

Civil Service LEADER

America's Largest Weekly for Public Employees

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JUDICIAL CONFERENCE —

An all-day meeting on proposed Career Service Rules for court employees throughout the State was held last week in New York City between representatives of the Conference and the Civil Service Employees Assn. Seen, from left, are John Wynne, Conference personnel officer; Lawrence N. Marcus, counsel to

the Conference; Solomon Bendet, member of the CSEA Board of Directors; John C. Rice, CSEA assistant counsel; Thomas F. McCoy, State Administrator for the Courts; Alfred A. DeLaney, administrative officer; Joseph D. Lochner, CSEA executive director; William Blom, CSEA research director, and Frederick Cave, Jr., CSEA fifth vice president.

Final Report On CSEA Resolutions

This week The Leader presents resolutions approved by delegates to the recent annual meeting of the Civil Service Employees Assn. that require administrative rather than legislative action to accomplish.

Last week, resolutions which must be acted on in the State Legislature were reported. This week's list ends the resolutions report.

RETIREMENT

A-76—Show additional percentage payments made by the State on employees retirement annual report.

A-77—Provide full option information and level rate option until eligible for Social Security.

A-78—Re-open Social Security.

MISCELLANEOUS

A-79—State vacations be in-

creased one day per year for each two years of service after 15 years.

A-80—All rights and privileges restored to new State employees.

A-81—Equivalent time off for State workers for holidays which fall on Saturdays.

A-82—Adequate uniform allowance for all State employees required to wear uniforms or other special work equipment on duty.

A-83—Provide leave with full pay for all employees injured in line of duty.

A-84—Provide compensatory time for time spent on business travel.

A-85—Provide cash overtime to Public Works employees on stake-

(Continued on Page 16)

E. L. Conlon, Former CSEA Field Man, Dies

Ernest L. Conlon, former Broome County Alcoholic and Beverage Control Board official and field representative for the Civil Service Employees Assn., died recently in Allis, Wisconsin. He was 76.

A State beverage control system employee since 1933, Conlon had assignments in Buffalo and Albany before joining the Broome County Board in 1935. He was named its executive officer in 1937.

He held that post until 1962, when he resigned to become field representative for CSEA.

Suffolk Chapter Board Meeting Set For Nov. 17

The next regular meeting of the Suffolk chapter, Civil Service Employees Assn., Board of Directors will be held on Thursday, November 17, at 8 p.m. in the Firematic Training Center, Yaphank Ave., Yaphank.

This is one week early due to the Thanksgiving holiday. Guest speaker for the evening will be A. John Willis, newly appointed secretary and chief examiner of the Suffolk County Civil Service Commission.

This Board meeting will be open to all interested members of Suffolk chapter, and all units are urged to be well represented.

Also on the agenda is the presentation of the Chapter's annual budget for 1964-65 which must have final action by the Board of Directors.

Nassau CSEA Expecting—10,000th Member Is Due

(From Leader Correspondent)

MINEOLA, Nov. 2—The Nassau County chapter of the Civil Service Employees Assn. is getting ready to welcome its 10,000th member, marking another giant step in the remarkable growth of this Long Island unit.

"We expect to hit our 10,000th member by Jan. 1," chapter president Irving Flaumenbaum said. "We expect it to be an occasion for a major celebration by the chapter."

Insurance Helped

The chapter's amazing rate of growth is indicated by the fact that there were only 2,800 Nassau members in April of 1962. The installation of the CSEA life insurance program brought an

NYC Court Title Survey Next

CSEA, Judicial Conf. Hold Point-by-Point Meeting On New Rules

(Special To The Leader)

ALBANY, Nov. 2—Following a meeting last week between the Civil Service Employees Assn. and the State Judicial Conference, a CSEA spokesman told The Leader that the Employees Association was preparing proposals to amend some facets of new Career Service Rules promulgated recently by the Conference.

The rules apply to approximately 10,000 employees of the Unified Court System throughout the State.

A second meeting, to be held shortly, will deal with problems of the Conference's classification survey covering New York City court employees.

CSEA Wants Protection Assured

At last week's meeting, held in New York City, the 60-page document outlining the rules and regulations were dealt with point by point. CSEA will solicit recommendations and comments from representatives of its members employed by the Unified Court System before submitting final proposals on the rules to the Judicial Conference. Major con-

cern of the Employees Association is to assure protection of employee interests before the new rules are made final.

New provisions of the State Constitution dealing with organization of the court system confer on the Administrative Board of the Judicial Conference authority and responsibility for administrative supervision of the Unified Court System of the State. Implementing these provisions, the State Legislature has empowered the Administrative Board to adopt standards and policies, consistent with the Civil Service Law, relating to personnel practices, title structure, job definition, classification, qualifications, appointments, promo-

(Continued on Page 2)

Review Centers Adequate, Says Civil Service Dept.

ALBANY, Nov. 2—Pre-rating examination review arrangements for sergeant and lieutenant promotion examinations in the Correction Dept. held Oct. 17 appear "adequate" according to the Civil Service Commission. The Commission's stand-

was taken in answer to a Civil Service Employees Assn. request that improvements be made in the review procedure for the examination.

In a wire to the Commission last week, CSEA said:

"Urge rearrangement for correction officers who took examination for sergeants and lieutenant to visit examination review centers to enable all interested an

portunity to examine model answers and comment thereon."

The Employees Assn. asked that review centers be established at each institution to avoid unnecessary time away from work and travel.

In answer, Mary Goode Krone, President of the Civil Service Commission, wired the Association saying: "Three additional review centers, providing a total of seven, and the two review dates, Oct. 31 and Nov. 7, assure broader sampling of candidates' comments than we ordinarily get."

"Ordinarily, only Albany, Buffalo, New York, and Syracuse are available on a single date. In this instance additional review centers at Poughkeepsie, Elmira and Plattsburg were opened to minimize travel time and distance for candidates. In addition, they have a choice of two dates on which to appear, rather than one. Opening review centers at each institution does not, under these circumstances appear warranted."

Port of Oswego Aide

ALBANY, Nov. 2—Governor Rockefeller has appointed Frederick J. Garahan of Oswego to a new term on the Port of Oswego Authority.

Don't Repeat This!

Analysis of Nov. 3 Effect On Civil Service To Come

BY the time our readers receive this edition of The Leader the 1964 national and local election results will be in and the effect of these results on civil service will have meaning for some time to come.

Public employees, unlike their counterparts in private industry, deal and negotiate with elected legislative bodies, not company managers and presidents whose

(Continued on Page 13)

Reports To Delegates
See Page 3
Judicial Conference

THOMAS F. MCCOY, JR.
BOX 285
WEST SAND LAKE N.Y.
COMB

Point-by-Point Meeting
Helpful

Point-by-Point Meeting Held On Career Service Rules For Court Aides

(Continued from Page 1)

tions, transfers, leaves of absence, resignations and reinstatements, performance ratings, sick leaves, vacations, time allowances and removal of non-judicial personnel of the Unified Court System.

Who Does What

The State Civil Service Department has cooperated with the Administrative Board in the formulation of a general plan to implement these provisions. Under the plan, all functions of civil service administration will be centralized in the Administrative Board and the State Civil Service Commission and Department. The Commission will retain final authority over jurisdictional classification of positions in the Court System. The Civil Service Department will also prepare, conduct and rate examinations and process examination appeals.

The Administrative Board of the Conference will handle all other aspects of civil service administration including position classification, establishment of minimum qualifications, certification of eligible lists, maintenance of roster records, review and approval of personnel transactions, payroll certifications, administration of a performance rating program, salary matters and regulation of vacations, sick leave, other leaves and time allowances.

Who Determines Pay Schedule

Of interest to many employees of courts throughout the State is the method by which future salaries of court employees in various political subdivisions will be determined.

Following is a quotation from a letter sent last Oct. 22 by the Conference to chairmen of county boards of supervisors throughout the State.

"Recently representatives of our office met with a committee of the County Clerks Assn. to discuss the role of the (Judicial Conference) Administrative Board in connection with the office of county clerk throughout the State. During the discussion, it appeared that several of those

present had a very substantial misunderstanding insofar as our budgetary power was concerned and they indicated that this misunderstanding was shared by some of the boards of supervisors.

"The result was that they requested we contact the various (board) chairmen with the aim of clarifying any possible misunderstanding that might exist with respect to our fiscal authority.

"The budgetary authority of the Administrative Board is clearly set forth in Article VI, section 29 of the Constitution of the State of New York. This authority is clearly spelled out—and it is only to transmit the budgetary requests and to make comment and recommendation thereon to the appropriating authority. These comments and recommendations have no binding effect on the various appropriating bodies throughout the State; the individual appropriating bodies have the constitutionally defined power to finally determine what is to be appropriated."

Effect of Local Decisions

In relation to the above comments, it should be noted that the rules for the career service of the Judicial Conference provide that its Administrative Board shall establish a uniform classification system, and each fiscal jurisdiction (each county or political subdivision) shall negotiate a pay plan to be part of the uniform classification and salary plan. It is expected that the uniform classification system will enable each position having the same duties in and responsibilities to have the same title, although from one fiscal jurisdiction to another, the pay for the same title may vary because of local fiscal decisions.

No Loss In Pay

The Career Service Rules provide that in classification and salary plans to be established, nothing shall impair or diminish any of the existing right of salary or tenure of the employee affected.

In the Unified Court System of the State there are approximately 2,900 justices manning all courts of any but Federal jurisdiction and approximately 10,000 non-judicial employees in the system.

In presenting proposals on both the Career Service Rules and the New York City court employees classification survey, the Employees Assn. said its proposals would reflect the feelings and needs of the affected employees.

As new proposals and recommendations are developed, they will be reported in future editions of The Leader.

Supreme Court Interpreters Blast Reclassification Plan

Salvatore P. Longo, representing the Supreme Court Interpreters of the First Judicial Department in the City of New York, has announced opposition to the classification plan proposed by the Administrative Board of the Judicial Conference.

"The proposed classification", Longo said "downgrades the interpreters of the Supreme Court by classifying them with the interpreters of the lower courts in the City of New York."

"The nature of these positions," Longo continued, calls for related training and experience as well as an education and linguistic level far above that required for matters entertained in the lower courts."

Long called for the equaliza-

tion of salaries of all Supreme Court interpreters in the City of New York for equal and comparable work, and the establishment of a realistic career and salary plan for the interpreters of the Supreme Court.

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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.

Welcome Letters

LETTERS OF WELCOME are a most effective public relations technique, yet are not used by government agencies as frequently as they should be.

THESE ARE THE letters which greet a new employee of a government agency or a new student to a college or university.

IN PRIVATE INDUSTRY, these letters are standard operating procedure to welcome new stockholders. Some corporations carry the idea a step further: they express regret when a stockholder has sold his shares and urge him to "hurry back."

IN THE WORLD OF politics, these letters are used by holders of elective office to say "hello" to new voters. A really alert officeholder will expand use of the letters by employing them to congratulate constituents on the occasion of a marriage, a birth, a bar mitzvah, or a confirmation.

THE CITY OF New York greets its new employees with more than just a letter. They present each newcomer with a thick packet of material, which includes the welcome letter, the rules and regulations, and the facts on hospitalization, holidays, vacation, leaves of absence, pension, etc.

DR. THEODORE H. Lang, the City's Director of Personnel, is a great believer in extending a warm greeting to new employees. As one of the most knowledgeable executives in the public service, Dr. Lang is well aware of the difficulty of recruiting good employees into the civil service. He reasons that it's tough enough to find these people, why not make them feel wanted when they do come aboard.

ONE OF THE MOST intelligent and effective uses of the welcome letter is its application by the State University of New York to greet the incoming students and their parents—of 30 of the 58 units of the University.

THE LETTER—a personal communication from the University's new president, Dr. Samuel B. Gould—went to all new students and their parents among the 60-

(Continued on Page 8)

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'Equal Pay For Equal Work' Is Ulster Chapter's Goal; Letter Outlines Objectives

(From Leader Correspondent)

KINGSTON, Nov. 2—Four items of working rights and wage standards that the State of New York provides its employees "are wanted by members of the Ulster County division of the Civil Service Employees Assn.," according to James P. Martin, president, who presided at a meeting of the Ulster conducted in Kingston.

Martin listed the points desired by the membership as, "1. Salary schedules providing equal pay for equal work in all political sub-divisions; 2. Salary protection for local aides whose titles are reallocated downward; 3. Salary protection for employees whose jobs are abolished through automation; and 4. Action toward a non-contributory retirement system along lines now being accomplished for state employees; job protection for per diem and labor class employees; time off for holidays that fall on Saturdays and a wide range of other wage and fringe benefits."

Thomas Bohan, executive secretary of the Ulster County Civil Service Commission, was "taken to task" by the membership for "refusal to allow a taxpayer to see revised rules."

The membership drafted a letter, printed below, that has been sent to Kenneth Wilson, Assemblyman, Peter Williams, chairman of the Board of Supervisors, Mayor Schwenck and all members of the Common Council and the Board of Supervisors. It reads:

"In the year 1962 President Kennedy won the respect and friendship of Federal Civil Service employees with the passage of the Federal Pay Reform Act of 1962, Public Law 87-793. It urged the principal that Federal Government salaries be comparable salaries paid in private industry. The Bureau of Labor Statistics will estimate every year what people of comparable skills are making in private industry.

Percentages Needed
 "The Civil Service Employees Assn. decided at its annual meeting in Syracuse that public employees, like other American workers, are entitled to equal pay for equal work and to that end, CSEA will ask the state Administration and Legislature to increase state workers' salaries by a minimum of 8.5 percent, April, 1965, to keep them at least near
 (Continued on Page 16)

Oneida CSEA Is Seeking To Close Gap Between County, State Salaries

(From Leader Correspondent)

UTICA, Nov. 2—A three-point program aimed at improving the salaries and fringe benefits of Oneida County employees has been proposed to the Board of Supervisors by the Oneida County Chapter, Civil Service Employees Assn.

Joseph A. Mathews, president of the Chapter, said the program calls for:

(1) A 10 percent increase in salaries for the county's 1,300 employees.

(2) A modification of the county's salary schedule to include longevity increments.

(3) An 8 percent increase in take home pay through the assumption by the county of 5 percent of the employees' contribution to the state retirement fund.

Mathews said the chapter realized that adoption of the three points at one time would be difficult. He said the county could

bypass the salary increase proposal and adopt the longevity and take home pay proposals without creating a financial burden.

Drive To Continue

The chapter will work for the two proposals even if the county adopts its new budget without taking action on any of the three proposals, Mathews said.

Either the longevity or take home pay proposals could be instituted during the year after adoption of the budget, he pointed out.

Mathews said the chapter's personnel committee had enlisted the aid of the CSEA research department in Albany in preparing the program. Committee members are Helen Rauber, chairman, Alice Burns, Marion Detscherl, Stanley Soja, Alois Wroblewski, John Murphy and Carmen Graziano.

The budget contained automatic salary increases for about 85 percent of the county employees, but no general pay boosts.

Mixed Feelings

County Executive Charles Lanigan said he believed that the supervisors would not go "wild" over the chapter's salary proposal. "Personally, I am in favor of the ultimate assumption of eight percent of the employees' contributions to the State Retirement System," he said, however. "It seems a good way to increase take home pay."

Lanigan said his administration was committed to a five-year plan for salary boosts. The plan was adopted last year.

The chapter called for across-

the-board pay increases "in order to keep pace with wage and salary trends in private employment (and) to make county salaries more competitive with those paid by other counties for the same position titles."

The chapter pointed out that there have been no general salary increases in the county since January, 1961.

On an overall basis, the chapter said, Onondaga County maximum salaries are 2 percent higher than those paid by Oneida County, Rockland County maximum salaries are 17 percent higher, Chautauqua County 6 percent higher, Dutchess County 9 percent higher, and Orange County 11 percent higher.

Far Below State Levels

New York State pays maximum salaries 15 percent higher than those in Oneida County for comparable job titles.

The comparisons demonstrate that top salaries paid by Oneida County are "significantly lower," resulting in a situation of "serious inequity" between salaries paid by Oneida County and those of other counties.

On the provision for longevity increments, the chapter said the increments were standard in the state salary plan as well as many counties. "The object and benefit is to reward long service and cut down the turnover of county employees by providing an incentive," the chapter added.

Under the program, the increments would be granted at the beginning of the 11th year and 16th year of service.



PLAN DANCE — Shown meeting to plan the 23rd annual dinner-dance of the Syracuse State School chapter, Civil Service Employees Assn., are members of the committee in charge of the affair. They are, from left, front row: Arthur J. Sheley, Charles J. Ecker and Clarence M. Lauffer, Jr. In back, from left: Mrs. Evelyn Tiernan, Theodore R. Brooks and Johanna M. Kelly.

CSEA Committee Reports To Delegates

Membership

By JAMES ADAMS & IRVING FLAUMENBAUM

On August 26, 1964, CSEA attained another new record—125,000 total membership. As of September 22, 1964, our total membership was 125,194.

Our statewide chapter officers and committees; our staff; the weekly publication, the Civil Service Leader, and our members throughout the state deserve congratulations on this important achievement.

The State Division total is 91,871; the County Division 32,500 and we have 1,323 Associate members.

The State Division increased 5,377 during the year and the County Division increase is 4,162—we received an increase of 213 Associate memberships, making a total increase of 9,952 during the year.

Our Committee met on two occasions since the last Delegate Meeting and discussed numerous ways and means to improve membership strength. We ob-

served carefully the progress or lack of progress of chapters relative to membership growth. We also met with headquarters and field staff and discussed their work and coordination with the overall statewide membership effort. Our Committee met with representatives of specific chapters to get at first-hand picture of problems within the chapters relative to attainment of membership growth.

New Goals

Generally our Committee strongly recommends as follows:

1. The goal for the coming year: 135,000 members.
2. Chapters and their Membership Committees be impressed to realize that before any net increase in membership can be obtained, sufficient new members must be secured to offset during the coming year the usual loss due to deaths, resignations and retirements which amounts to

(Continued on Page 14)

Education

By CELESTE ROSENKRANZ

The Education Committee is happy to report that the new Chapter Officers' Manual, compiled under the direction of this committee, has been distributed within the past two weeks to chapter officers, members of the Board of Directors and the Education Committee.

This manual, which replaces the manual that has been in use for the past several years, should prove of inestimable value in every phase of CSEA chapter operation. The committee strongly recommends that all chapters set aside at least one meeting for a full discussion of the contents of this manual among as many as possible. The committee also recommends that each CSEA conference devote at least two meetings to the same purpose.

It should be pointed out as strenuously as possible that Chapter officers are requested to pass their copies of the manual to succeeding officers and that a re-

(Continued on Page 14)

Attendance Rules

By JOHN K. WOLFF

The Special Attendance Rules Committee met on the evening of September 11 in Albany for several hours.

The Committee reviewed all resolutions concerning the attendance rules and recommends the following:

1. Arrange lump sum payment for accumulated unused sick leave credits upon retirement or separation from the service, or upon death to the beneficiary of the employee.
2. Payment annually to employees for sick leave earned in excess of the maximum accumulation provided under the present rules.
3. Provide leave with full pay for all employees injured in line of duty.
4. Provide equivalent time off for holidays which fall on Saturdays for all employees.
5. Increase personal leave to eight days per year.
6. Increase vacation allowance

by one day each year for each two years of additional service after 15 years, up to a maximum addition of five days.

7. Provide a standard 35-hour week for all employees.

8. Restore in the rules the rights and privileges which new employees enjoyed prior to amendments to the rules in 1957.

9. Provide early dismissal for employees in time of extraordinary weather conditions.

10. Secure time off for volunteer firemen who were fighting a fire and could not be spared from this duty when their work shift started.

"Insidious" Interpretation

We would like to bring to the attention of all Delegates, an insidious interpretation that has crept into Rule II—Leave With Pay; Section 8, Workmen's Compensation Leave; Item "j" which reads as follows:

"(j) Where the appointing
 (Continued on Page 14)

Where to Apply For Public Jobs

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

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

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

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

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

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

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

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

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

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

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

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

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FIRE FLIES

by Joe Deasy, Jr.



OPERATION SECURITY — Deputy Fire Commissioner Bernard Alderman left, looks on as Fire Commissioner Martin Scott signs savings bond application during "Operation Security" savings bond drive. Looking on at right is John McTernan, U.S. Treasury Dept. representative.

Second due chiefs to respond on the all-hands notification signal — something we predicted many months ago — became effective on Monday. Another forward step by the administration.

A unique fire and traffic program designed to reduce delays to apparatus and eliminate blind corners will be installed in a two and a half square mile section of downtown Brooklyn before the end of the year, according to Traffic Commissioner Henry Barnes. The plan had been requested by Commissioner Scott. Under the plan, No Standing signs will be placed 40 feet from the corners of narrow intersections in order that apparatus will be able to turn without delays. Now, how about a drive against motorists who like to "drag" fire engines down the street and drive over fire hoses stretched between pumpers and fires?

The 1965-66 capital budget and capital improvement plan for 1966-71 has been published and submitted to the Mayor. Commissioner Scott, in his request, praised members of the department and added that to continue the present public confidence it is necessary to provide firefighters with the latest firefighting equipment and tools; replace outmoded apparatus and ob-

solete buildings; renovate other structures and realign ineffective location to provide the public with efficient fire protection.

Four categories were high-

City Eligibles

Social Investigator

Trainee Group 5

1. V. Richard S. Baldwin;
2. V. Irving Godt;
3. Sheldon Sager;
4. Victor T. Sturiano;
5. Arthur L. Schwab;
6. Andrew Velez;
7. William E. Lafarge;
8. John Seaman;
9. Barbara Callek;
10. Richard Cohen;
11. Wilma G. Noland;
12. Wendy N. Simon;
13. Jon A. Rothenberg;
14. Jane E. Mizzell;
15. Thomas R. Pattison;
16. Beryl M. Goldberg;
17. Mitchell L. Kamgn;
18. Rita L. Stein;
19. Robert H. Morris;
20. Nancy L. Cornet;
21. Seymour Weingarten;
22. Janet L. Stone;
23. Carol L. McGreevy;
24. Joan Luterman;
25. Prudence B. Soukeras;
26. Alfred Colas;
27. Irene

- H. Ceron;
28. Francis X. Boylan;
29. William L. Sumner;
30. V. Joseph F. Lanning;
31. Everett B. Griffin;
32. Mary E. Barlow;
33. Flavia G. Agnello;
34. Henry A. Kober;
35. David J. Mendes;
36. James E. Wheeler;
37. Joan A. Potter;
38. Linda A. Schaaf;
39. Deborah E. Klein;
40. Rose Deutsch;
41. Marita L. Caldwell;
42. Joel J. Blaustein;
43. Susan Schiffman;
44. Howard L. Rosenberg;
45. Ariene Cohen;
46. Vicki M. Pollack;
47. Norman J. Roth;
48. Frances R. Kahn;
49. Wendy R. Basser;
50. Mary E. Hendricks;
51. Bernard Isaacson;
52. Francine D. Finkel;
53. Alan J. Ratner;
54. Anne M. Link;
55. Stan-

(Continued on Page 5)

lighted in the budget: Land firefighting apparatus; fire communications; new building and a summary.

Apparatus to be required next year 17 Aerials-equip-

ped with diesel engines and automatic transmissions; one squad truck; two utility trucks; 33 station wagons for battalions; one personnel carrier and two hydraulic aerial beam trucks.

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OUR 67th YEAR



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(Continued on Page 9)



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HONORED — The New York City Transit Authority's Columbia Association honored City Council President Paul R. Serevane, with their "Man of the Year" award at the association's Annual Dinner-Dance last Saturday at Carl Hopples in Baldwin. Council President Serevane, center, received an honorary ticket from Columbia Association President Salvatore Bellistri, left, of Levittown, while Treasurer Paul S. Gibaldi of Brooklyn looks on.

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Suffolk Emergency Housing Plan Works

A program which provides temporary emergency housing for welfare recipients through the use of two renovated cottages on the site of the Suffolk County Farm in Yaphank has proven to be a great success in its first six months of operation according to Welfare Commissioner Richard DiNapoli.

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TUESDAY, NOVEMBER 3, 1964

How About The Rest?

THE offering of a choice of health plans in collective bargaining to police and firemen by New York City is a major breakthrough in a program long advocated by this newspaper.

Employees in other jurisdictions have had this benefit for many years and such a plan for City employees was advised by former Comptroller Lawrence E. Gerosa when he was the City's chief fiscal officer.

Now, we urge the Board of Estimate to bring the matter up at its next meeting and offer the same choice to career and salary employees not covered in collective bargaining. Employees subject to the Career and Salary Board of Appeals deserve the same choice.

Important Reading

PROBLEMS facing creation of a unified system for the State's courts are enormous, complicated and not to be solved by simple answers. Non-Judicial court employees have a big stake in proposals by the Judicial Conference in the area of service rules and title classification. It is to their own interest to keep informed on developments in the Conference surveys and recommendations.

A front page story in this week's issue of The Leader reiterates the problems involved to date. It deserves the attention of all court employees.

Police Representation

THE Patrolmen's Benevolent Association is planning action in State Supreme Court to force the City Labor Department to hold collective bargaining elections in order to determine representation for the City's detective force.

Detectives are patrolmen on detail and, as PBA president John Cassese points out, not supervisory employees.

The Detectives Endowment Association also seeks to represent members in this detailed rank.

No matter who wants to represent detectives, representation should be determined by the men themselves—not by the City Labor Department.

It would be wise for Acting Labor Commissioner James McFadden to order the election before he is ordered to do so by the Courts.

Social Security Questions Answered

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

My father is moving here from Florida. He asked me to take care of changing his address on his social security checks. What do I have to do?

His request for a change of address must be made in writing, and it must be signed by him. You may help him by requesting a change of address card for him from the social security office, or he may simply write a card or letter to the payment center where his claims records are kept. He should be sure to include his claim number on the notice.

I have heard that it is necessary to obtain another account

number to use for income tax purposes. How do I get another number?

All you need is one social security account number. If you already have an account number, you may use it for both social security purposes and Federal income tax identifying purposes.

I receive social security benefits. I work for a church and the wages of employees there are not covered, do I have to count them as earnings?

Yes, all wages and income from self-employment must be counted even when the work is not covered. Get in touch with your social security office if you have any questions about how your work affects your benefits.

I am a widow and have been receiving social security benefits on my late husband's earnings. I am planning to remarry. Do I

This Week's Television List

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

This week's programs are listed below.

Tuesday, Nov. 3

2 p.m. — Nursing Today — New York City Department of Hospitals training program: "Planning Supervisory Activities."

4 p.m. — Around the Clock — New York City Police Dept. training series: "Narcotics."

Wednesday, Nov. 4

2 p.m. — Nursing Today — Department of Hospitals training program.

4 p.m. — Around the Clock — Police Dept. training program.

7:30 p.m. — On the Job — New York City Fire Dept. training course. "Building Construction Frame."

Thursday Nov. 5

4 p.m. — Around the Clock — Police Dept. training program.

7:30 p.m. — On the Job — Fire Dept. training program. "Scott Air Pack."

Friday, Nov. 6

4 p.m. — Around the Clock — Police Dept. training program.

6 p.m. — The Big Picture — U.S. Army film series.

Saturday Nov. 7

7:30 p.m. — On the Job — Fire Dept. training program. "Building Construction — Frame."

8 p.m. — Airman's World — U.S. Air Force series.

9 p.m. — The Big Picture — U.S. Army film series.

Joseph W. Ireland

BEACON, Nov. 2 — Joseph W. Ireland, 59, of 47 Alice St., Beacon, died Oct 21st at Highland Hospital, Beacon.

A cook, Mr. Ireland had been employed at the Matteawan State Hospital for the Criminally Insane since 1931. He was born in Beacon and was an active member of the Beacon Engine Co., a former captain and at the time of his death a trustee, and was a member of the New York State Civil Service Employees Assn. and the First Presbyterian Church.

Negro Benevolent Meeting

The Negro Benevolent Society of the New York City Department of Sanitation has scheduled a meeting for Thursday, Nov. 5, at 2386 7th Ave.

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.")

Not For Faint-of-Heart

CIVIL SERVICE litigation is not for the faint of heart. The origin of a most fascinating jury trial was five years ago with the holding of a New York City police captain promotional examination. Having failed the examination, four lieutenants instituted litigation under the caption of O'Leary v. Schechter for review by a court and jury of the issue of whether they were deprived of equal treatment with all other candidates who earned grades in the 66 percent to 69.9 percent area but were placed on the eligible list with passing marks of 70 percent. The raising of grades left a hiatus between 66 and 69.9 percent.

THE PETITIONER'S marks were raised to the hiatus area ten months after promulgation of the eligible list when the Civil Service Commission corrected manifest errors in their original grades. Unlike the original group in that area, the petitioners were not raised to passing grades.

TWO OF THE lieutenants had withdrawn from the proceeding when their hopes had been shattered by a summary dismissal of their petition at Special Term. One of the two, a splendid officer with an outstanding record, suffered a nervous breakdown because of the strain of the litigation and had to retire from the force.

STRONG OF HEART, the two remaining litigants, under the caption of Cohen v. Schechter, continued the litigation to a successful conclusion.

THE APPELLATE Division was presented with an unusual record on appeal in that the learned Special Term initially agreed with the petitioners in a "Draft Opinion" which through carelessness found its way into the case file.

THE DRAFT opinion observed that petitioners "contend that another group who took the same examination had their marks upgraded without respect to the merits of the answers." The draft opinion concluded that "on the record herein a factual issue is presented which is best disposed of on a trial rather than on conflicting affidavits."

THE FINAL and binding opinion, dismissing the petition because of such disposition of other allegedly similar proceedings concluded: "It would be fatuous for this Court to reevaluate the instant proceeding in a manner different from the well-considered dispositions of my learned colleagues."

THE APPELLATE Division evidently considered the draft more persuasive than the final Special Term opinion and ordered a plenary trial, stating: "The stark fact is that when the promotion list was promulgated, not one of the candidates received a rating between 66 percent and 69.9 percent . . . A factual question is posed as to the actual procedure adopted in eliminating all grades between 66 percent and 69.9 percent."

INITIALLY, the Commission's position was that the hiatus in grades resulted from normal grading. Apparently in conflict with this contention were diary entries by a Special Examiner that he was instructed to raise marks above 65 percent to 70 percent on the examination for promotion to Assistant Court Clerk, Municipal Court. This examination was given about the time of the Police Captain promotional examination in the grading of which he participated. In view of his poor health and advanced years, he was excused from appearing at the trial, but parts of his deposition taken at his residence were read to the Court and jury at the trial.

AT THE TRIAL, Prof. Edward Ladenheim of Brooklyn Polytechnic Institute testified as an expert for the petitioners that in normal grading of the 329 participants in the part of the examination involved, the odds against the absence of grades between 66 percent and 69.9 percent when the list was promulgated, were 20,000,000 to 1. Retired Chief Inspector August Flath, examiner for the Commission, testified that the hiatus was the result of regrading papers originally in that area with "applied generosity." The attorney for the petitioners argued that his clients were entitled to the same regrading with "applied generosity."

ON THE SECOND day of trial, the Commission agreed to regrade the petitioners' papers. A stipulation of discontinuance of the legal proceeding was read into the record.

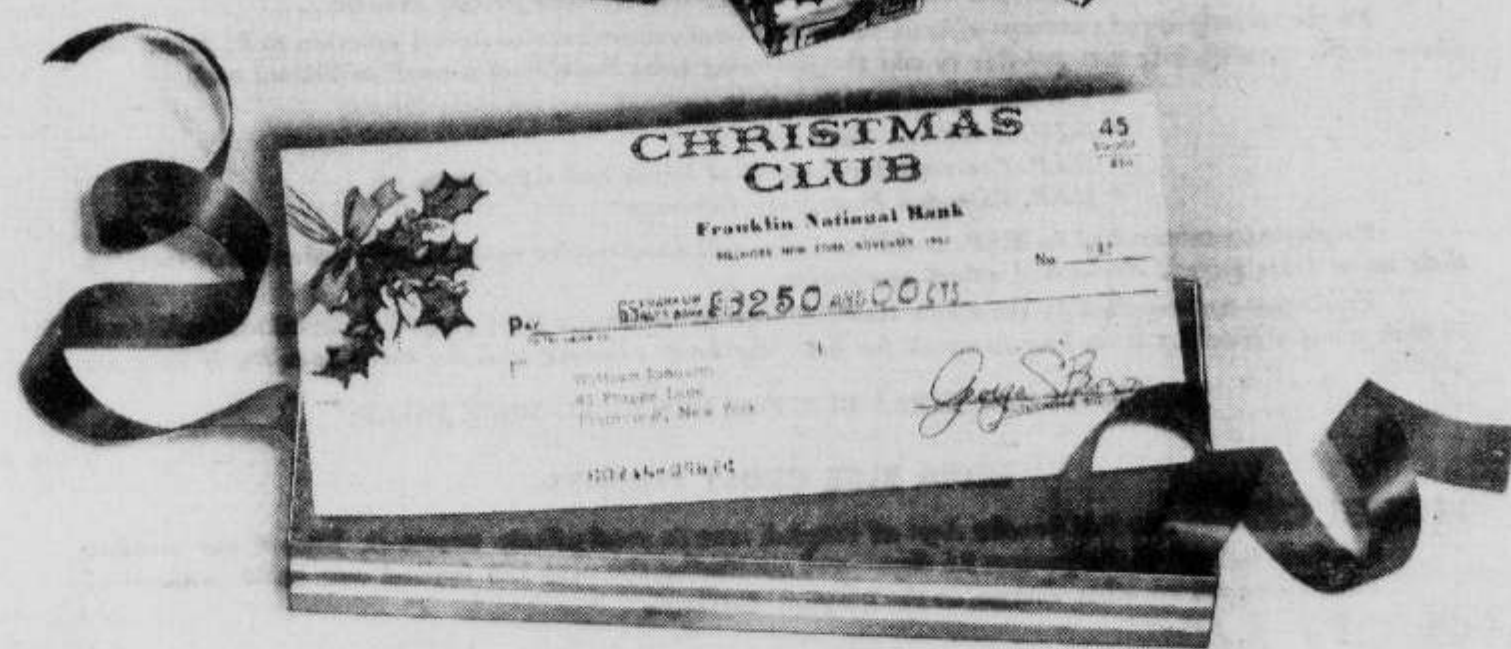
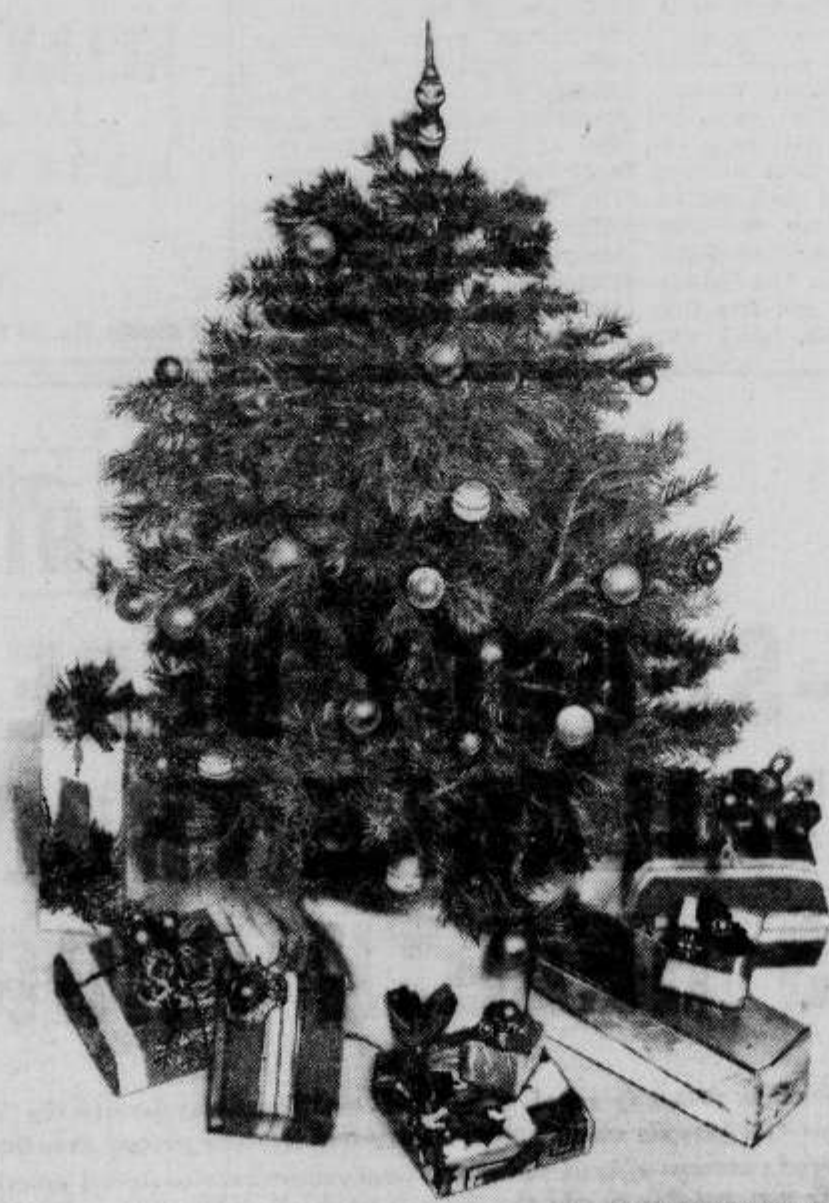
THE COMMISSION announced the results of its regrading in time for the petitioners' promotions on the last day of the list.

Law Trainee Jobs Open At \$6,050

There are law trainee positions open with New York City at the present time, and applications will be accepted until Nov. 20 for them. The salary is \$6,050 a year.

Applicants must be fully matriculated students in the senior year of law school at the time of filing and must have a LL.B. degree on appointment.

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



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Public Relations I.Q.

(Continued from Page 2)

277 students registered at 30 of the University's units. (The 28 locally-sponsored community colleges were not included this time, but probably will be in the future.)

THE LETTER TO parents, in our opinion, was the more important of the two letters from Dr. Gould because it established a firm link between the student's home and the University. The two-page letter extended the University's influence directly into the student's family.

BEAUTIFULLY COMPOSED. Dr. Gould's letter made Univer-

sity "partners" of each parent. We particularly liked this paragraph:

"The University welcomes your son and you alike. It welcomes him because he is the raw stuff out of which the future of the community, the nation, and the world will be fashioned; he is our single most precious guarantee that there will be a future we can anticipate with hope rather than shrink from with fear. The University welcomes you into this new partnership, which will

absorb and preoccupy us both as we do what we can to create a mature, responsible humane being. Intellectually imaginative and spiritually sensitive. Your parental duties are no less now; they have merely changed their character."

THE WHOLE PROJECT was so well organized and carried out by University's public information officer, Hugh J. Tuohey, that parents of girl students received a slightly different letter from that of boy students. The "he" and "him" were changed to "she" and "her," and the color of the letter paper was different. (We always approved the idea of identifying boy babies with blue booties and girl babies with pink booties.)

To Head Commerce Office In City

ALBANY, Nov. 2—Rene Risch ceeds Peter Paul Miller, who is leaving the \$18,140-a-year post to become president of the Channing Financial Corporation of New York City.

Risch, a career employee, suc-

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- H.I.P. Coverage for Prescribed Drugs and Appliances
- H.I.P. Extended Emergency Coverage

Employees now enrolled in H.I.P. and Blue Cross will soon receive extra benefit option cards carrying their name from payroll clerks and school secretaries.

Employees not enrolled in the City's Health Program will receive from payroll clerks a leaflet addressed in their name and telling them how to enroll for both the basic coverage and the extra benefits, if they are eligible.

THESE ARE THE EXTRA BENEFITS DESCRIBED MORE FULLY:

EXTRA BLUE CROSS BENEFITS

HOSPITAL CARE — 120 full benefit days of hospital care in semi-private rooms in Blue Cross member hospitals instead of the present 21 days—and continuing the next 180 days of care at 50 per cent of cost. There are no other charges in the hospital coverage.

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ANESTHESIA — H.I.P. will pay allowances up to \$50 for administration of anesthesia for less than two hours, and up to \$100 for more than two hours, in connection with procedures performed by H.I.P. surgeons and obstetricians or in connection with covered emergency procedures performed by non-H.I.P. physicians.

PRESCRIBED DRUGS AND APPLIANCES — H.I.P. will pay 80 per cent of the cost of all prescribed drugs, appliances and equipment after the first \$50 up to \$1,000 a year per person. There is a maximum of \$2,500 per person over the lifetime of coverage. Covered drugs include such items as aureomycin, cortisone, allergens and pills for diabetes, high blood pressure, heart conditions, etc., when prescribed by an H.I.P. physician or by any physician treating a covered emergency.

EXTENDED EMERGENCY SERVICE — H.I.P. will increase from \$350 to \$750 the maximum allowance for emergency medical treatment for hospitalized illness or injury outside the H.I.P. service area or for accidental injury anywhere during the first 24 hours when circumstances require the use of non-H.I.P. physicians.

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Bellevue Student Nurse Honored By SNANYS

A 20-year old student nurse from the Department of Hospital's Bellevue-Mills School of Nursing has been selected as Most Outstanding Student Nurse of New York State by the Student Nurse Association of New York State.

Born in Dresden, East Germany in 1944, Regina Buttenmuller came to the United States in 1955 after fleeing both the Nazis and the Communists through Germany. She was placed in the third grade in public school be-



REGINA BEUTTENMULLER

cause of a language barrier which she quickly overcame and caught up with her rightful class. She went on to surpass them in scholarship both in elementary school and college. Her two reasons for becoming a nurse are "self satisfaction and enjoyment of people", she said.

Miss Buttenmuller, after graduation plans to enter the Peace Corps and complete college.

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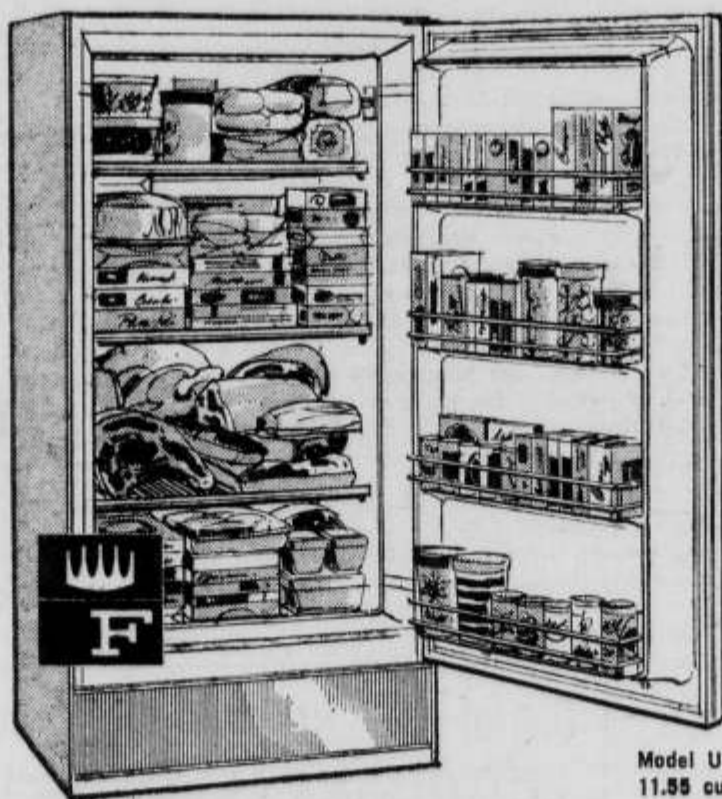
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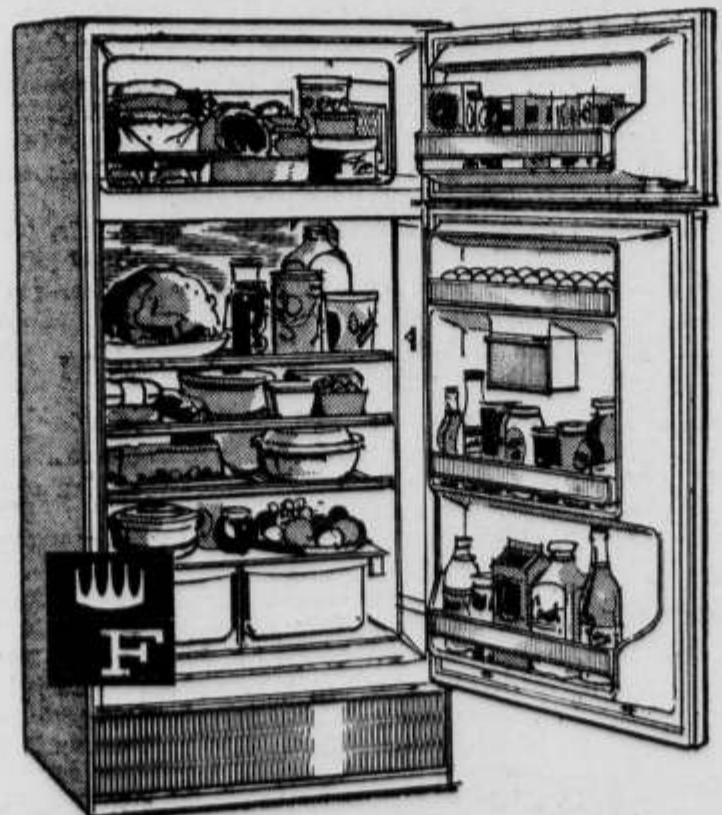


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- Popular family size 404-lb. food freezer! Frozen foods at your fingertips.
- Save on quantity buys. Shop right from your own private supermarket!
- 3 full-width refrigerated shelves and bulky bin storage shelf, too!
- Durable rust-resistant Porcelain Enamel cabinet liner!
- Right- or left-hand door!
- 4 full-width, extra-deep door shelves.
- Famous, economical Meter-Miser, reliable source of constant cold. And it's Frigidaire-dependable!

Just Pennies
A Day!

Thriftiest FRIGIDAIRE Porcelain Enamel Refrigerator!



- Porcelain Enamel exterior — the finish that never grows old.
- Big 100-lb. zero zone top freezer. Freezes 40 ice cubes extra fast.
- Automatic defrosting in family-size refrigerator section.
- Twin Porcelain Enamel Hydrators keep nearly ¾ bushel of vegetables.
- Roomy storage door has the exactly perfect place for everything from eggs to bottles tall and small.
- Every shelf full-width, full-depth.
- Economical, dependable Meter-Miser is sealed in steel, doesn't need oiling.

Call Us
For Price!

Model PFDS-13T-2
13.24 cu. ft.

AMERICAN HOME CENTER, Inc.

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Call MU 3-3616



TRAINING COMPLETED

Thirteen secretaries to department heads in the County government of Westchester were presented recently with certificates marking their completion of a two-months in-service training program covering the latest in secretarial methods and office procedure. Prior to the awarding of the certificates by County Executive Edwin G. Michaelian, the ladies posed with County Personnel Officer Denton Pearsall Jr. and with Mr. Michaelian who made the presentations. Shown, left to right, are: Mrs. Clare Silka of White Plains, secretary to the public works commissioner; Mrs. Janet H. Bailey of White Plains, secretary to the commissioner of health; Miss Leonarda Rossi of White Plains, from the

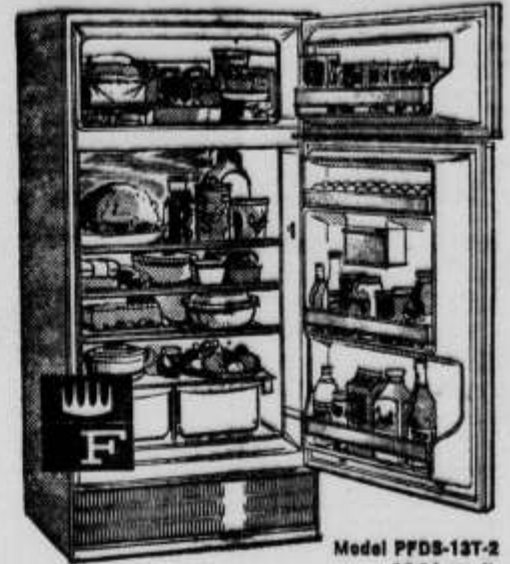
medical examiner's office; Pearsall; Mrs. Gertrude Barrett of White Plains, from the County Clerk's office; Miss Angela C. Driscoll of White Plains, of the department of parks; Mrs. Joan L. Sloat of White Plains, community college; Mrs. Grace L. Olsen of White Plains, the personnel office; Mrs. Catherine K. LeFevre of Yonkers, of the county attorney's office; Mrs. Anne R. Carlton of White Plains, civil defense office; Mrs. Evangeline Warner of White Plains, secretary to the County's executive office; Mrs. Helen M. Wolfe of Larchmont, of the planning department; and Mrs. Cathryn F. Howard of Mamaroneck, district attorney's office. Absent at the time of the photograph was Mrs. Marjorie G. McDaniel of the public welfare commissioner's Office.

Passes Exam

POUGHKEEPSIE, Nov. 2—Lee L. Jennings, 12 Hopewell Avenue, Poughkeepsie, N.Y., has passed a New

York State Department of Civil Service Examination for Transportation Service Inspector. The post carries a salary range of \$5,500 to \$6,740.

Thriftiest FRIGIDAIRE PORCELAIN Refrigerator!



Model PFDS-13T-2
13.24 cu. ft.

- Rust-resistant Porcelain Enamel finish.
- Big 100-lb. top freezer freezes ice cubes extra fast. Two 20-cube Quickcube trays.
- Twin Hydrators hold nearly a bushel of vegetables.
- Roomy storage door has space for eggs, even 2-gal. cartons.
- Automatic defrosting refrigerator section.

Call Us For Price!

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NEW YORK CITY CALL MU 3-3616

Suffolk Foster Parent Reception Set for Nov. 4

The 10th Annual Foster Parents Reception sponsored jointly

by the Suffolk County Department of Public Welfare and the Suffolk County Committee on Children and Public Welfare of the State Charities Aid Association will be held on Wednesday evening, November 4th, at the Sayville High School starting at 7:45 p.m., according to Suffolk Welfare Commissioner Richard DiNapoli.

This annual event brings many foster parents of Suffolk County

together with casework staff of the Department's Child Welfare Services in an atmosphere of informality and congeniality.

(Paid Political Advertisement)

ENJOY LIFE!

Pleasant Activities
Comfort
All Rentals
No Lease, No
Utilities to Pay.
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Best for the Least!

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Bring In Your Identification For Your Civil Service Discount!
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short shorts—portly cadets
SHORT MEN!
EVEN YOUR WIFE WON'T TELL YOU
... how you look in that ill-fitting suit. Get smart! Go see Frank Sherwood. Dressing short men is his business. Frank will turn you out well tailored, looking inches taller, inches slimmer. His prices are reasonable, too. All wool imported and domestic worsteds, custom-fitted, hand-tailored, ready-to-wear suits. \$55.75-62.75. Topcoats from \$49.75.
This is No. 4 hand tailoring with hand-felled trousers (same tailoring and grade of woollens selling elsewhere for much more).

Made to measure department with try-on \$79.75
FRANK SHERWOOD
133 Fifth Ave. at 20 St. N.Y.
10 to 6 Mon. to Sat.
AL 4-0778

LEGAL NOTICE

FILE NO. A 1634-958. SUPPLEMENTAL CITATION. THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDANT. TO: GERALD MACDONALD being a person interested as distributee, in the estate of Henry Macdonald, deceased, who at the time of his death was a resident of the Borough of Manhattan, County, City and State of New York.

SEND GREETING: Upon the petition of Chase Manhattan Bank, a New York banking corporation with principal place of business at 1 Chase Manhattan Plaza, New York, New York, as Executor of the Will of George Macdonald, deceased Administrator of the Estate of Henry Macdonald, deceased, you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the Borough of Manhattan, County of New York on the 8th day of December, 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of George Macdonald, deceased Administrator of the Estate of Henry Macdonald, deceased, rendered by Chase Manhattan Bank as Executor of the Will of George Macdonald, deceased, should not be judicially settled; why the Court should not determine the ownership of the mortgage in the decedent's name in the reduced principal amount of \$34,650, on premises No. 71-35 Austin Street, Forest Hills, Queens County, New York, and the ownership of the mortgage of record in the decedent's name in the principal amount of \$35,000, covering premises No. 110-19 72nd Drive, Forest Hills, Queens County, New York; why the legal fee of Perkins, Daniels, McCormack & Collins (now Perkins, Daniel & McCormack) and William T. Collins II, Esq., for services rendered to the Administrator and to the Executor of the Will of the Estate and on this account should not be fixed in the sum of \$25,000, leaving a balance due of \$10,000; and why the court should not grant such other and further relief as to it may seem just and proper.

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

(Seal) WITNESS HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York the 28th day of October, in the Year of Our Lord, One Thousand Nine Hundred and Sixty-four.
s/Philip A. Danabus,
Clerk of the Surrogate's Court

One of the Best Friends Civil Service Ever Had in Public Office
CONGRESSMAN SEYMOUR HALPERN

(6th Congressional District), Queens

As a State Senator He:

- ... Served as Chairman, Senate Civil Service Committee
- ... Sponsored over 60 laws to help the civil service employee
- ... Authored New York's 55 year retirement law
- ... Sponsored the law which ended promotion "dead end", allowing inter-departmental promotion opportunities
- ... Sponsored the law to lift age limits and physical requirements for promotion
- ... Authored other bills for pay boosts, pension liberalization, and 40-hour week for police
- ... Initiated the cash bonus merit awards program



As a Congressman He:

- ... Co-sponsored and actively fought for the 1964 pay raise measure
- ... Sponsored legislation to increase retirement annuities
- ... Sponsored and is a leading champion of legislation to eliminate the postal work measurement system
- ... Introduced measures in the last three Congressional sessions to permit retirement after 30 years without regard to age with full benefits, and to raise the multiplication factor for determining annuities to federal employees engaged in hazardous duty
- ... Introduced H.R. 2590 in January 1963 to permit designation of another annuitant if the employee's spouse predeceases the employee
- ... Co-sponsored bill to provide that accumulated sick leave can be credited to the retirement fund, and that such amounts can be used to purchase an additional annuity
- ... Introduced H.R. 1634 to establish fine or imprisonment sentences for those threatening injury, intimidating, or physically injuring federal officers performing their duty.

Sy Halpern has the Civil Service viewpoint. There is no doubt about it. He understands the needs of Government Employees. Re-elect a proven friend. VOTE FOR CONGRESSMAN HALPERN ON NOV. 3rd.



LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO: IRVING TRUST COMPANY, BENJAMIN G. PASKUS II, JOHN PASKUS, CHARLES PASKUS, KATHERINE PASKUS, MATTHEW PASKUS, JAY P. HERBERT, CORINE FRANK, HERBERT P. FRANK, RALPH COLE, MARYLIN HAMILTON, HELENE HAMILTON, ANTHONY COLE, MAUREEN COLE, JULIE COLE, MICHAEL COLE, LOUISE P. DANZIGER, RICHARD DANZIGER, MICHAEL DANZIGER, MICHAEL P. DANZIGER, KATHERINE H. DANZIGER, MADELINE KING, LUCIE NICOLAS, as Executrix of the Estate of MARIE LOUISE SOLAND-WILLIAM D. LESLIE, CATHERINE LESLIE BARRON, as distributees of MARGUERITE LESLIE, Dec'd.; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the Estate of KATHERINE PASKUS, deceased, who at the time of her death was a resident of New York County, SEND GREETING: Upon the petition of ALFRED L. ROSE, residing at 19 West 44th Street, New York, New York, LINDLEY G. PASKUS, residing at Guard Hill Road, Bedford Village, New York and ELINOR G. BLACK, residing at 17 West 71st Street, New York, New York: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County held at the Hall of Records in the County of New York on the 8th day of December, 1964, at 10:00 o'clock in the forenoon of that day, why the Intermediate Account of the Proceedings of said ALFRED L. ROSE and LINDLEY G. PASKUS, as Trustees, and ELINOR G. BLACK as Executor of the Last Will and Testament of EMIL GOLDMARK, deceased Trustee of the trusts under the Last Will and Testament of KATHERINE PASKUS, deceased, should not be judicially settled; why ALFRED L. ROSE should not be permitted to resign as Trustee; why IRVING TRUST COMPANY should not be appointed successor Trustee; why the composition of PROSKAUER ROSE GOETZ & MENDELSON, attorneys, and EMIL GOLDMARK, deceased attorney, for legal services rendered to the Trustee should not be fixed in the sum of \$1,250.00; and why the Court should not grant such other and further relief as it may deem proper.

Navy Blueprinter Jobs Offered At \$2.75 an Hour

The U. S. Naval Training Device Center, Sands Point, Port Washington, Long Island, is recruiting for blueprinting machine operators, at \$2.75 per hour. Applicants must have six months of experience. For further information write to the above address or call Miss Janout at 516-PO-7-9100, Ext. 211 or 216.

QUEENS VILLAGE OPEN TO ALL SOLID BRICK ENGLISH TUDOR 2 FAMILY HOUSE FEATURING 2 SEPARATE APARTMENTS. 2 REAL LOG BURNING FIRE PLACES. FINISHED BASEMENT FAMILY ROOM \$23,500. NO DOWN PAYMENT FOR VETS. CIV'S \$5,500 DOWN. HOMES & HOMES RLTY CORP. 159-07 Hillside Ave. Jamaica AX 1-1818

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of May Vogel, also known as May Vogel, Marija Halka and Mary Halka, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of May Vogel, also known as May Vogel, Marija Halka and Mary Halka, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of May Vogel, also known as May Vogel, Marija Halka and Mary Halka deceased, who at the time of her death was a resident of 65 East 90th Street, New York, N.Y. Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

File No. P. 6244, 1964.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To ADA GERRING PACKER, ERNEST GERRING, ARTHUR GERRING, OSWALD GERRING, BERYL MOORE, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 24, 1964, at 10:00 A.M., why a certain writing dated June 13th, 1962 which has been offered for probate by MARY SNOW residing at 185 West End Avenue, New York City, should not be probated as the last Will and Testament, relating to real and personal property, of CONSTANCE GERRING ELSEY, deceased, who was at the time of her death a resident of 111 East 10th Street, in the County of New York, New York. Dated, Attested and Sealed, October 14, 1964. Hon. Joseph A. Cox, Surrogate, New York County; Philip A. Donahue, Clerk. (L.S.)

Shoppers Service Guide

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

- Cemetery Lots: BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.
- Business Opportunities: SELF service grocery & general store. 4 bedroom apt., \$100,000 gross. Price includes real estate, fixtures & stock. \$44,000. John Mauri Realty, 396 Main St., Catskill, N.Y. 518-943-3937 or 518-678-3315.
- Business Opportunities: 26 UNIT Cabin Court, restaurant, living quarters, well travelled highway. \$35,000 LUNCHEONETTE, ice cream parlor, Strategic Main St. location. Living quarters. \$14,000. Terms, John Mauri Realty, 396 Main St., Catskill, N.Y. 518-943-3937 or 518-678-3315.
- Appliance Services: Sales & Service - recond. Refrigs, Stoves, Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—GY. 2-5900 240 E 149 St. & 1204 Castle Hills Av. Bx

- Restaurant Business School: OPERATE RESTAURANT or Diner. FREE BOOKLET reveals profitable plan. Write Restaurant Business School, Dept. AEC-9, 1926 Sunnyside, Chicago 40, Ill.
- Car For Sale: BUICK, 1957 Super, four-door hardtop, radio, heater, power steering, power brakes, automatic trans. Clean, dependable transportation. No problems. Call BE 3-6163.
- Auto For Sale: WHITE PONTIAC, 1962, Bonneville, 4-door hardtop, radio, heater, power steering, power brakes, automatic. Clean, dependable. No problems. Call BU 4-7770 all day.
- RAMBLER, 1964 — Station Wagon, radio, heater, Super Six W/W, full year, 72,000 factory guarantee, \$1,900. Private. 512 BE 3-6163.
- TYPEWRITER BARGAINS: Smith-\$17.50; Underwood-\$22.50; others Pearl Bros., 476 Smith, Bklyn TR 5-3024

CSEA LICENSE PLATE - \$1.00 STANDARD N.Y.S. SIZE - 6x12 inches Easy to attach to front bracket, requires no special holes as will smaller plate. Oval holes—top & bottom—C.S.E.A. Emblem, Assoc. name printed in Blue on White. ALL ENAMEL, \$1.00 (Postpaid), send to: SIGNS, 64 Hamilton, Auburn, N.Y. 13021.

NYC EMPLOYEE PLATE NYC EMPLOYEES FRONT LICENSE PLATE, 6x12 in. Standard NYS size. Slotted holes for easy attachment, Red & White Enamel. Plate carries NYC Seal with lettering, "City of New York, Municipal Employee." Order from: Signs, 64 Hamilton, Auburn, N.Y. 13021. \$1.00 Postpaid.

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ELMONT & VICINITY NEW Capes with full dormers for second apartment. PRICE \$17,990 Ranches — 3 bedrooms PRICE \$17,500 High Ranches with recreation room and garage. PRICE \$17,990 & UP Bus 15 min. to NYC subway. Best schools, shopping, banks & movies. 30 yr mortgages. BEST TERMS HARRY P. ZIMMERMAN 523 Hempstead Tpke., Elmont 516 GE 7-1984

MOVE IN 30 DAYS SO. OZONE PARK \$16,500 2 FAMILY 5 & 3 ROOMS ONE FAMILY \$17,250 7 LARGE ROOMS, FINISHED BASEMENT, GARAGE. VERY EASY TERMS. EXCLUSIVE WITH E. J. DAVID RLTY. AX 7-2111 158-05 Hillside Avenue

Farms & Acreage Ulster County SACRIFICE \$5995 Pretty landscaped modern 2 bedrm furnished cottage for summer or retirement, nr bus. Terms, Others, ROFF OF KERHONKSON, N.Y. TEL: KERHONKSON 7500 Farms & Acreage, Ulster Co. ACCESSIBLE wooded acreage, join 40,000 acres, state owned forest; hunting, fishing & vacation area. Terms, Howard Terwilliger, Kerhonkson 4, N.Y.

ONE FAMILY BRICK TWO FAMILY BRICK ST. ALBANS \$16,900 OWNER TRANSFERRED 12 yr. old corner brick with 6 large rooms, 3 master bedrooms. Modern throughout. Patio, garden grounds. Move right in. ST. ALBANS \$17,900 INCOME PROPERTY COR. MODERN BRICK BUNGALOW 10 yr. old with 5 large rooms. Streamlined kitchen & bath, oversized garage plus 8 room rentable apartment. Walk to subway, bus & shopping, schools. All this on a large landscaped plot. ROSEDALE PROPER \$20,990 DESPERATION SALE Owner purchased another house and must sell this house at a sacrifice. This detached 4 yr old Brick & Shingle legal 2 family with a large 6 & 5 room apt. plus finished basement, wall to wall carpeting, cyclone fence, wall/oven, thousands of dollars of landscaping. Move right in. EXACTLY AS ADVERTISED G.I. \$490 DOWN FHA \$690 DOWN Many other 1 & 2 Family homes available QUEENS HOME SALES 170-18 Hillside Ave. — Jamaica OL 8-7510 Open Every Day

LET'S SWAP YOUR HOUSE IN ANY CONDITION FOR MY MONEY IN GOOD CONDITION — CALL TODAY — SELL TODAY E-S-S-E-X 143-01 HILLSIDE AVE. JAMAICA Take 8th Ave. 'E' Train to Sutphin Blvd. Station. OPEN 7 DAYS A WEEK AX 7-7900

JAXMAN BEST BUYS BAISLEY PARK \$18,990 ERICK COLONIAL MOVE RIGHT IN DETACHED. 6 large rooms, 3 master bedrooms, garage, 40x100 garden plot. \$700 down, G.I. available. HOLLIS \$17,990 Detached Dutch Colonial Refined Price For Quick Sale 7 large rooms, modern eat-in kitchen, ceramic bath, 3 master bedrooms, large garden. \$800 down, G.I.'s. JAXMAN REALTY 169-12 Hillside Ave., Jamaica AX 1-7400

HOLLIS \$17,500 Luxurious Spanish Stucco Hacienda. Detached. 7 rms, 4 bedrms, elegantly finished Mahogany basement, 2 full baths, garage. Magnificent garden plot. Walk to school, shopping and transportation. ONLY \$800 CASH DOWN! HOLLIS \$17,500 Brick & Stone English Tudor. 7 rms modern kitchen & bath. Finished basement. Rear garden patio. Garage. Immediate occup. G.I. NO CASH DOWN! LONG ISLAND HOMES 108-12 Hillside Av., Jam. BE 9-7300

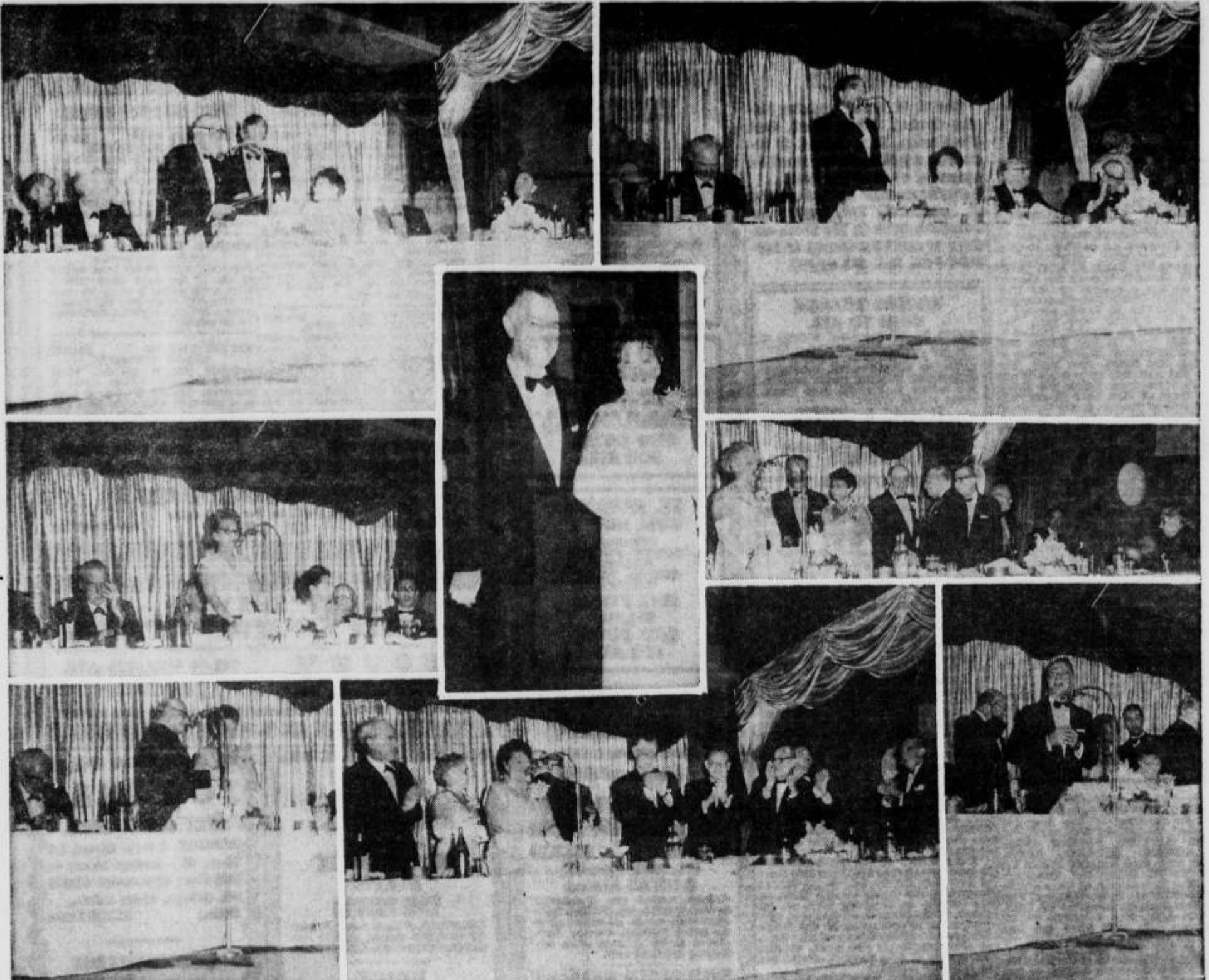
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ELSIE KNIGHT HONORED —

Over eleven hundred persons jammed Jack Silverman's International Theatre-Restaurant last week to pay tribute to Elsie A. Knight, vice-president of Terminal Employees Local 832. Shown above upper left: Family Court Judge and former Labor Commissioner Harold A. Felix presents the local's "White Collar"

Award to Purchase Commissioner Roger J. Browne; upper right: Sanitation Commissioner Frank J. Lucia accepts the local's "Commissioner of the Year" Award; center left: Assemblywoman Alleen Ryan addresses guests; center right: Chairman of the evening Kay O'Brien greets guests; lower left: Supreme Court Justice Irving L. Levey introduces City Council President Paul R. Screvano; lower center: Mrs. Knight receives applause after

introduction by Council President Paul R. Screvano. Left to right in this picture: Int'l Vice-president John J. O'Rourke, Kay O'Brien, Mrs. Knight, City Council President Paul R. Screvano, Supreme Court Justice Irving L. Levey, Family Court Judge Harold A. Felix, Sanitation Department Commissioner Frank J. Lucia and Purchase Department Commissioner Roger J. Browne. Lower right: City Council President makes main address.

Geologists, Hydrologists Are Sought

Scientists are needed by the Federal Government for jobs throughout the country. Specialists sought are:

Geologist, \$5,495 and \$6,650 a year, for duty with the Department of the Interior in locations throughout the United States. A written test is required. See Announcement No. 342-B.

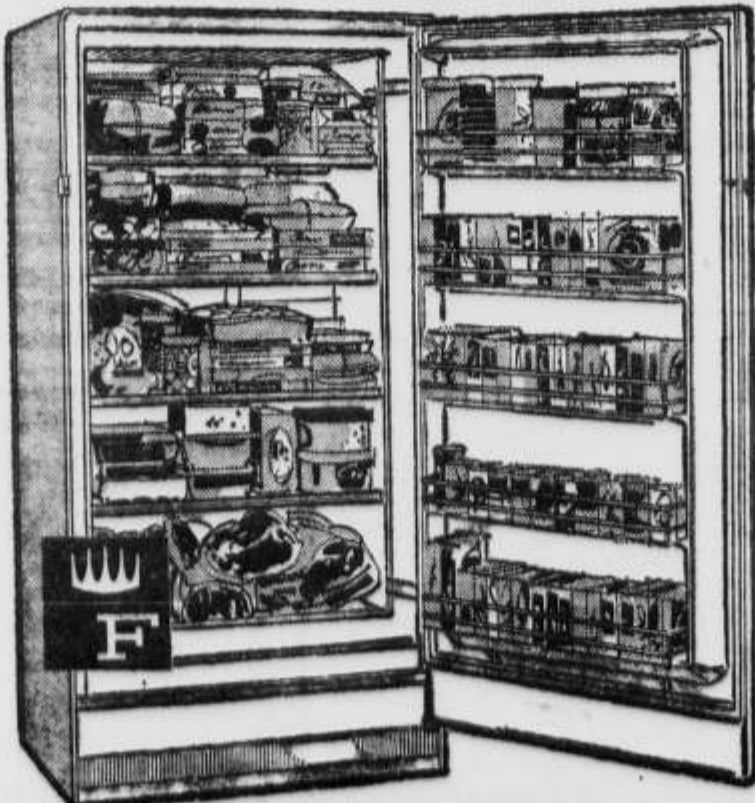
Hydrologist, \$5,990 to \$16,460 a year, for duty with the Departments of Agriculture; Commerce; Health, Education, and Welfare; and Interior. No written test is required. See Announcement No. 843-B.

TO APPLY

Applications will be received until further notice for the position of Hydrologist. Applications for Geologist must be received by December 1, 1964.

Announcements and application forms may be obtained from many post offices, from the U.S. Civil Service Commission's Information and Examining Office, 1900 E Street NW, Washington, D. C. 20416.

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- Loads of storage space for all your family's favorite foods. Whopping 481-lb. zero zone freezer!
- 5 full-width shelves including bulky bin shelf for large packages.
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- Magnetic seal door, opens easily even from inside. Built-in door lock with two keys to protect your food investment.
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DISC. CSEA MEMBERS
Edna & Bill Koblenszer, Mgrs.
(*Retired from State Correction Dept.)
212 - 106th Ave.
Treasure Island, Fla. 33706

Don't Repeat This!

(Continued from Page 1)

status changes little from year to year. For that reason, The Leader intends in coming weeks to analyze the possible effects these most recent election results will have on civil service goals and ambitions during the coming year.

Actually, this week's balloting marks only the beginning of a series of elections that will be of interest and concern to civil servants. Because of reapportionment, there will be elections to the Legislature in both 1965 and 1966.

LEGAL NOTICE

File No. 467, 1964. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Ingrid Strandaa, Kristina Ostlund (Aaslund), Olof Ostlund (Aaslund), Svea Ostun (Aaslund), Mrs. L. W. Hoffmann, Mrs. D. B. Gates, Jessine Strandaa, Perly (Pearl) Strandaa and Hulda Jansson, named as legatees in an unattested paper writing, testamentary in nature, bearing date September 18, 1962, purporting to be the Last Will and Testament of Frida Kristina Wikstrom, also known as Frida Wikstrom, deceased, on file in the Surrogate's Court of the County of New York.

A petition having been duly filed by the Public Administrator of the County of the New York, who has his office in the Hall of Records, 51 Chambers Street, New York, N.Y. 10007.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 509 in the Hall of Records, in the County of New York, New York, on December 8, 1964, at 10:00 A.M., why LETTERS OF ADMINISTRATION of the goods, chattels and credits which were of Frida Kristina Wikstrom also known as Frida Wikstrom, deceased, who was at the time of her death a resident of 885 Amsterdam Ave., in the County of New York, New York, should not be granted to petitioner, why said paper writing, testamentary in nature, bearing date September 18, 1962, should not be denied to probate as a Will of real and personal property of said Frida Kristina Wikstrom, also known as Frida Wikstrom, deceased, and why the Court should not grant such other and further relief as is just and proper in the premises.

Dated, Attested and Sealed, October 6, 1964
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahoe, Clerk

Next year will see another mayoralty race in New York City. And in 1966, a governor will again have to be elected. What all this means, essentially, is that politicking and campaigning in the state will be in an unusually fluid condition for the next two years.

This somewhat unprecedented state of politics can have both positive and negative import to public employees and it is our intention to give some estimate of possible effects in both directions.

Reader Comment Invited

Because of the deep interest and enthusiasm shown by our readers in commenting on the recent election via our informal poll we are asking for continued comment on how public employees feel about the results of the current election and their thoughts on future action that civil service might take to advance the cause of the Merit System. Again, these letters may be signed, but this is not necessary. One thing we can assure our readers of is that their comments are read with interest by both political leaders and organizational groups. Address your remarks to "Don't Repeat This," 97 Duane St., New York 7, N.Y.

Note: The results of our informal poll will be printed next week with an analysis in depth of civil service voting sentiment and what it means to the political figures and political parties in the State.

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New Legislative Manual Now Out

ALBANY, Nov. 2—The 1964-65 edition of the Legislative Manual is off the press and ready for distribution. It is the official directory of state government. Copies sell for \$2.50 each and may be obtained by writing the Department of State, Bureau of Publications, 162 Washington Ave., Albany.

President of ACUSNY

ALBANY, Nov. 2—Buell G. Gallagher, president of the City College of the City University of New York, has been elected president of the Association of Colleges and Universities of the State of New York.

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Reallocation of Office And Clerical Workers

By IRVING FISHER

Your special Committee to Study the Reallocation of Office and Clerical Workers was recently appointed by the President and held its first meeting in Albany on Wednesday, August 26, 1964.

The Committee discussed the purpose for which it was established, namely, to study the salaries paid by the State for general office and clerical positions in order to determine the adequacy of such salaries when measured against those paid by private employers in the State and other public jurisdictions at the national, state, and local levels. The responsibility of this Committee includes making recommendations to the President aimed at assuring that inequities, both internally and externally, with respect to the salaries of office and clerical employees are eliminated.

The first problem referred to this Committee was the problem which involves the upgrading of institution office and clerical employees. The Committee has been presented with the details pertaining to this problem and is currently giving very careful consideration to all aspects of the situation before making a recommendation to eliminate the inequities involved.

Facts

With respect to this problem, the Committee feels that the delegates should have a better understanding of the intricacies involved in this situation. With this in mind, the following facts are presented as a means of clarifying the situation:

1. State agencies operating institutions have expressed an unwillingness to support a general reallocation of institution office and clerical employees since they rightly contend that any general reallocation affects all positions bearing the titles for which the request is made and does not identify institution office and clerical positions where inequities exist.
2. From CSEA's understanding of the problem, it would appear that a more proper approach in solving the inequities involved in institution office and clerical positions would include a vast number of reclassifications rather than a general reallocation of the positions under consideration.
3. It should be understood by all parties concerned that if the solution to these inequities takes the form of a vast number of reclassifications that it

Education Report

(Continued from Page 3)

placement value will be placed on the manuals.

Easy Updating

It should also be noted that the manual has been put together in such a fashion as to make updating as simple as possible and the committee feels it is the responsibility of all other CSEA committees, to bring to the attention of Headquarters any sections of the manual which should be brought up to date.

The committee would like to extend its sincere thanks to all those who helped in any way to produce this new manual and would like to note especially that the entire manual was composed and printed within Headquarters by the staff.

will be necessary to study both institution and central office positions intensively in order to properly identify those positions which should be reclassified. This procedure would be very time-consuming.

The Committee expects to hold another meeting in the near future and at such time will probably have a recommendation for the President aimed at resolving the problems involved in the institution office and clerical salary appeal. Your Committee will have more to report on the recommendation that it will make to the President at the next Delegate Meeting in March of 1965. In the meantime, this Committee will work closely with CSEA staff personnel in order to resolve the inequities involved in this situation as quickly as possible.

Attendance Rules

(Continued from Page 3)

authority has refused to grant the employee pay during leave pursuant to Paragraph (d) above, or, has withheld or terminated a leave of absence on the ground that the occupational injury or disease is of such a nature as to permanently incapacitate the employee for the performance of the duties of his position, the employees may request the Civil Service Commission to review the determination of the appointing authority. If the Commission finds that such determination is arbitrary or unreasonable, it may reverse or modify such determination."

We had been assured in previous meetings with the Civil Service Commission that no one would be denied such leave unless it was found that the employee was malingering and hence was not entitled to consideration. However, in the past few months, it has been brought to our attention that at least one department in its Attendance Rules recommends that this leave be withheld from employees "who have not proven by performance and attitude to be exemplary employees." This interpretation was vigorously protested by CSEA to the department involved and the Civil Service Department. While we have had some modification in the language employed by the department in its rule, we are still not satisfied. In the meantime, another case has been denied such leave because of the lack of funds to pay him and his temporary replacement. In this case, after appeal, the Civil Service Commission found that the agency was not arbitrary or unreasonable in denying leave because of lack of funds.

Let Us Know

We are most concerned about situations such as these and we strongly recommend the adoption of Resolution A-74 which we think would rectify these injustices.

Needless to say, we would like to hear of every case where an employee has been denied Workmen's Compensation Leave. Please get in touch with your field representative or Headquarters staff at 8 Elk Street when an employee is arbitrarily discriminated against.

Work Performance Rating Report

By SAMUEL GROSSFIELD

This committee has met as a full committee and, in addition, has delegated its chairman to meet with Mr. Edward Meacham, Director of Personnel Services, and his staff people. Actively participating in these sessions were CSEA staff people: Joseph Lochner, Henry Galpin, Thomas Coyle, and William Blom. A meeting was also held with the Civil Service Commission.

We can report some progress. From now on, whether an agency uses a 2-adjective rating system or a 5-adjective one, Mr. Meacham's division will accept from each agency only a 2-adjective rating, Satisfactory or Unsatisfactory, for each employee. We could not persuade the Personnel Services Department to order all agencies to use only a 2-adjective rating but, in actuality, this is all they can transmit to Personnel Services.

In the meeting with the Civil Service Commission we requested the right of employees to a hearing and to representation by legal counsel, which is not provided in present rules on appeals to the Commission. They appeared sympathetic and we are awaiting a formal decision.

Opposed

We told the Commission that we are unalterably opposed to giving management more say in promotions. Personnel Services had proposed a merit rating system, with a spread of up to 9 points, whenever an employee takes a promotional exam. Although they expect to use this in limited situations, we feel that this opens the door to wider and wider use. The Commission took due notice of our opposition and will render a decision at a later date.

We have indicated to the Department of Civil Service that, whatever system is used for written comments by the supervisor, the employee be given the right to file a written rebuttal.

We have not gotten too deeply into the question of probationary ratings. Probationary ratings concern us because many of our employees move up laterally through open-competitive exams. Personnel Services seems to feel that here is one place where no appeal to the appointing officer's decision can be permitted. This is a matter for further review and discussion.

Membership

(Continued from Page 3)

about 10% of membership of this coming year—possibly 12,500 members.

3. Chapters be encouraged to consider their membership attainments from the standpoint of their actual potential—in that there is a great membership potential, which if properly canvassed, will produce the membership goal for the coming year.

4. The necessary steps be taken by headquarters, field representatives regional conferences, and others to assure that each chapter establish a complete and active membership committee—keep it informed so that its members can sell CSEA on the basis of its programs, services and accomplishments. In this regard, we expect the field representatives to report to headquarters, for action by our Membership Committee, chapters in their area which do



MARCY RETIREE — Mrs. Doris Griffith, second from right, is shown at a dinner given recently honoring her retirement after almost 23 years of service at Marcy State Hospital. Among some 70 of her friends who attended the dinner were, from left, Mrs. Florence Snyder, Mrs. Natalie Edwards, and Mrs. Anela Angela Longo, dinner chairman. Mrs. Griffith will spend her retirement between her family in Pennsylvania and wintering in Florida.

Non-Teaching Employees

By VERNON A. TAPPER

This Committee met during July to further consider the problems of servicing and organizing the very large potential of non-teaching school employees in New York State.

At an earlier meeting this Committee had requested clarification with respect to the power of Boards of Education to authorize payroll deductions of dues for non-teaching school personnel. This was clarified through Headquarters Counsel by a Comptroller's ruling that clearly provides this authority. It is this Committee's recommendation that it be brought to the attention of all of our County Chapters that Boards of Education do have the power to deduct Association dues. The Committee felt that up until

not set up complete membership committees or are not conducting active membership campaigns.

5. That photo-slide presentation, accompanied by explanatory commentary on tape recording, be prepared on professional basis, which would graphically show and explain the program, services and accomplishments of CSEA, which could be shown at conference and chapter meetings and meetings of non-members, be arranged and purchased and that President include cost in his budget request for public relations program.

New Employees

6. Great emphasis be placed on importance of each chapter canvassing new employees as soon as possible after they enter public service. Competing organizations have their most success or gaining membership of new employees who are not fully informed on CSEA.

7. County Division chapters arrange for payroll deduction of dues in each political subdivision and installation of low cost CSEA insurance as a valuable service to members.

8. Stress importance of membership strength at each regional conference meeting with the conference providing educational seminars to assist chapter leaders to carry out effective chapter programs and be conversant with the operations of headquarters and its field representatives and the service obtainable from them.

With all of us in CSEA working together during the coming year, our committee is very confident that we will attain the membership goal set herein.

this clarification there was reluctance on the part of Boards of Education to do this. Now that bar to our organizing efforts has been removed.

Amendment Proposed

It is the recommendation of this Committee that each County Chapter Constitution or By-laws be amended to provide for a non-teaching school employee unit. It is the feeling of the Committee that this would provide better internal communication and recognition of this important segment of our membership potential. The concept is that each County Chapter would have one or more non-teaching school employee units. The Committee recognizes that there are many school districts within the jurisdiction of each of our County Chapters. It is urged that the Conference provided a program and other assistance such as education to help this group.

One recommendation of this Committee is that the County Chapters make adequate arrangements with respect to dues refunds so that non-teaching school employee units would have the wherewithal with which to operate.

It is the feeling of the Committee that problems of employee representation with respect to non-teaching school employees are significantly different than municipal or county employees. It urges that adequate specialized training be provided so as to equip all of those concerned with organizing and servicing this segment of our potential membership to the maximum including the staff of the Association.

Against Non-Classified

The Committee recommends that no non-teaching school employee should be in an unclassified service and urges the Association to be alert to any movement toward placing any non-academic personnel in the unclassified service. The Committee recommends that there be at least one person in the title of Custodian in each school building. The Committee reconfirms its view that a \$3,000.00 minimum annual salary for all full time non-teaching school personnel is a desirable goal to be achieved.

The Committee points out that there is a vast untapped source of membership among non-teaching school employees. It estimates that our potential is an additional 50,000 members and that every effort should be made to effectively organize and service them.

Firemen Have Mixed Reaction

Policemen OK Two-Year, \$900 Package Including Hospitalization Choice

By JOE DEASY, JR.

Although firemen-pickets were scheduled to demonstrate around City Hall yesterday to dramatize their demands for a one-year contract, there was mixed feeling in fire-houses around the City, a Leader survey has shown.

Orderly picketing on election eve was authorized by Uniformed Firemen's Association president Gerald J. Ryan after delegates turned down the City's "final offer" on Thursday night.

The package refused by UFA delegates was the same contract offered to and accepted by the

25,000-member Patrolman's Benevolent Association and the same that the UFA delegates had refused once before.

Ryan had requested permission to submit the package to referendum on Oct. 22 but this was de-

feated by delegates attending the meeting. Under the UFA constitution, a referendum must be approved at a general membership meeting.

The deadlock in negotiations, it was learned, is that the pact is for two years while the firemen are demanding a contract which would expire next year—just before the New York City mayoral election.

"What they (the City) want is a two-year contract which they can perpetuate so that the mayor can have a peaceful election campaign. What we want is one that puts the mayor on the spot every election," one fireman told The Leader.

Three other firehouses started an informal poll which determined that the men were ready and willing to continue negotiations right through to next year's election. "The package has to be retroactive to last July 1 in any case so the only thing we can lose is the interest on the money—and who has money to save?" an officer said.

Although officers are not directly affected by the UFA negotiations, they will gain in proportion.

Another pointed out that negotiations are still under way for other uniformed groups—"ones which can demonstrate more forcefully and which have been getting their way for several years. Maybe they can better the present offer for us."

However, the feeling was far from unanimous—although the most vehement opposition to acceptance was from several sections of the city—mostly the busy firefighting areas.

In other areas, the feeling was mixed. One man felt that "Those guys were fools for not accepting the package. It has everything we want with the exception of the one year contract."

A spokesman for the mayor's office pointed out that this was the City's final offer and "the mayor knows that the Lyons Law has been repealed!"

The Lyons Law which required police and firemen to live in the city was a great bargaining tool for the UFA and the PBA. It meant that the administration knew that police and firemen lived and voted in New York City.

The two-year package, accepted by the PBA but refused by UFA delegates included:

- Free choice of hospitalization plans—HIP, Blue Cross - Blue Shield-Major Medical or GHI.
- Seventy-five percent of hospitalization costs to be paid by the City in 1965 and full cost assumption by the City in 1966.
- Salary increases of \$677 per year in two steps. Two hundred and ninety-two dollars for the first fiscal year beginning July, 1964 and \$385 a year from July 1, 1965.

- One additional paid holiday.
- Extra uniform allowance of \$30 a year, and
- An added contribution to the Health and Welfare Fund.

This package would result in a base pay for a first grade patrolman of \$9,020 a year, including eleven paid holidays and uniform allowances in addition to the cost of hospitalization and welfare fund contributions.

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Ossining CSEA Unit Submits Requests To Village School Board

OSSINING, Nov. 2—The Ossining School Unit of Westchester chapter, Civil Service Employees Assn., met recently with the Village of Ossining School Board and submitted eight requests on behalf of its members.

The eight points were:

1. 40-hour work week.
2. 3 weeks vacation for men with 7 years' service.
3. \$3 per hour for overtime work.
4. \$100 increase for night shift (4 to 12 p.m.) (They already receive a \$300 premium).
5. \$100 increase for semi-night men (10 a.m. to 7 p.m.) (No premium paid at present).
6. Deleted.
7. During the summer, the preceding Friday or following Monday off when a legal holiday falls on Saturday.
8. When school is not in session on Friday, the following Saturday is requested off. Saturday work can be done on Friday when the building is unoccupied (this to apply while on a 44-hour week).

Present at the meeting were: President of the Board Peter M. Wilson; Superintendent of Schools, Dr. C. M. Northrup; Assistant to Supt. of Schools, Benjamin Reed; and the following members of the School Board: Mr. Byrne, Mr. McCracken, Mrs. Jaffe and Mr. Miles Vernon.

Recording secretary for the Board was Mrs. H. Bonavist. Representing the Ossining School Unit officers were the Unit's President, Anthony De Milio, vice president Richard Reilly, secretary Alfonso Pielusko, and advisory members Philip Perugini and Ray Heagerty.

Representing the CSEA was Thomas Luposello, field representative, Mrs. M. Matthews, Westchester chapter executive secretary, took the minutes for the unit.

Roswell Park Institute 25-Year Club Inducts Twenty-Nine Members

(From Leader Correspondent)

BUFFALO, Nov. 2—Twenty-nine active and retired employees of Rosewell Park Memorial Institute, the State's cancer treatment center here, are now members of the Institute's 25-year club.

Most are members of the Roswell Park Chapter, Civil Service Employees Assn.

Certificates were presented at a luncheon this week by Frank L. Muddle, the hospital administrator.

Recognized were: Mrs. Charlotte D. Bettinger, Elizabeth K. Gaffney, Mrs. Virginia R. Hughes, Mrs. Florence C. Maxwell, Emma T. Reuter, Mrs. Gertrude M. Thomas.

Mrs. Minerva K. Brennan, Kenneth Buchwald, Eugene M. Burke, C. Francis Candee, Hilda L. Golz, Joseph E. Koperski, Florence M. Kramer.

Helen Langerman, Dr. Walter

L. Mattick, Arthur A. Myers, Henry G. Meyers, Dr. Walter T. Murphy, Cecelia M. Nowicki, William F. Payne, Sr.

Olive L. Ralston, Melvin C. Reinhard, Martha J. Schultz, Dr. George L. Sheehan, Mrs. Grace S. Shongo, Hazel I. Sinclair, Dr. Harold A. Solomon, Mrs. Madeline E. Taylor, Dr. William H. Wehr.

Retired Aides Elect President

BUFFALO, Nov. 2—George H. Fischle has been re-elected president of the Retired Civil Service Employees Association of Western New York.

Ulster Seeks Equal Pay

(Continued from Page 3)

a par with the wages of their counterparts in private industry and business.

"We of the local Ulster County Chapter of CSEA are requesting you, as members of the legislative body of Kingston, to increase the salaries of the Civil Servant in Ulster County at least 15 percent to bring our salaries somewhere near those in private industry.

"We request that you work to make the objective of making salary adjustments automatic, not dependent on a prolonged campaign of pleading and lobbying which keeps the salary scale of public employees years behind those of other workers.

"Until this is accomplished, you cannot hope to recruit the best talents for a job. The quest for quality will be slowed down due to low salaries. Patronage or the spoils system is the result. Do we want this in Ulster County? Since you are trying to administer good government, patronage or the spoils system does not belong in Ulster County. Eliminate it by giving the Civil Servant a salary equivalent to private industry."

Christmas Dinner

Plans were made for a Christmas dinner at Elmer's Inn-Ruby. Members of the committee in charge are Dorothy Lacey, chairman, Melvin Passer, Edward Donahue, George McDonald, Al Scribner, Fred Palus, Florence Fennelly, James Martin, Bertha Passer, Herman Wold, Harold Fitzgerald, William Paulus, Lillian Donahue, John Doran, Peggy Care, Ethyl Ciese and Hilda Kittle. The next meeting will be Nov. 23.

On Jewish Life

ALBANY, Nov. 2—The State Library has received a gift of 100 books and pamphlets on Jewish life from Maurice A. Ilch of Albany, representing the American Council for Judaism.

Jefferson CSEA Unit Three-Point Program For 1965 Is Presented

(From Leader Correspondent)

WATERTOWN, Nov. 2—Representatives of the Jefferson chapter, Civil Service Employees Assn. have presented to the Jefferson County board of supervisors a three-point program for 1965 benefits to county employees.

The program has been given to the salaries committee for study by Mrs. Betty Constance and Dawson J. Dick. It proposes:

1. Reduction of eight per cent of contribution to the retirement fund.
2. Permission from the board for buying group life insurance, to be paid for entirely by the employee buying it. There would be no cost to the county.
3. Four week vacations for employees with more than 15 years of municipal service. Between 25 and 30 would be eligible.

The chapter makes no suggestion of pay boosts for county workers but says members of the board of supervisors would also be eligible for membership in the life insurance program.

Retires From Correction Post

ALBANY, Nov. 2—William E. Leonard is retiring as deputy state commissioner of correction after 40 years of state service.

The career state official twice has served as acting correction commissioner and at one time was deputy commissioner for the State Motion Picture Commission. He joined the Correction Department staff in 1935.

On Buffalo Board

ALBANY, Nov. 2—Max Striegl of Cheektowaga has been named a member of the Board of Visitors to the Buffalo State Hospital. He succeeds Nicholas J. Strozzi of Buffalo, who died recently.

The chapter representatives met with Supervisors Earl Bonnett, Steve D. Alteri, Merrill Blanchard, Douglas Gleason, Robert F. Boyer and F. Clark Hamlin, clerk of the board.

Joining the lesser retirement contribution program, Mrs. Constance and Mr. Dick said, is tantamount to a pay increase for county employees.

"The plan merits careful consideration," they said, "for the political subdivision because it is an opportunity to boost worker income for those who are in the state retirement system at the least cost to the county."

There is no reduction in retirement benefits under the plan, they pointed out.

Utica Chapter Sets Meeting For November 4

The Utica chapter, Civil Service Employees Assn., will hold its first meeting of the Fall season on Wednesday, Nov. 4, at the Department of Taxation & Finance, 1500 Genesee St., Utica, New York, at 7:30 p.m.

The topic of the evening will be "Benefits For State Employees", presented by a representative of the Social Security office.

Refreshments and a social hour, planned by Clara Boone, Phillip J. Caruso, Jim Dixon and Mary P. Bryan will follow.

Approved Resolutions Reported

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out or survey.

A-86—Provide continuation of State Health Plan for retired deceased members' dependents.

A-87—Provide continuation of State Health Plan for dependents of deceased employees.

A-88—Provide three Blue Cross-Blue Shield contracts.

A-89—Provide notification and hearing on changes in the health insurance program.

A-90—Provide major medical conversion rights to same benefits as formerly enjoyed.

A-91—Notify unsuccessful interviewed civil service candidates.

A-92—Provide acceptance by the Civil Service Department of college proficiency examinations.

A-93—Prohibit seeking waivers.

A-94—Provide State credit cards for employees in travel status.

A-95—Provide subsistence & mileage expense on interview for promotion.

A-96—Make examination review procedure more adequate.

A-97—Personnel office in each State Institution.

A-98—State to organize training academy for correction officers.

A-99—Increase mileage and subsistence allowance re official field work.

A-100—Remove discriminatory travel allowance rules in State Public Works Department.

A-101—Make Dental health plan available.

A-102—Pay legal fees and provide full organizations support to John Donohue.

A-103—Provide adequate retraining because of impact of automation.

A-104—Retain tax expert on retirement.

A-105—Provide on-the-job training for State and political subdivision employees to improve their promotional opportunity.

A-106—Require department heads to meet with representatives of the Civil Service Em-

ployees Association in connection with problems in their department.

A-107—Preclude introduction of resolutions after August 20 except in an emergency.

Nassau Expecting

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Nassau chapter already has the largest County membership in the State.

Benefit Drive On

The Nassau chapter continued to seek new benefits for its members at a recent meeting with Nassau County Executive Eugene H. Nickerson. The Nassau program included a call for guaranteed half-pay pension after 25 years of service and for job protection for non-competitive and labor class employees after one year's service.

Nickerson said he would take all of the chapter requests under consideration during his meeting with the program committee. Members of the Committee were: Stewart Insley, Frank Nicoll, Robert Bell, Blanche Reuth, Charles Cerniglia, Frank Diviney, and Plaumenbaum. Nickerson was joined by County Budget Director Alfred Moon and County Labor Relations Director Robert MacGregor.

Chautauqua Unit Sets Retirement Dinner Nov. 4

The Civil Service Employees' Assn., Chautauqua chapter, will hold its annual retirement dinner at the Vikings' Club, 318 Washington Street, Jamestown, New York, at 7 p.m., Wednesday November 4.

I. S. Hungerford, Administrative Director of the New York State Retirement System, will be guest speaker.



40-YEAR AIDE — John Johnson, second from left, a State employee for 40 years, has retired from his post as head of the electrical department at Rochester State Hospital. Shown with him at a retirement party given in his honor are: Parick J. McCormack, left, Hospital business officer; Dr. Guy M. Walters, second from right, Director of the Hospital; and Dr. Benjamin Pollack, Assistant Director.