majority of our young men are leaving the service at the end of their first enlistment. We are losing their training and skills which we need so badly. Our non-commissioned officers and officers are retiring shortly after reaching the 20 years service point, through sheer financial necessity, to support their families. We are losing our leaders. There is no substitute for experience. Our national security depends on these people, and their skills. Present living costs compared to pay received is forcing mediocrity upon us. We, and you, need competence, ability and dedication.

We need the vote and active support of every member of Congress, for passage of HR 5725, without crippling amendments or changes. No member of Congress can represent his constituents unless he is informed of their feelings and desires. I am making this plea to our individual fellow American citizens; to our labor organizations; to our veterans' groups; to our women's clubs' and to our Civic organizations to give to us, the time required to write the two Senators from your state and the Congressman from your district. Ask them to vote for and support HR 5725, for your fellow Americans who serve around the clock, all around the world.

To those of you who see fit to extend to us the helping hand of the Good Samaritan, when we need your help, I extend the heart felt thanks of myself and my fellow wearers of Your Uniform.

CHARLES L. SOUTHERN
MSGt. U.S. Air Force
San Rafael, Cal.

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.")

An Important Decision

WHAT MAY prove to be a landmark contribution toward the preservation of the merit system is Justice Charles J. Beckinella's recent determination annulling failure ratings on an oral interview test which was part of an examination for promotion to elementary school principal. The examination was conducted by the Board of Examiners of the New York City Board of Education.

THE PURPOSE of the interview test was to evaluate the applicant's personality, his use of English in discussion, his oral reading, etc. The test was given by a panel of four examiners consisting of two elementary school principals, a college professor, and a speech adviser.

DURING THE first fifteen minutes of the interview, the candidate spoke to the panel without interruption about a passage he had previously been instructed to study. For the next half hour, he answered questions posed by the interviewers. Then he was dismissed and the panel spent twenty-five minutes discussing his performance.

THE EXAMINERS rated the candidates on rating sheets listing the four major categories of speech, oral discussion, interpersonal relationships, and other personality traits. The four categories were subdivided into twenty-one items for rating purposes. On each item, item, the candidate could be rated one of five ways; namely, very poor, inadequate, passable, good, or superior.

THE SPEECH advisor's rating sheet differed from that of the other three members of the panel and was concerned with the areas of conversational speech, voice, and enunciation and pronunciation.

THE SEVENTEEN petitioners having passed the written part of the examination contended through their attorney, A. Mark Levien, that the interview tests "were not conducted in as competitive a manner as practicable" as required by the State Constitution and "did not conform to measures or standards sufficiently objective to be capable of being challenged and reviewed by other examiners of ability and experience" under the doctrine of *Fink v. Finegan*.

IN AGREEING with the petitioners, Justice Beckinella noted in a fifty page opinion:

"THE INTERVIEW test in the instant proceeding was an oral test which turned upon 'subjective areas of judgment.' A mere inspection of the twenty-one skills and qualities upon which the candidates were rated demonstrates that the examining panels were well within 'subjective areas of judgment' when they rated the petitioners. To put it another way, when the examining panels rated the petitioners on such items, e.g., as (12) ability to meet challenges effectively, (13) understanding interpersonal aspects of problems and proposals, (15) ability to establish rapport with other people, and (16) resourcefulness in leading other people, the panels were rating petitioners on qualities and skills which could be interpreted differently from panel to panel if the examiners were free to apply their own interpretations of the meanings of those items. The items simply do not define themselves. Therefore it is necessary, if every candidate is to be measured by the same yardstick, to have someone state for the examiners just what it is they are measuring when they rate a candidate. If the examining panels do not measure candidates by a standard common to all the panels, the candidates are not competing in the same examination and so the examination ceases to be competitive. If no common standard is stated for the panels, not only may the members of the panel have different conceptions of just what each of these skills means, but if left to their own judgments it is apparent that they may have different ideas of just what constitutes a very poor, inadequate, passable, good, or superior performance, or even what constitutes a satisfactory or unsatisfactory performance. This is the rationale behind the principle, stated in *Matter of Fink*, that a test, to be competitive, must employ an objective standard or measure."

In view of the importance of the case (*Nelson v. Board of Examiners*, decided March 15, 1965) to the preservation of the merit system, Justice Beckinella's opinion will be further discussed in a subsequent column.



HONORED — Seen above are retiring members of Sing Sing Prison and guests at a testimonial dinner given recently for the retirees. (Left to right) State Senator Bernard G. Gordon; Sing Warden Wilfred L. Denno; retiree Victor J. Brown and deputy warden Addison V. Byram.

64 Craig Colony Aides Get Award Certificates For Management Course

SONYEA, April 5—Certificates of commendation for the successful completion of a 16 hour course in Shelter Management were presented to 64 employees of Craig Colony and Hospital by Colonel James Robson, Livingston County Director of Civil Defense, at a ceremony held at Shanahan Hall, Craig Colony and Hospital, here recently. Dr. Vincent I. Bonafede, director of Craig Colony and Hospital, presided at the ceremonies and John Zambuto, senior area representative for the State Department of Social Welfare, who also served as the instructor for the three separate sessions which were held in connection with the Shelter Management course, spoke briefly, commending the employees upon their excellent participation in the program. As a token of appreciation Paul Hally presented Zambuto with a gift on behalf of all the participants in the course.

Also present at the ceremony was Mrs. Mary Lou O'Brien of the Livingston County office of Civil Defense, who acted as course assistant to Zambuto. Colonel Robson also presented Dr. Bonafede with a special citation for his excellent cooperation in matters pertaining to Civil Defense.

The names of the employees who received certificates of commendation for their participation in the Shelter Management

course are: Clarice Adamson, Clinton Binder, Lella Buchanan, Charles P. Brickwood, Gordon Carlile, Marianna Carlile, Charles Carney, Salvatore Cipolla, Eileen C. Cole, James Constantino, Fred H. Covert, Gordon Crane, Harold Dorsey, Charles J. Duffy.

Others were Vivian H. Ford, Thomas Fraser Sr., Leon Goldthwait, Walter Gray, Joe Hainesworth, Paul Hally, Leon M. Hartman, Mary Haywood, Albert W. Insley, Alfred J. Kawa, Gerry Kysor, Zane E. Kysor, Philip LaRora, Arthur Lawson, Frances Leonardo, James Leonardo, Gerald L. Levey, Walter Link, Jack Little, Louise Little.

Also Joseph McIntyre, Lucille G. Mackey, Floyd E. Mann, Albert Mignemi, Robert F. Miller, Paul B. Milliman, Rev. Dominic F. Mockevicius, Maynard L. Moffit, Daniel J. Morris, Francis Nasca, Donald Nichols, Emma O'Brien, Evelyn Osborne, Jerry F. Pagano, Emmanuel Passamonte, Dorothy Preblo, Michael Rinaldo, Mary Randazzo, George Rice, Samuel M. Seltzer, Theron Smith, Thelma Stanley, D. Louise Thompson, Leo Ushold, Richard Walsh, Sarah Walsh, Lester J. Wilcox, Helen T. Winror, William Zatwarnicki.

Shomrim Society Names Edward Schor To Distribute Passover Gifts

The Shomrim Society of the Police Department has completed plans for its Passover Charity Program. Harold Cohen, president of the organization, has appointed Elias Koenigsberg as chairman of the charity committee.

Passover food, wine and other holiday gifts will be distributed to the needy by the Society at the Sidney Friedman Center, 232 East Broadway, the week preceding the holiday.

Edward Schor of Spring Glen National Shomrim Society at its convention in the Hotel Astor. He succeeds Henry Klein who died unexpectedly.

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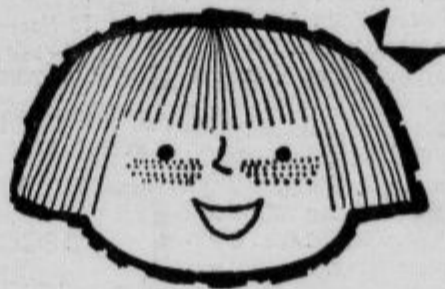


COMPLETE COURSE — This group recently finished a course at Kings Park State Hospital in the Fundamentals of Supervision. Seen above, front row, left to right, are; Dorothy Aiello, Anna Landrigan, Sheila Ryan, Marie Wehrheim, Rose Dickerson, Anna Keller, and Ella Antidormi. Back row, same order, James Jewell, O.T. instructor, conference leader of the course; John Pandley, Anthony Clago, Joseph McKechnie, Javan Reber, Albert Lanieri, John Hennessey, Joseph Landrigan and William Habel, senior personnel administrator, guest speaker at the last session. Also completing the course, but not available at the last session were: Margaret Smith, Dorothy Newvine, Arthur Cadieux, Dennis Hogan, Stanley Rustin, Carol Mayville, and Ella Ehrhardt.

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

H.I.P. Worries About MEASLES

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 You!



If your children haven't been immunized against measles, see your H.I.P. Medical Group right away.

H.I.P. Groups have received the first supply of the new one-shot measles vaccine recently approved by the U.S. Public Health Service. And young children in H.I.P. are the first group in the New York area to be protected by the new vaccine. Unlike the earlier measles vaccine, the new one requires no separate injection of gamma globulin to minimize side effects. There is no charge for either the vaccine or the injection.

Measles itself is usually not a serious disease, but the secondary complications such as encephalitis and pneumonia can be very serious.

DON'T DELAY!



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Cerberean Soc. Award To Be Made At Dinner

The annual installation and awards dinner sponsored by the Cerberean Society of the New York City Transit Authority Police Department was held on Wednesday, March 31 at the Hotel Astor, Grand Ballroom. Reception hour will begin at 7 p.m. and dinner will be served at 8 p.m.

Awards
 Awards were presented to: Chief Thomas J. O'Rourke, chief of the TA police. He was honored with the "Leadership Award."
 The "Distinguished Service Award" was presented to J. Raymond Jones, New York County Democratic Committee Chairman, and the "Community Service Award" was given to Commissioner Maurice J. O'Rourke of the Board of Elections.

80 Attend Chautauqua Unit Dinner-Meeting

About 80 members of the Chautauqua chapter, Civil Service Employees Assn., attended a smorgasbord dinner at the Mar-Mar Restaurant recently in Dewittville. The dinner was followed by a business session, including a discussion and acceptance of a new constitution and by-laws of the chapter.

Dr. William Appell Named in MH Dept.

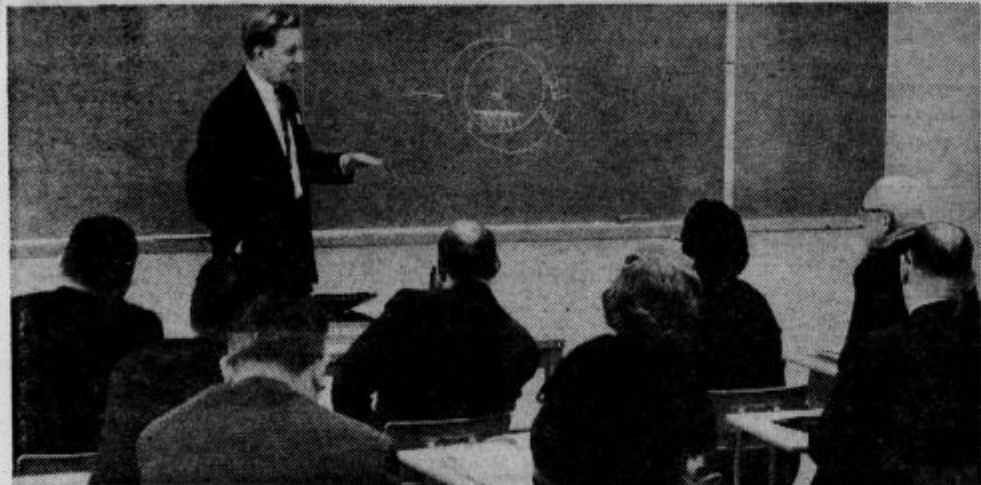
ALBANY, April 5—Dr. William T. Appell has been named assistant director for psychological services in the State Mental Hygiene Department. His salary will be \$11,800 a year to start. He is a graduate of Adelphi University and is the author of a number of articles in professional journals. Since 1961, he has been chief of psychological services at the Veterans Administration Hospital at Tupper Lake.

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At First Intergovernmental Training Seminar



FIVE WAY EFFORT — Five governmental agencies last week met for the first intergovernmental training institute held at the New York City Police Academy. The session was sponsored by the New York City Department of Personnel, the Federal Training Council of New York and New Jersey, the New York State Civil Service Commission; the U.S. Civil Service Commission and the New Jersey State Civil Service Com-

mission, shown during the session, attended by some 250 training officers of governmental agencies, are, from top to bottom, left to right: Lawrence H. Baer, regional director of the New York Region, U.S. Civil Service Commission; Dr. Charles DeCarlo, director of education, IBM Corporation; Mamie D'Angelo of the Department of Personnel, registering one of the participants; Rt. Rev. Msgr. Joseph A. Dunne, Police Department Chaplain, pronounc-

ing the benediction; Mary Goode Krone, president of the New York State Civil Service Commission; Thelma Parkinson Sharp, president of the New Jersey Civil Service Commission; Kenneth Mulligan, director of the office of career development of the U.S. Civil Service Commission in Washington, D.C. and James Beck, director of the U.S. Executive Seminar Center at Kings Point, N.Y. (Police Academy Photos)



STONY BROOK INSTALLS —

The new officers and guests at the Stony Brook State University chapter installation luncheon recently were, seated, left to right: Bernard Quinn, first vice-president; Karl D. Hartzell, administrative officer who installed the officers; Phillip McElean, chapter president; Maurice Kosstrin, business officer; Vincent Ruggi, second vice-

president. Standing, same order: Harold McDowell, retiring president and director at large; Richard Glasheen, director; Charles Gullo, director; Gerard Campion, treasurer; Vivian Modesto, secretary; Jack Moore, delegate; Edward Skolitz, director; William Richards, director and Louis Buffone, director. Others elected but not present were Warren Randall, Florence Graff and Ray Carlson,

Feily To Address Annual St. Lawrence CSEA Meet

(From Leader Correspondent)

CANTON, April 5 — Joseph Feily, president of the Civil Service Employees Assn., will be the speaker at the annual dinner of the St. Lawrence chapter, CSEA, at the Canton Club, May 22, it was announced by Mrs. Marian Murray, executive representative of the chapter.

Feily, accompanied by Mrs. Feily, has accepted an invitation to speak at the meeting. Among other State Association guests will be Raymond Castle, Vernon Tapper and Claude Rowell, all vice presidents of the State wide organizations.

Tapper To Install

Arrangements for the annual affair were made recently under Mrs. Murray's direction. At the meeting, the report of the nominating committee was received and accepted and ballots were ordered printed for membership voting. The report on the election will be made at the annual meeting April 18. At that time, the elected slate will be installed by Tapper.

During the meeting a resolution was approved, after introduction by the membership chairman, Malcolm G. Stark, to ask for appointment of a special committee to study ways and means

of making payroll deductions of dues available to all departments of political subdivisions.

Mrs. Frances Williams, chapter president, has urged all newly-elected officers to attend the annual meeting or be represented by proxy for installation.

Scholarship Report

Mrs. Mary Manning, chairman, gave a report from the scholarship fund committee of the chapter. It was recommended a chapter fund be established to offer help in further education for trade and vocational students who could not otherwise continue their studies.

There was discussion of consideration of paying for an extending paid-up life insurance at

age 70. Mrs. Murray moved that Attorney Edmund L. Shea, regional attorney, be provided with information regarding grievance requests in political subdivisions to determine the advisability of the chapter taking further action.

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LEGISLATIVE MEET — Civil Service Employees Assn. representatives of the Rockland State Hospital, Orangeburg, and legislators met recently for a discussion on CSEA legislative aims. Shown above are, seated, left to right, Rebella Eufemio, chapter secretary, Senator D. Clinton Domonick III and Marie Herbold, chapter president. Also, standing, left to right, Arnold Wolfe, chapter first vice president; Amos Damon, chapter second vice president; Assemblyman Joseph St. Lawrence and Nicholas Puzifferri, chairman of the chapter Legislative Committee.

Public Relations I.Q.

(Continued from Page 6) In government, it could be organizing a modern record system for a motor vehicle bureau, or determining the security needs of public housing.

ALBERT PLEYDELL, whose New York-based consulting firm is called Management Services Associates, says his job is "to identify and study problems of administration, find solutions, recommend appropriate action, and assist in implementation."

WHAT MAY SEEM as simple and as mundane as the telephone service needs of a complex group of government departments, is actually a highly complicated management problem which Mr. Pleydell's firm solved.

THERE ARE MANY top management consulting firms like Mr. Pleydell's which serve both private industry and government. One very large American organization, McKinsey & Co., is making a management study of the British Post Office. Other large American firms such as Booz, Allen & Hamilton, and Cresay, McCormick & Paget, have made studies for government.

WE WERE INTRIGUED with a newsletter Mr. Pleydell's firm recently issued because of the leading article, "How to Get Better Public Relations in Government." It was written by a highly respected government PR veteran, Maurice G. Postley, who made this very important point for all government civil servants:

"**PUBLIC RELATIONS** people are not, really, just fire-fighters, called to put out the blaze after it starts, but fire-preventers who, in part, help find ways to avoid the unpleasantness of smoke and heat."

MR. POSTLEY'S thesis is that the government executive fails to

make full and effective use of the public relations professional.

"**HE (THE GOVERNMENT EXECUTIVE)** wants the public relations worker to put out the fire without damage, immediately, as though it never happened, without consulting the public relations worker in advance of the conflagration."

THE PROPER procedure suggested by Mr. Postley for government officials is this:

"**1. IF IN DOUBT** (and often when not in doubt) about a proposed course of action, ask your PR director (or whatever his title is) what his advice may be.

"**2. LISTEN THROUGH** to the finish and act as though you were listening.

"**3. THEN MAKE** up your mind, but only after you have considered advice of your PR counsel. You will be better off for the effort."

IT IS HIGHLY significant that Mr. Pleydell's newsletter led off with an article on government public relations. It is proof of a sound knowledge of public administration and the human factors involved.

AFTER ALL, government is people, and it is people who run the government. And they make bad or good public relations for government by their action, their mistakes, or their achievements.

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AN OPEN LETTER: ...to CIVIL SERVICE EMPLOYEES

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BINGHAMTON AIDES CITED —

Twenty-five year pins were presented to 39 employees at a Silver Anniversary dinner recently at Binghamton State Hospital. Robert H. Austin, of Johnson City, a member of the Board of Visitors, made the presentation of pins to the employees. The address was given by C. Addison Keeler, president of the Board of Visitors. Left

to right, kneeling, are: Everett MacDowall, Robert Flynn, Harry Dougherty, Frank Brown and Maurice Sokolinsky. Same order, seated, are: Mrs. Narola Lee, Mrs. Katherine Arnold, Mrs. Myrtle Cavanaugh, Dr. Paul M. Schneider, director; C. Addison Keeler, Elizabeth Jane Race, and Robert H. Austin, members of the Board of Visitors; Mrs. Madeline Palmiter, Mrs. Marion Marks, Mrs. Mil-

dred Webb and Mrs. Florence Drew. Standing, first row, left to right are: Thomas Jones, John Kelley, Jack But-ton, William Carter, Clifford Werner, Robert Spencer, Robert Dewing, Gerald Cavanaugh and Harold Nealon. Same order, rear: Oswald Blais, Raymond Benedict, Donald Baker, Eugene Purcell, Thomas Edwards, J. Ralph Barnes, William Smales, Jack Ellsworth, Kenneth Cos-tello, Charles Holbert, Hilland Harris and Robert Etner.

Leader Publisher Honored

(Continued from Page 2)

ing him the Law School award. In a career of public service that has now spanned two decades, Mr. Finkelstein has served as an official of the New York State Legislative Commission on the Extension of Civil Service which, in 1940, brought 300,000 jobs in towns and villages throughout the State under civil service.

By appointment of Governor Herbert H. Lehman, he was a member of the New York State Board of Regents, Junior Aviation Committee for the public schools, and he was executive secretary of the Air Training Corps of America. For his many services in the public interest, he was cited in December, 1949 by a group of 27 civic organizations as a "friend of good government".

Of Mr. Finkelstein, a Democrat, Governor Dewey said at the Civil Service Employees Assn. dinner on March 1, 1948:

"Jerry Finkelstein, publisher of The Leader, stands for stout accomplishment under our system of free enterprise. There isn't any other guy that represents it better. He was my office boy 13 years ago when I was racket-

busting, and he became the publisher of the biggest civil service publication in the United States all by his own efforts. The only thing I have against him is that he is a Democrat."

In January 1950, he was appointed by Mayor O'Dwyer Chairman of the City Planning Commission. During his term of office he received the plaudits of the Citizens Union, the Citizen Budget Commission and other civic groups for his reactivation of the City Planning Commission. At the end of his period in office he received a scroll praising his activities as head of the City Planning Commission signed by more than 1,000 leaders in all phases of business, political, civic, labor, and professional life, under the sponsorship of George H. Hallett, secretary of the Citizens Union.

Newspaper Comment

Shortly before the expiration of his term as chairman, the New York Times, in an editorial on December 12, 1950, stated:

"There has been a new feeling of leadership, initiative, sense of direction and acceptance of larger responsibility within the Com-

mission during 1950, and we should be less than fair if we did not give credit largely to Mr. Finkelstein . . . He turned out to be the medicine that the Commission needed."

The New York Herald Tribune, on December 11, 1950 stated editorially:

"Mr. Finkelstein in his one-year tenure took planning seriously. He was aggressive and fired the Commission with an almost forgotten sense of purpose."

He is chairman of the board and president of Struthers Wells Corp., a 115 year old firm which engineers and manufactures equipment for the chemical, petroleum, petro-chemical and power industries. He is also a member of the Board of Directors of the Bank of North America and a trustee of The New York Law School.

Nassau County Has Police Promotions

The Nassau County Civil Service Commission will accept applications, for police sergeant in various towns of the County.

These openings are for qualified personnel of the various towns.

For further information contact the Commission by April 20.

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MHEA Protests Downgrading Of Housekeeping And Dining Room Attendants After Apr. 8

The New York State Mental Hygiene Employees Association, last week, protested the downgrading of housekeeping and dining room attendant positions as they become vacant.

In a telegram to J. Earl Kelly, Director of Classification and Compensation, Frank Costello, president of the association said:

"As president of the New York State Mental Hygiene Employees Association, I protest the downgrading of housekeeping and dining room attendant items as they become vacant. Both of these classes supervise and come in di-

rect contact with working patients. The patient work described as therapeutical requires the constant attention and allotment of housekeeping and dining room attendants. This protest is based on the thought of equal pay for equal work. Your cooperation is solicited."

At the present time housekeeping attendants are in the grade 5 salary range as are dining room attendants.

April 8 Reclassification

When the reclassification of Mental Hygiene employees becomes effective April 8, these positions will be downgraded, when they become vacant, to housekeeper, grade 3 and food service worker, grade 4

The difference in salary after downgrading will be from \$170 to \$335 less a year for the same job.

Copies of the telegram were also sent to Governor Rockefeller and acting Commissioner Dr. Christopher F. Terrence. Letters were also sent to directors of Mental Hygiene institutions throughout the State.

Dr. John Weinmann

RIDGE, April 5—Services for Dr. John Weinman, were held recently, in St. Mark's Evangelical Church here, Dr. Weinman died after a brief illness at Mather Memorial Hospital, Port Jefferson.

Born in Brooklyn, March 10, 1891, Dr. Weinmann was director of rehabilitation and physical medicine at the Suffolk Home Infirmary, Yaphank, at the time of his death.

He was a graduate of New York Homeopathic Medical College and Flower Hospital, and Brooklyn College of Pharmacy. He was also consultant on physical medicine and rehabilitation to Brookhaven Memorial Hospital, Patchogue.

Dr. Weinmann was the first president of the Civil Service Employees Assn., Suffolk Home Infirmary unit, Yaphank.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

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ADDRESS

Ask CSEA Study Of Ulster Pay

(From Leader Correspondent)

KINGSTON, April 5—Members of the Ulster County chapter, Civil Service Employees Assn., at a recent meeting, recommended that the State CSEA do a free salary study for Ulster County, "the results of which shall be accepted by the Board of Supervisors and the Common Council," according to Albert Ochner, first vice president, who presided.

Ochner added, "The starting salaries in Ulster County remain below the poverty salary of \$3,000 set by President Johnson. Since the salaries are graded, and increases from the lower grade to each higher grade are only \$120 in most instances, the higher salaries jobs offer comparatively low pay."

Also discussed at the meeting was inequities in working hours for civil service employees in the cafeteria of the Kingston Consolidated School system, the cost of living index and Gov. Rockefeller's speech before the CSEA convention concerning sick leave credits and health insurance. The next meeting of the group will be April 26.

Meet Four of This Week's C.S. Beauties



SHERYL HEYMAN
Public Works
Rochester



MARVA BANKS
Transit Authority
NYC



PHYLLIS DALEO
Mental Hygiene
Amityville



SHERRIAN KISH
Tomkins County Welfare
Ithaca

Are You A Beauty Who Can't Juggle Oranges? You May Be The Girl We Are Looking For

You don't have to sing or dance, make your own puppets or whistle "Big Noise From Winsoika." You can even tell people how you feel about Barry Goldwater. All you have to do to win the Miss Civil Service Contest is (1) send your picture to the Leader along with an entry blank and (2) be chosen by the judges as one of the four winners. Nothing to it. One beauty will be chosen from each of the areas of civil service operations (City, State, Federal and county government). The winners will be awarded a Country Tweeds coat at the Civil Service Day ceremonies at The Worlds Fair on May 31. All entries must be in by April 15.

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 year's 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 on Page 11.

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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AIDES' CRY: 'WE WANT TO BE PAID'

(Continued from Page 1)

Felly pointed out that some 50,000 workers, representing a majority of the lowest paid workers, were faced with a payless pay day April 7. Hundreds of phone calls from disturbed employees have been received by him and CSEA headquarters, he declared.

"Frankly, I don't know what to



RANDOLPH V. JACOBS

advise them," Felly said. "We look to you gentlemen to provide the answer."

Zaretzki Attends

The importance of the hearing was underlined by the fact that Senate Majority Leader Joseph Zaretzki left the session in his own chambers to hear the remarks by Felly and other CSEA representatives.

CSEA members representing a cross-section of State workers followed Felly in quick succession to emphasize the dismay, concern and bewilderment of employees forced to juggle their finances for an unspecified period. Onlookers cheered their remarks and there was little doubt that the speakers had deeply impressed the legislators with their pleas.

Citing the fact that Mental Hygiene Dept. employees get personal, not financial, satisfaction out of caring for the mentally ill, Mrs. Julia Duffy of Pilgrim State Hospital told the legislators that "As I look around this room, I feel that there aren't six of you



HARRY KOLOTHROS

who would take our places." She was referring to the empathy needed to take care of people "unable to take care of themselves and unwanted by others."

Randolph Jacobs, an employee of the State Insurance Fund, asked the legislators to "Imagine if I were here to stop working for the State because of a demand for higher pay . . . or that I were employed by General Electric Co. and

they were to announce that their board of directors was in a deadlock . . . so that they would have to announce they could not meet their April 7 payroll. You would all be up in arms!"

A Real Danger

A real danger was underlined by Salvatore Butero, employed at Psychiatric Institute, who asked "What would happen if I were to drop dead on my way home from this meeting? Would my wife and family get the full death benefit they are entitled to because of my years of State service?"

Said Arnold Moses of Brooklyn State Hospital "I wonder, as you meet, if you really realize what you are doing. You are striking panic in the hearts of State employees."

Harry Kolothros, employed by the Office of General Services, declared "we lament the slur this brings upon the Great State of New York."

A double-loss was cited by Andrew Dago, employed at the State Training School for Girls at Hudson when he said "First we lost a budget item to give institutional teachers a normal working calendar. Now it looks as though we may not even get paid at all."

Zaretzki later asked Felly if the CSEA, in order to provide State



MRS. JULIA DUFFY

workers with a pay raise, would support a tax increase and, if so, what kind of increase. Felly answered by saying "You people are the employers; we are the employees. The running of this State is the duty of the Legislature and the Administration, not the employees."

Felly's Remarks

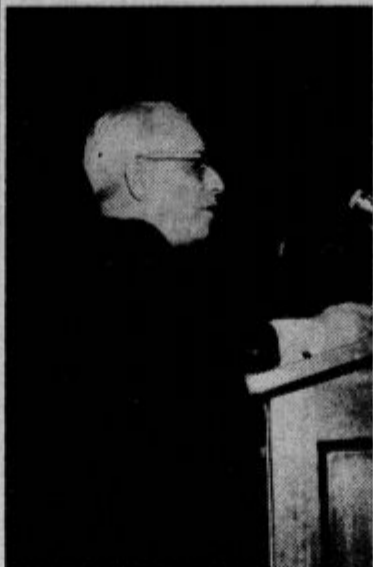
Felly led off the session saying: "I appear here today as president of the Civil Service Employees Assn., representing 130,000 public employees in this State, some 96,000 of whom work directly for the State itself.

"Two days ago, I sent identical messages to Governor Rockefeller, Senator Zaretzki and Speaker Travia, copies of which were sent to every member of the Legislature. I asked for specific assurances that the salaries of State employees and all other vital State services would continue uninterrupted during this situation.

"I said I had deliberately withheld making any statement which might in anyway raise fears among our members, 96,000 of whom are employees of this State, that the Legislature would not provide for the payment of salaries of State employees.

"I said that half of all State employees earn less than \$5,000 a year, and that more than 30,000

of them earn less than \$4,500. I said that the loss or delay of even one week's salary represents a very real financial disaster to these employees.



SALVATORE BUTERO

"I said, the time has now come, however, when I must publicly request the legislative leaders and the Governor to accept their responsibilities with respect to a budget and, at the very least, to take whatever steps are necessary to assure us that an alternative plan is ready that would insure the continuation of uninterrupted governmental services and the payment of salaries of State employees.

"I am here today, gentlemen, to reemphasize that message.

"Our State institutions which employ some 50,000 State employees, have a payday schedule for next Wednesday, April 7. Unfortunately this large group representing about half of all State employees, also represents a major share of the lowest paid employees. These institution employees, gentlemen, take home, on an average, about \$60 a week. On this small sum, they must feed and house and clothe and educate and entertain and, otherwise provide their families a decent standard of living. It is difficult enough to do this on the salaries they are receiving, but if they must face one or two or three or more payless pay days—weeks without any income at all—they are in very real trouble. Trouble that cannot be righted by assurances not to worry—you'll be paid—eventually!

"In addition, I learned just yesterday that there are hundreds of State employees travelling on



ANDREW DAGO

State business throughout this State and, indeed, the nation, at this very moment, who do not know if the money they are spending out of their pockets—spending on the State's business, mind you

—will even be reimbursed to them.

"We have had telephone calls from throughout the State asking us to advise these men and women on what they should do. To be frank, gentlemen, we do not know what to advise them. Will they be paid? Will the money they are spending on State business be reimbursed to them? We do not know, gentlemen, we look to you for the answer.

"We ask you here today, and all of your colleagues in both the Senate and the Assembly, to accept your responsibility, as you have in the past. We ask each and every one of you to personally make it his individual business to take whatever steps are necessary to insure 120,000 State employees that their paychecks will not be one week, or one day, or one hour late. We do not tell you what budget to pass or how to raise the revenue to finance a budget. That is up to you.

"In conclusion, I wish publicly, to state my high regard for the Legislature of this State, because you members seated here today, and indeed, your staffs, and all your colleagues, are no less the civil servant than am I. I accept and acknowledge the long hours which you work and the devotion which you give to your work. I do not demean the legislative process because, during the past years since I have been president of this Association, I have spent many



ARNOLD MOSES

hours talking with you and working with you. I am not here to throw needless brick bats at you . . . I am here to tell you with all the vigor at my command, that you have drifted past the April 1 deadline and are drifting toward that date of April 7 without any budget and, apparently, without any plan at all to carry out the essential functions of State government. I urge you, in all good faith, and with deep respect for your office, to settle your differences—honest differences as I am sure they are—in a responsible manner—quickly and decisively and end this uncertainty."

Julia Duffy

"Taxpayers of our State expect uninterrupted service by us and we give it. Department of Mental Hygiene employees are a peculiar breed who get personal, certainly not financial, satisfaction out of taking care of those unfortunate people who are unable to care for themselves and by and large are unwanted by their families. As I look around this room, I feel that there aren't six of you who would take our places. We treat our patient with empathy rather than sympathy and call to mind many times a day

the meaning of "mercy"—room in our hearts for the suffering of others. We know that in the past best interests of the patients the employees must agree that our differences of opinion are secondary and cannot effect the care of the patient. We do the very best we can with what talents we have so that at the end of our day we can face our judgement without fear. We hope that you can do the same. We feel that, as members of the Legislature, you owe the same uninterrupted service to the taxpayers of our State."

Randolph Jacobs

"Imagine gentlemen if I was here threatening to stop working for the State because of a demand for higher pay. Imagine, gentlemen, your reaction if I refused to work. Or, imagine gentlemen, your anguished comments and sympathy if I were employed by say the General Electric Company, and they were to announce that their board of directors was in an insoluble dispute—or deadlock, so that publicly they announced that they wouldn't meet their payroll on April 7. You would all be up in arms! You would say this is a travesty and that it is illegal to refuse to pay employees under the State Labor Law. And you would be right. But here I am, maybe you are all kidding me—and I'm just the goat—and I don't know it. But responsible statements have been made, without a budget, we won't be paid and I'm prepared, after what has transpired, to believe it now.

"Without any question, I want you to know—that as a civil service employee, I won't shirk my responsibility—I'll go to work. In fact, I won't walk off the job even if you won't pay me. And I'll wager, under the leadership of the State Civil Service Employees Assn. of which I have the honor to serve as chairman of the State Grievance Committee, that the Mental Hygiene attendants won't walk off and leave the patients he serves, without that care so necessary for the very continuation of life itself, nor will the correction officers leave the prisons unguarded, nor the State police permit this State to revert into a wanton wilderness if you won't pay us on time."

Salvatore Butero

"I consider myself just a little guy, doing a job for this State in the best way I know how, I have been in this State a lot of years of my life—years I don't regret. But I have always felt that the great Empire State would play it square with me.

"There is a lot of talk these days about the "Great Society" and about poverty programs and the "War on Poverty." All of this is going to be very real for thousands and thousands of State employees if you people here don't do something quick.

"What would happen, God forbid, if I were to drop dead on the way back home from this meeting? Would my wife and my family get the full death benefit they are entitled to because of my years in State service? Would the wives and families of other State employees be taken care of under existing programs if tragedy were to strike while there was no budget to finance these programs?"

Arnold Moses

"Quite frankly, gentlemen, our people can't believe that there

(Continued on Page 16)

Non-Teaching Aides Renew Interest In CSEA After Meeting

(From Leader Correspondent)

MASSENA, April 5 — Interest generated at a membership rally here is expected to lead to another meeting under the direction of the membership committee of the St. Lawrence, County chapter of the Civil Service Employees Assn., the first impressive interest apparent in a small section of the biggest county in the State.

Malcolm G. Stark, chairman of the committee, says after representatives of non-teaching workers heard benefits of chapter membership explained at the local session, they asked to have another session arranged after they report to their colleagues.

Benefits Described

The Massena meeting was held under the sponsorship of the County organization with Stark conducting the general discussion of membership benefits.

He was assisted in the explanations by the chapter president Mrs. Frances Williams; Mrs. Lettie Rugler and Mrs. Yola Mittiga of the membership committee and Mrs. Lenore Molnar, social committee.

Benefits such as The Leader, low cost group insurance, legal services, etc., were explained at the meeting. The membership potential of the Massena area of St. Lawrence County is generally estimated at 300. CSEA field representatives, insurance representatives and other key personnel of the State Association will be invited to take part in discussions at the next membership meeting.

VA Hospital Seeks Food Supervisor

The Veterans Administration Hospital in Brooklyn has an opening for a food supervisor in their canteen service. Salary is open.

For further information contact the Canteen Officer, VA Hospital 800 Poly Place, Brooklyn.

Don't Repeat This!

(Continued from Page 2)

out the State as the party had never won before.

For Humphrey

Guided by the principle that a leader must lead—and not merely follow — McKeon stuck his neck out several times before the campaign really got under way, however. While respecting Mayor Wagner and his ambitions, he wasn't really an inner member of the Wagner machine. And so McKeon boldly informed President Johnson in writing some time before the national convention that his personal discussions around the State showed that the strongest Democratic Vice Presidential candidate for New York voters would be the then Senator Hubert H. Humphrey.

The weight given to New York's strong endorsement of Senator Humphrey is well known on White House levels because New York was a "big state." And it was also known that Vice President Humphrey has a widespread reputation as a man who appreciates and remembers friends.

For Kennedy

The confetti had not yet been swept out of convention hall in Atlantic City before McKeon's political neck was put on the line a second time—when it became apparent that Robert F. Kennedy would be receptive to being the party's candidate for U.S. Senator. Even as Kennedy was being acclaimed on the floor of the State convention there were strong intimations in the press that no one had more to do with the nomination for the now Senator Kennedy than did Bill McKeon. McKeon did not think of Wagner's interest or disinterest because Wagner never suggested any opinion to him.

For Weisl

And, of course, there was the question of a National Committee man to replace Carmine G. DeSapio. Up to now, perhaps only insiders had been aware of McKeon's work to convince President Johnson's close friend and top New York City lawyer, Edwin L. Weisl, Sr., to take on this post. It was like pulling teeth. Weisl didn't really want the job. McKeon met with Weisl many times. When McKeon felt Weisl could be persuaded from his initial, really adamant refusal, he asked Mayor Wagner to make the final request of President Johnson that he intercede and ask his old and dear friend to take the job.

The results of the 1964 campaign in New York State were astounding. Never before had a State chairman harvested such sweet fruits. Even Jim Farley didn't. While the experts shrugged off his predictions, McKeon never wavered in his belief that the party would capture both houses of the State Legislature for the first time in 30 years. Beyond this, the party's Congressional delegation moved from a 21-30 minority to a whopping 27-14 majority—in addition to electing Senator Kennedy and giving the Johnson-Humphrey ticket the largest landslide vote in history. The Johnson-Humphrey ticket, it must be remembered, carried every one of the State's 62 counties.

The previous landslide record was achieved in 1936. However, Franklin Delano Roosevelt managed to carry only 11 of the State's 62 counties — and in two of these 11 the winning margin was supplied by the now defunct American Labor Party.

The enormity of the New York State plurality—2,669,000, almost

double that of any other state — can be demonstrated by the fact that the plurality alone was exceeded only by the total Democratic vote of just three states, California, Illinois, and Pennsylvania.

Credit Johnson

Nothing is taken away from the tremendous attraction of the Johnson-Humphrey victory when appropriate credit is given to the long and meaningful spade-work mounted throughout the State by a revitalized Democratic organization and the "New Breed" organization man and woman.

A possible harbinger of future harvests of this work lay in the 1964 registration figures. For the first time in history in many large and important counties—including Westchester, Nassau and Suffolk—more new voters were registered as Democrats than as Republicans.

Ironically, the McKeon concept of leadership was at the heart of his, at least, momentary break with Mayor Wagner—sounding out the party's leadership on a state-wide basis and moving for the majority in the legislative leadership question. Significantly, McKeon still stands with the majority and there is no one of sufficient stature standing in the wings to replace McKeon—for they, too, are part of the majority.

It is ironic, too, that the only "major" drive—half-hearted as it may now seem in retrospect — launched on behalf of a possible replacement for McKeon was in support of George Van Lengen, Onondaga County chairman, who has had his own problems keeping his head above surface in the murky and turbulent political waters of the Syracuse area. While he has been helped immeasurably in his home area by being made Secretary of the State Senate, Van Lengen has little support in any part of the State. He has already been tagged as "Wagner's conservative." Van Lengen, a former registered Republican, would find little acceptability among liberal New York City Democrats if he continued his challenge for the State Chairmanship.

Meanwhile, McKeon is reported-

ly well along with plans for the 1965 state-wide legislative elections—if the courts decide they must be held.

Apparently he intends to be around for some time to come.

"Addenda"

The situation in New York, like the California feuding, effects the Johnson-Humphrey ticket in 1968. Washington strategists know that an incumbent President must win and hold control of the larger states to reinforce his political bases. President Johnson's advisors can't feel too happy that New York will not have a "cinch" election in 1966 against Gov. Rockefeller, what with the present Democratic division.

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CAPITAL DISTRICT SPEAKERS — Speakers at the Capital District Conference's March meeting included State Senators Edward Speno (R.-Nassau), and Manfred Ohrenstein (D.-Manh.). Shown at the meeting, left to right, are: A. Victor Costa, president of the conference; Speno, Ohrenstein and Joseph Sykes, chairman of the conference program committee.

Capital Conf. Hears Blame Swapped On Budget Failure

(Special To The Leader)

ALBANY, April 5 — Two leading Legislators—one a Democrat, the other a Republican each, last week, blamed the other's party for the confusion which has caused the State to move into a new fiscal year without an approved budget.

Speaking before the March meeting of the Capital District Conference of the Civil Service Employees Assn., Senator Edward J. Speno, (R.-Nassau) blamed the utter confusion facing the State Legislature on the "Democrats lack of knowledge". Speno's remarks drew fire from the other guest speaker of the evening, Senator Manfred Ohrenstein (D.-Manhattan) who noted that "we (Democrats) had trouble selecting our leadership but that is all settled now. We have no responsibility for bringing out a budget. The problem is that Governor Rockefeller had a 'pay as you go policy' last year but he is now planning for 1966 — a gubernatorial election year. We are still trying to come up with an answer for his sales tax proposals.

Lake George Workshop

The conference voted to sponsor a three-day workshop at the Lake George Inn, Lake George on June 25, 26 and 27. Reservations will be available for Friday night supper through lunch on Sunday at \$29.25 per person. A second plan covers the period from dinner on Saturday through lunch on Sunday at a cost of \$17.50 per person.

Elections of officers will be held during the workshop and new officers will be installed on Saturday night at the annual banquet. A cocktail party will precede the dinner.

The nominating committee to

select candidates was also elected during the meeting at the Ambassador Restaurant here.

Named were: Dorothy Honeywell of the Division of Employment; Charles Mason of the Conservation Department; Mary Rakebrand of the Correction Department; Joseph Lieber of the Department of Social Welfare and Frank Corr of the Department of Audit and Control.

The conference also voted approval of a resolution to sponsor a bowling league for State employees in the Fall. The conference's activities committee is now soliciting members. A canvass of chapters within the conference is underway. As soon as co-chairman Harry Kolothros and Mildred Fuller have received answers to the canvass, they will set up tentative dates for league meetings. A. Victor Costa, Conference president said.

Watertown Firemen Seek \$6,000 Base Pay

WATERTOWN, April 5 — Firefighters have formally applied to the City council for establishment of a \$6,000-a-year minimum pay scale in the Municipal Fire Department.

In addition, the firefighters want a longevity pay program and employment anniversary dates set for application of pay increments.

Feily Assures Members On Insurance

ALBANY, April 5—Civil Service Employees Assn. president Joseph F. Feily today advised The Leader that protection under the CSEA Group Life Insurance and its Accident and Sickness Insurance Plans will not be interrupted because of temporary delay in payment of State salaries that may be caused by delay in adoption of a State budget.

CSEA members pay premiums for these insurances by deductions from their salaries on State payrolls.

Feily indicated that if the delay in payment of State salaries persisted for an extended period, which is unlikely, that further adequate notice would be given CSEA Group Insurance policy holders before coverage under such insurance is possibly affected.

As to the State Health Insurance, Feily likewise expressed belief that temporary delay in State pay would not interrupt protection thereunder.

Tom Ranger To Retire After 13 Years At The Upstate Medical Center

SYRACUSE, April 5—Tom Ranger, principal stores clerk at the State University Upstate Medical Center, will retire on April 14, after 13 years at the Center. Ranger, who became a civil service employee in 1946 when he began working for the State University College of Forestry at Syracuse University, joined the Medical Center staff on October 1, 1951.

He has been a member of the Civil Service Employees Assn. for 19 years and was president of the Syracuse City chapter from 1956 through 1960. He organized the State University CSEA chapter at the Upstate Medical Center in 1961, and was its first president.

Following his term as president of the Medical Center chapter he was elected president of the Central New York Conference of the CSEA.

He is proxy representative for Dr. Ross Allen, who is representative on the Board of Directors of CSEA for the State University of New York.

Ranger filled a newly created position when he first came to the Medical Center in 1951. Working alone in a small office



TOM RANGER

Tom recalls that he was easily able to handle the Center's mail distribution and pick up and office supplies by himself. With the Medical Center's rapid expansion, Tom's original operation now staffs eight people. A mail room was organized by him to handle the now great amounts of mail which flow in and out of the Center. He is also in charge of receiving which handles office and medical supplies being sent in to the Center. And, in 1960 Ranger set up the Center's Central Stores operation. Prior to that time each department ordered its own equipment.

Also, Ranger was chairman of the Medical Center's Safety Council and organized its first safety program.

He was born in Chatham, England in 1900, and came to Syracuse in 1908 where he has been a resident since. He and his wife, Hazel, have two children; a son Robert, who works at the New York Telephone Company in Endicott and a daughter Nancy, who works at the Onondaga County Welfare Department's Child Care Division.

Ranger and his wife have planned a trip to the West Coast following his retirement.

Spring Workshop

(Continued from Page 3)

sist CSEA members in this meeting, representatives of Blue Cross-Blue Shield, The Travelers, Metropolitan Life, GHI, HIP and Ter Bush & Powell will be on hand.

There will be two sessions in the afternoon. Harry W. Albright, Jr., CSEA counsel, will give a report on legislation and William Blom, CSEA research director, will lead a session on techniques of reclassification and reallocation appeals. A question and answer period will follow each talk.

The program will conclude with a dinner meeting Monday night.

Once again, the Metropolitan and Southern Conferences have

arranged a special rate for CSEA members wishing to attend the workshop. Rooms in the main building will be \$27 with all meals included. Adjoining rooms are priced at \$24. Those wishing to stay over Monday night will receive a special reduced price of \$10.50 for the second night, including breakfast Tuesday morning.

Reservations may be had by writing directly to the hotel and enclosing a deposit of \$10 per person.

The workshop is open to all members of CSEA and their friends.

Expresses Thanks

Mary Cannell of the Buffalo chapter, Civil Service Employees Assn. wishes to gratefully acknowledge, to her many friends throughout the State, appreciation for their kind expressions of sympathy at the passing of her brother, Anthony Cannell.

Suffolk Gains

(Continued from Page 3)

even the half-way mark as far as I'm concerned."

Corcoran credits a good many of the recent successes of the chapter to the very nature of the Employees Association. "Sometimes it takes public officials a long time to get the point about CSEA; that we are not a hostile, trouble-making employee organization but an organization that works steadily to better both the lot of the employees and the quality of public service. In the end, they usually see things our way."

Suffolk chapter's latest score sheet appear to bear this out.

'We Want To Be Paid'

(Continued from Page 14)

really exists a possibility of no pay. Now, however, it's no joking matter. April 1 has come and gone and you haven't passed any budget nor do you seem to have prepared any means, legal or otherwise to make certain that I, and thousands of others of us are paid. I wonder, as you meet, if you really do realize what you are doing. You are striking panic in the hearts of State employees. We really do care about our jobs, you know. We wonder how you are going to pay the bills for the food that people who are our patients are going to eat. It's no longer even something we can understand as politics, certainly not as responsible politics."

Harry Kolothros

"Those knowledgeable civil servants who believe it could never happen here and that this was a lot of nonsense, are genuinely worried and deeply concerned. We not only reject the notion that

the absence of budgetary plans should result in the real threat that paychecks will not be issued on April 7, but we lament the slur this brings upon the great State of New York. When this same thing happened in Michigan, we all looked down on that State as improvident and irresponsible in its treatment of public employees. Now we find ourselves required to appear at a public hearing and to ask you to make certain that this will not occur here."

Andrew Dago

"Just two weeks ago, I and my fellow institution teachers were told that money was in the budget to provide us with a regular public school calendar year—which we don't have now. This money, which amounted to about \$300,000, would have allowed us to improve our ability as teachers. Three nights ago, however, this money was cut out of the budget. Now I'm told that in addition to this loss, I'm probably am not even going to get paid next week."

Park Police Retirement

(Continued from Page 1)

ear half-pay retirement bill and identical to the compulsory retirement age provisions relating to the Division of State Police.

"Talk to your fellow park policemen and get them to write, wire and visit their legislators. Do the same with your friends, neighbors and relations—DO IT NOW!

"Sponsors of the 25-year, half-pay bill are Sen. Edward J. Speno and Assemblyman Prescott B. Huntington. Chairman of Senate

Civil Service Committee is Senator Edward S. Lentol; chairman of the Assembly Ways & Means Committee is Assemblyman John T. Satriale. The 25-year, half-pay bills numbers are: Senate—Intro. 3349, Print 3587; Assembly—Intro. 5227, Print 5501.

"Wires and letters concerning the compulsory separation bill, which is necessary to supplement the half-pay bill, should be sent to your own legislators, the chairman of the Senate Conservation

Committee, Senator Owen M. Begley, the chairman of the Assembly Conservation Committee, Assemblyman Charles Stockmeister, and the sponsors in each house, Senator Speno and Assemblyman Huntington. This bill's numbers are: Senate—Intro. 3350, Print 3588; Assembly—Intro. 5228, Print 5502.

"All letters and wires should be addressed to the State Capitol, Albany, N.Y. Be sure to include bill numbers in all correspondence.