

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVII, No. 17 Tuesday, December 28, 1965 Price Ten Cents

Judicial Conference

See Page 14

After Meeting With CSEA

Nickerson Moves To Find New Jobs For Men Fired From Public Works Dept.

(Special To The Leader)



HOLIDAY GATHERING — More than 400 attended the Oneida County chapter, Civil Service Employees Assn's annual Christmas party recently in Twin Ponds Golf Club. Roger Sollimando, left, acting president of the chapter, presented a Christmas gift to Vincenza Gigliotti, right, chairman of the event, Martha Manners, center, was toastmistress. Guests included Utica Mayor Frank Dulan, County Executive Charles Lanigan, Rome Mayor William Valentine and County Judge John Walsh. Also attending were Ambrose J. Donnelly, CSEA field representative; J. Arthur Tennis, Utica State Hospital; Mrs. Clara Boone, Utica City chapter; Robert Guild, Marcy State Hospital; and Nicholas J. Cimino, District No. Two Public Works.

Survey Mental Hygiene Aides Denied Exam

ALBANY—The Civil Service Employees Assn. is canvassing all of its Mental Hygiene Department chapters for the names of members who were not allowed to participate in promotion examinations for staff attendant and senior attendant last Sept. 25 because of late-arriving test admission cards.

In asking Mental Hygiene chapter presidents to submit the names of affected members, CSEA officials said they were taking the action because the State Department of Civil Service had decided not to re-schedule the examinations for those employees who were not allowed to participate because their admission certificates had not arrived in time.

The Employees Association also is seeking the names of Mental Hygiene Department employees

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4 Days, \$155

2nd Grand Bahamas Tour—Bookings Now

The second four-day trip to the Bahamas for members of the Civil Service Employees Assn. will leave New York on Thursday, Feb. 10 and return there Sunday, Feb. 13, it was announced last week.

This unusually popular vacation offer was oversubscribed within two weeks of announcement the last time and in order to avoid disappointment, interested persons are advised to apply for the available remaining space at once.

All-Inclusive

Although the trip occurs at the peak of the winter season, the all-inclusive price will be only

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MINEOLA — An eleventh hour meeting between Nassau County Executive Joseph Nickerson and the Civil Service Employees Assn. last week has resulted in the immediate saving of jobs for 30 of 167 men who had been fired earlier from positions in the Department of Public Works.

At Leader press time, talks were continuing in an effort to save as many jobs as possible for the remaining 137 men.

Nickerson told The Leader that he had ordered all department and agency heads to provide him — within three days — a list of all vacant positions available. He said these positions would be filled from among the ranks of the dismissed men, providing they were qualified to fill the positions.

The County Executive declared there were some immediate openings in the Welfare Dept. and in the Home for The Aged. He added that an intensive search would be made for vacancies in all departments, however.

Seniority To Count

The jobs would be assigned on a basis of seniority, experience and other qualifications as they were found.

Nickerson also said that the 137 men still without jobs would be given hiring priority over persons outside county employment and, again, the seniority and qualification requirements would apply among the list of the dismissed personnel.

There were no predictions on how many positions would be found before January 1 in order to give these workers continued employment service. Nickerson, however, assured CSEA represen-

tatives that he would ignore the restraints he felt the County Board of Supervisors reduced budget had placed on him when it came to getting the employees re-hired. Nickerson has maintained that the original firings were necessary because of the budget reductions, but this argument was rejected by the supervisors, who refused to increase the allocated funds.

Irving Flaumenbaum, Nassau County CSEA chapter president, declared that "Although this is not all we desired or all that we asked for it nevertheless expresses the good will and the good faith of the County Executive during this very difficult period. We are fully confident that Mr. Nickerson will, in fact, exert every pressure to find every available job for the employees who otherwise

(Continued on Page 3)

Refutes Union Claim

CSEA Represents 72% Of Thruway, Says CSEA

ALBANY—Because of recent publicity concerning the actions of a union group which claims to represent employees of the New York State Thruway Authority, Joseph F. Felly, president of the Statewide Civil Service Employees Assn., released the following statement:

"I have been asked by members of this Association employed by the New York State Thruway Authority and elsewhere to advise the public that the vast majority of Thruway employees are members of and are represented by the Civil Service Employees Assn.

way Authority as compared to about 400 members of the union in question, Council 50 of the American Federation of State, County and Municipal Employees. Of the Thruway Authority's toll and maintenance employees, CSEA represents 72 percent and the union about 27 percent.

Cites Representation

"Our Association, which has a

(Continued on Page 3)

*CSEA has more than 1,400 members employed by the Thru-

Don't Repeat This!

Longer Sessions For Legislature Now A Certainty

PREDICTIONS by this column a year ago that the sessions of the Legislature would never again revert to the short-term sittings of previous years were confirmed recently by Assembly Speaker Anthony Travia and his Republican counterpart, Assembly Minority Leader Perry Dureya.

Although the session is not expected to last through June as it did this year, both men have declared that the Legislature will not close until mid-April at

(Continued on Page 7)

Dec. 31 Deadline For 55-Year Plan

Joseph F. Felly, president of the Civil Service Employees Assn., has written members of the State Retirement System urging them to note the deadline for joining the 55-year plan and stating the reasons why joining the plan is desirable.

His message declared:

"The purpose of this letter is to urge all members of the Retirement System to join the new 55-year plan if they have not already done so.

"Through the efforts of the Civil Service Employees Assn., the

(Continued on Page 3)

CSEA Speeds Up State U. Checks

ALBANY — State University officials have made special arrangements for delivering employee paychecks at its colleges because of recent complaints by the Civil Service Employees Assn. that distribution of the checks had been delayed.

Harvey Randall, the University's director of personnel, told CSEA president Joseph F. Felly that "we have been able to make special arrangements for the delivery of paychecks to our colleges, and we shall experiment for a period to see if this does not improve service."

If the new arrangements do not provide faster service, Randall said, "still other arrangements would be made."

Oneida City Aides Receive 5% Increase

ONEIDA—Employees of this City were granted a five percent increase in take home pay recently by the Common Council.

By reducing the retirement contributions of employees by five percent, aides are now able to take that much more home.

— SAVE WATER NOW —

Your Public Relations IQ

By LEO J. MARGOLIN



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

Happy New Year

WE HAVE some special New Year's Greetings for a host of civil servants. These greetings auger well for the future good public relations of civil service.

THE LAST five years since this column was inaugurated has seen banner public relations in civil service. We hope that the year 1966 will be such a banner year for civil service as to completely overshadow the years of 1961 through 1965.

WE WISH a Happy New Year to the five men and one woman who were the 1965 recipients of the Rockefeller Public Service Awards. These dedicated civil servants have brought great honor to everyone on the rolls of government.

WE WISH a Happy New Year to the officials of the New York State Motor Vehicle Department, who have performed a great feat in automating the renewal of more than 6 million motor vehicles in the State of New York. A special salute to the civil servants involved in this highly complicated process.

WE WISH a Happy New Year to all the executives and civil servants in the Department of Purchase of the City of New York, who have set the pattern for

superb government internal communications.

WE WISH a Happy New Year to the more than 27,000 members of the New York City Police Department, who have the most difficult policing job of any city in the world.

WE WISH a Happy New Year to Administrative Director James V. Mangano and his staff in the Kings County Supreme Court, for successfully carrying out an experiment in democracy, with their open-house policy for schools, colleges and civic organizations.

WE WISH a Happy New Year to retiring Mayor Robert F. Wagner for consistently upgrading civil service in the City of New York during the 12 years of his administration at City Hall.

WE WISH a Happy New Year to the public relations staff of the New York City Housing Authority, which has performed intelligently and effectively in the most difficult situations.

WE WISH a Happy New Year to the Department of Personnel of the City of New York which has done an outstanding job in recruiting through the use of effective public relations.

WE WISH a Happy New Year to the civil servants of the Department of Law of the State of New York, who have been diligent in protecting residents of the state from charity and consumer frauds.

WE WISH a Happy New Year to the State Racing Commission and the State Harness Racing Commission for gathering in the millions of dollars from the ponies, which the state needed so badly.

WE WISH a Happy New Year to the New York State Insurance Department, which has maintained the nation's highest standards for the operation of insurance companies within the State of New York.

WE WISH a Happy New Year to the New York State Department of Commerce, which has done a fine job in bringing industry to the State of New York.

AND IN conclusion, we wish a Happy New Year to all in civil service, who have genuinely contributed to the good public relations of themselves and their colleagues.

How Many Of Your Debts Will Your Widow Have To Pay?

PROVIDE THE MEANS

THROUGH

Debt Cancellation!

Are You

PROTECTED IN CASE OF FIRE?

YES!

PROTECTED AGAINST THEFT?

YES!

PROTECTED FOR PAYMENT OF YOUR DEBTS IN EVENT OF DEATH? NO!

AS LITTLE AS \$15 per year

could provide funds for payment of your debts

in case of death!



I wonder

	Average	Yours
Current household bills	\$111.68?
Personal loans	101.22?
Doctors	16.25?
Dentist	17.40?
Current rent or monthly mortgage payment	128.00?
Installment debt	85.50?
Insurance premiums (auto, other)	113.82?

Every debt you have MUST be paid . . . even when you are not here! Don't leave the nuisance, the heartaches, the problems of unpaid bills!

Here are two simple Debt Cancellation Plans which you should have immediately:

I CLEAN-UP COVERAGE

A coverage intended to provide the money to pay incidental current bills and open accounts.

Please note in the illustration that minimum coverage is for \$3,000. Premiums run from a minimum of \$15 annually. Your beneficiary receives the full amount of insurance regardless of the amount of your debts. This program provides a fund for the payment of debts and in some cases something will be left over.

The applicant will be covered by the amount of insurance during a five-year period with the right to automatically renew, without medical examination, at the end of each five-year period for the same amount of insurance at a premium applicable to the applicant's then attained age. Full table for all ages will be furnished upon request.

Age	\$15 Unit	\$30 Unit	\$45 Unit
20	3,171	6,342	9,514
28	3,066	6,012	9,018
29	—	5,929	8,893
43	—	3,148	4,722
44	—	—	4,464
49	—	—	3,205

NOTE: No medical examination normally required up to age 50 and amount falls within following limits: 0 to 30 yrs, \$25,000; 31 to 40 yrs, \$15,000; 41 to 45 yrs, \$10,000; 46 to 50 yrs, \$5,000. If you are over 50, the insurance company will normally require a medical examination from an approved doctor.

II AUTOMATIC LIQUIDATOR

A coverage designed for every type of installment payment — including mortgage payments, automobile, furniture, appliance purchases on time, personal loans AND rental payments for balance of lease on apartment and/or home. (Check debt in which you are interested in reply box below.)

A ROOF OVER HER HEAD

Example of how Automatic Liquidator works: Monthly rental on apartment or home \$150; coverage for 5 years — \$9,000 (\$150 x 60 months).

For an annual premium of \$73.35 (age 40) for the first 5 years, in the event of your death, your wife or family will receive sufficient funds to meet rental or mortgage payments for at least 5 years;

OR

For an annual premium of \$48.33 (age 40) if you die within 5 years from the effective date of the policy, your wife or family will receive sufficient funds to meet rental or mortgage payments for the remainder of the 5-year period.

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441 Lexington Avenue,
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Please send me without obligation full information and application for Debt Cancellation Plan:

I Clean-Up Coverage*

II Automatic Liquidator*

(check nature of instalment debt you wish covered)

\$15 Unit \$30 Unit \$45 Unit

Name _____
Date of Birth _____ Age _____
Address _____
City _____ N.Y. Zip _____

	Bal. Due	Mo. Pymt.
Rent on apt./home	_____	_____
Mortgage payment	_____	_____
Automobile	_____	_____
Furniture, appliance	_____	_____
Personal loan	_____	_____
Other	_____	_____

*Underwritten by The Credit Life Insurance Company of Springfield, Ohio, a company duly licensed to do business in the State of New York and the 49 other states.

SSEU Leads

National Welfare Federation Is In Formation Steps

The possibility of an Independent National Federation of Welfare Workers took a step closer to becoming a reality at a meeting in New York City recently.

Hosted by the Social Service Employees Union, which represents workers in New York City's Welfare Department, and two other welfare organizations, delegates to the meeting drew up a resolution calling for the establishment of the National Federation.

Welfare groups from Chicago, New Jersey and upstate New York were in attendance.

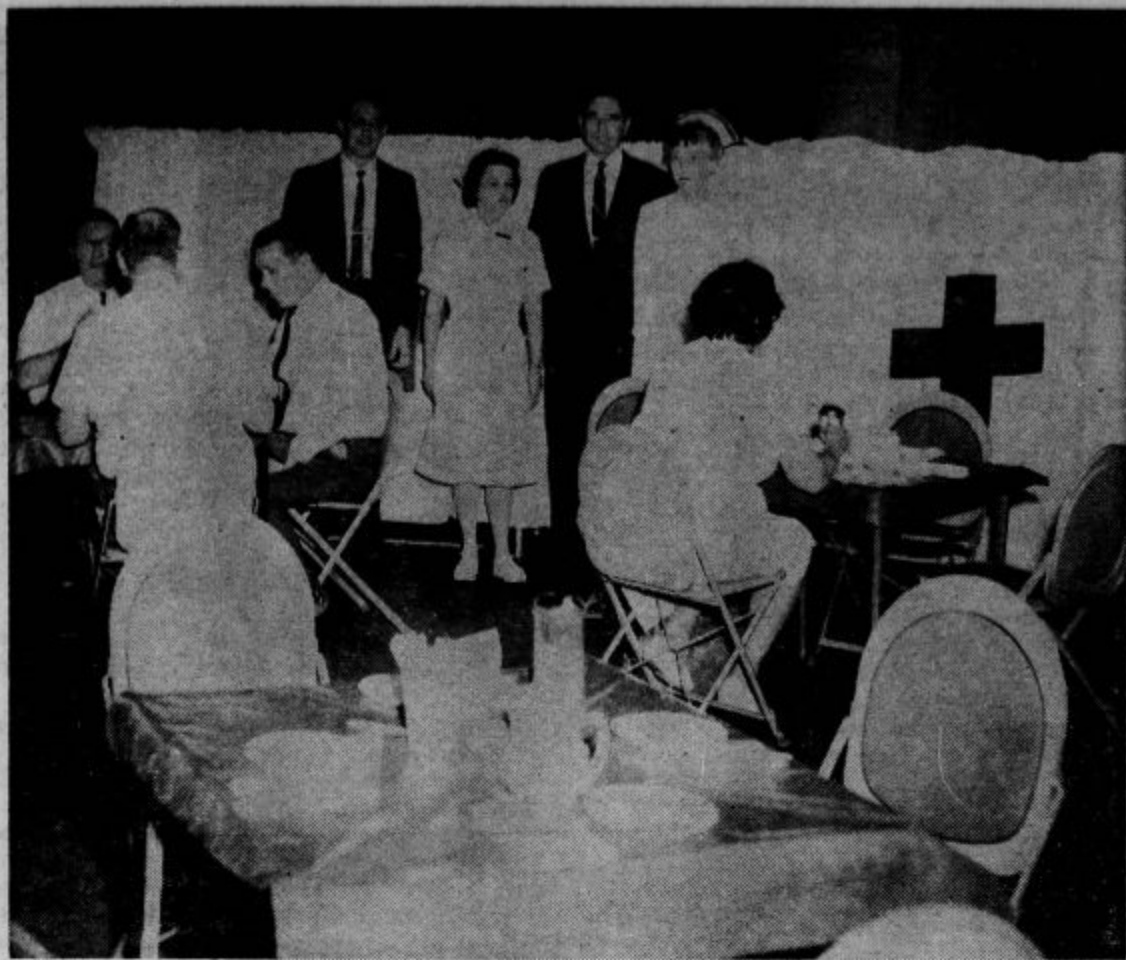
Elected the permanent chairman of the two-day conference was Eugene Hutchinson, executive board member of the Independent Union of Public Aide Employees, which is the group representing Chicago. IUPAE was also a co-host to the meeting.

The third host for the conference was the Essex County (Newark) Welfare Board Employees Association.

A spokesman for the conference told The Leader that the reason behind the National Federation is that becoming a national group, welfare organizations would be better able to represent their people while being able to push for legislation on a larger scope.

CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 912-REKMAN 3-6019
Published Each Tuesday

Entered as second-class matter and second-class postage paid, October 2, 1939 at the post office at New York, N.Y. and at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year
Individual copies, 10c



BLOOD BANK — Seen at the recent blood bank program at the Pilgrim State Hospital are some of the people who participated in the program which is sponsored by Civil Service Employees Assn. chapter at Pilgrim. Standing in background are,

from left, George Felkel, a member of the chapter board of directors; Pauline Lockel, chairman of the blood bank committee; Dr. Hyman Barahal, assistant director of the hospital; and Julia Duffy, president of the Pilgrim State Hospital chapter.

Onondaga CSEA Joins Fight To Boost Pay Of Welfare Employees

(From Leader Correspondent)

SYRACUSE—Onondaga chapter and the Civil Service Employees Assn., have come to the aid of Social Welfare Department workers in a petition for greater salary boosts.

The County employees, most of them caseworkers, maintain they are not being adequately compensated for the additional two and one-half hours they will have to work next year.

All County employees will receive normal four per cent wage and salary increases beginning Jan. 1.

Onondaga County Executive John H. Mulroy has raised the working hours of County workers to at least 35 hours for next year. Up to now, some County employees worked only 32½ hours weekly, although many work a full 40-hour week or more.

The chapter stepped into the picture when contacted by the caseworkers group. It notified CSEA in Albany, which employed a Syracuse attorney to represent the county employees in their dispute with county officials.

The welfare employees also

have complained that caseworkers employed after Jan. 1 will receive a starting salary equal to that of a worker who has been with the department one year.

In their petition to County Welfare Commissioner John Lascaris, 231 department workers asked him to represent them in "a grievance procedure" before Personnel Commissioner Louis Harrolds, or the Board of Supervisors.

Lascaris replied in a memorandum saying: "The matter as presented remains within the jurisdiction and responsibility of the Executive Department of County government unless, and until, formally presented to the Board of Supervisors in a meeting called for this purpose."

He also said that "the County executive found no inequity in the 1966 salary plan as a whole, or in the anticipated change to a 35-hour week of itself."

"Realizing the dissatisfaction

Mental Hygiene

(Continued from Page 1)

who were disqualified from taking an examination for supervising attendant held on Sept. 25 although they met the qualifications as stated on the examination announcement.

CSEA officials said they had been informed that many candidates for the supervising attendant test had been disqualified, despite their contentions they were qualified under the examination announcement.

of employees in considering that the increase in salary does not offset the increase in hours, he does not feel that the petition substantiates a change in either," he told the employees.

Money—Not Time

Lascaris said the cost of granting the workers demand for higher salary boosts is estimated at more than \$500,000.

The employees said they are not opposed to the longer work week, but object that they will not be getting "adequate monetary compensation."

They also said they have not been told formally of the increase to 35 hours. Lascaris said he has not given the workers formal notice because he himself has not been notified formally.

Nassau Firings

(Continued from Page 1)

will have lost their jobs by the first of the year."

The firings had created an uproar among the chapter's 11,000 members and brought sharp criticism from the GOP-dominated Board of Supervisors.

The last minute attempts to find new jobs for the fired workers was strong enough, however, to reassure the CSEA representatives that the majority, if not all, of the men would be reemployed before the January 1 deadline.

Meeting with Nickerson on behalf of the Employees Association and the fired workers, were Flaumenbaum and Harry Albright, Jr., CSEA counsel.

In Mental Hygiene

Ask Revision On Nurses' Overtime

ALBANY—The Civil Service Employees Assn. has asked the State Division of the Budget to reconsider its policy of prohibiting State Mental Hygiene Department institutions from authorizing overtime work for nurses.

Budget Director T. Norman Hurd several weeks ago denied an earlier request from the Employees Association for such a change.

Part-Time Hiring

In asking for reconsideration of the request, CSEA president Joseph F. Feily said, "the fact remains that nurses employed by the Mental Hygiene institutions work overtime outside State employment while the State hires on a one-day, two-day, three-day, or whatever basis it can, temporary nurses from the outside to work in a Mental Hygiene institution."

In answering a question raised by Dr. Hurd that nursing personnel might work less efficiently and to the detriment of their health by working more than an eight-hour shift, Feily said, "a high percentage of the nurses which the State hires on a part-time basis already work a 40-hour week in other employment, so we do not think (your point) applies to the present situation."

Feily also said he did not agree that a change in the State's policy in regard to overtime for nurses "would be binding for the future, and we do not suggest that the State's policy be changed on a permanent basis."

Special Conditions

He said CSEA was only recommending in this situation that "overtime work and pay policy be used in titles where the number of vacancies have an affect on the type of service which is performed."

"It is not efficient to employ part-time nurses from outside employment to do overtime work, while at the same time forcing State nurses who are willing to work overtime to arrange for part-time work in outside employment," he said.

Feily concluded that he was asking for reconsideration of the overtime policy "because we honestly believe our proposal is in the best interests of the patients of these institutions, as well as a more orderly arrangement for nurses on State payrolls who are willing to perform overtime work."

Buffalo Unit Protests Police Funds Transfer

BUFFALO — The officers and members of the Buffalo competitive unit of Erie chapter, Civil Service Employees Assn., protested that recent transfer of funds from the Police Department to the Streets Department for use of overtime and temporary help.

The unit contended that civilian employees of the Police Department are being denied overtime pay for the hours they work over the normal work week and are being granted compensatory time off instead.

The unit said that many jobs in the Department are unfilled and that there are salary inequities existing which should have been remedied on July 1. "The transfer of funds that could have been used to correct these conditions is deemed unfair and surely indicates the need for corrective procedures," a unit spokesman said.

55-Year Plan

(Continued from Page 1)

State Retirement System is now fully non-contributory for all State employees and the 55-year retirement feature was again made available through its reopening.

"State employee members may participate in this valuable benefit without additional cost. All other members can join with relatively small cost. The closing date for joining the 55-year plan is December 31, 1965 so that you are urged to act speedily. Your personnel officer can tell you exactly how to do this. While most retirement systems members are already in the 55-year plan, we do wish to remind those that aren't to act promptly."

CSEA Speaks For Thruway

(Continued from Page 1)

Membership of more than 135,000 State and local government employees within New York State has presented to the Governor and his representatives and to members of the State Legislature, a 55-page report supporting the CSEA's program for a 12 percent across-the-board salary raise, with a minimum of \$600, for all State employees, including employees of the Thruway Authority. We are the only employee organization that has met frequently with the Governor and his representatives to negotiate for a salary program such as this, as well as for improvements in retirement, health and other benefits for State and Authority employees. In addition, meetings on these programs are scheduled with Legislative leaders.

"I should also point out that the Association maintains a continuing representation of its members with the Thruway Authority. As a matter of fact, CSEA representatives have met twice within the past three weeks with representatives of the Authority to discuss a 22-point benefit program, headed by the same salary requests we have made to the State Administration for State employees. At these meetings, the Authority representatives have reiterated the policy outlined in their statement of employee-employer relations, that they would continue to adopt the same benefits for Authority employees as those accorded State employees in such areas as salaries."

Bahama Tour

(Continued from Page 1)

\$155. This includes round trip air fare with full meals and champagne in flight; ultra deluxe hotel rooms at the Holiday Inn in the Bahamas and daily activities that will include barbeque, cocktail and rum swizzle parties. Full course breakfast and dinner every day is also included.

Deadline for full payment of the trip is Jan. 10 and applicants are advised to include the full payment when writing for reservations in order to insure a seat on the plane. Checks should be made payable to "Bahama Tour."

Direct reservations may be had by applying to Sam Emmett, 1060 East 28th t., Brooklyn, N.Y., 11210.

U.S. Service News Items

By JAMES F. O'HANLON

Commission Refutes Talk Of Promotion Irregularities

The United States Civil Service Commission has reacted quickly to published reports that retired high-ranking military personnel have been employed as civilian workers in Department of Defense agencies for tasks such as filing there is no substance to the newspaper stories which created the impression that retired colonels were accepting these low-grade jobs in order to be quickly promoted to top civilian positions.

The charges were made in statements by staff members of the House Manpower Utilization Subcommittee. They were quoted as being amazed that a retired \$14,000 a year colonel would accept a \$4,149 a year clerk-messenger position. One staff member stated "Why would an officer want a job like that? How fast they go up I didn't inquire. I'll leave that to your imagination."

The same staff members said they did not know of any such cases in the Pentagon but they were giving a good look. According to their statements as reported in Washington newspapers, a retired officer could accept a low paying job and be promoted to a higher job in a short time. It was hinted that the bypassing of regulations involving promotions was involved in many cases.

Buddy System?

"On the face of it, it is clean," a subcommittee staff member said. But the spirit of the merit system is broken when the "buddy system" of hiring enters into it. He indicated that the House subcommittee would hold hearings on the matter early next year.

Before you could say "The old man packs a mean paperclip," the Civil Service Commission released a statement, calling the reports "sketchy" and refuted them soundly. According to their statement, a current survey of operations under the dual compensation legislation shows no perfidious maneuvering such as was reported.

Re-check

The release states that prior

approval of the Commission is required in any instances where a Defense installation seeks to employ, in the competitive civil service, a retired military person within six months of his retirement. In a re-check of all such instances where prior approval has been requested by the Department of Defense, the Commission was unable to uncover any case of the kind referred to in the newspaper reports.

Also, in checking progress reports of those retired military personnel hired under accepted procedure, no shady promotion activity was found.

The Commission pointed out in its statement that there are provisions such as the Whitten Amendment which restricts the circumvention of the principles of the merit system.

The Whitten law amendment restricts the frequency and rate of advancement from lower to higher grades. Also, any exceptional rate of advancement requires approval of the Civil Service Commission.

Highland Chapter Of CSEA Holds Christmas Party

HIGHLAND — The Highland chapter, Civil Service Employees Assn., conducted their annual Christmas party on Dec. 16 at the Hasbrouck Room, New Paltz. Music was by Lenny Frank and his "Rhythm Rockers."

Mason's Helper

The Department of Personnel of New York City will establish an eligible list Dec. 29 with 46 names in the title of mason's helper.



HAPPY HOLIDAY — Bringing holiday greetings to New York City residents are these postmen leaving the General Post Office in Manhattan with the annual rush of Christmas and Chanukkah cards.

Petrovick Assumes Command Of Navy Yard Jan. 6 As McQuilkin Is Reassigned To San Francisco

After one year and almost two months, the man who is in charge of the doomed Brooklyn Navy Yard is being "transferred" to another area, far from the problems he has faced and the controversy his command sometimes brought about.

Rear Admiral J. H. McQuilkin, it was announced recently will take over command of the San Francisco Navy Yard, succeeding Vice Admiral Edward J. Fahy who has been named chief of the Navy's Bureau of ships.

The departing of McQuilkin ends an era at Brooklyn that began on October 30, 1964, the day he took over as commandant of the "Can-Do" yard. Less than three weeks later, on November 19, 1964, it was the new commandant's duty to announce the closing of the Brooklyn Navy Yard.

According to Jim Dolan, president of the Brooklyn Metal Trades Council, which represents the workers at the yard, "the shock of the closing order was only exceeded by the attitude in which the men have been treated since."

Dolan charged that McQuilkin could have made the closing a lot easier for the men, but by his attitude alone, he created hard feelings among, not only the workers, but the leaders who were trying their best to work with the yard administration in closing the facility in an orderly and efficient way and yet still maintaining the dignity of the men.

Admittedly, McQuilkin's job was not easy. He had many problems to face, the worst probably being the fact that men who had lived and worked in this area for most of their careers would now have to leave New York if they wanted to remain in Federal service.

The workers have had to sell their homes, move their families, seek housing, schools, churches and normal everyday living conveniences in unfamiliar and at times, what appeared to be hostile territory.

In the beginning, the job was slow. The yard went into, what was then considered an experimental out-placement program. This took time to set up. Arrangements had to be made to secure employment information from all governmental facilities as well as information from private industry.

Psychological Warfare

Less than six months after the

Dolan declared, "Less than six months after the closing order, McQuilkin began his psychological warfare of threats of Reduction in Force notices, knowing full well that no man would be RIF'ed before the Fall of 1965."

While the out-placement program started to "move" and actually started to function properly, the admiral was stating that the dispersement of workers from the yard was "going too slow."

"Again, the admiral who had never run a shipyard before, came back with more threats of RIF's and again, he knew that there would be no RIF's for some time," Dolan stated.

During the summer months rumors were rampant that the Philadelphia Navy Yard was "furloughing" people because of the lack of work there. This was confirmed by The Leader through the Navy Department and was also verified by the Philadelphia yard.

Denied Philadelphia Story

The Brooklyn commandant denied the reports. Commenting on this, Dolan said, "he should have let us know what was going on. No one from Brooklyn was involved in the layoffs but the mere fact that he was denying the report after official confirmation was given is evidence that he was more concerned in locking the doors of the yard than he was in the welfare of men who had been in service for as long as 25 years."

Although McQuilkin was doing

no more than following orders of his superiors, throughout his tenure at Brooklyn, the feeling that he was uncaring was always evident in the minds of the workers.

Upon learning of his transfer to San Francisco, one navy aide commented "I wonder when that base will be closed."

This of course, is not a necessary truism, but, according to Dolan, "from the way the admiral handled the people here, it is possible that San Francisco will face the same human relations problems that the employees at Brooklyn did."

In his dealings with the representatives of the workers, McQuilkin, according to Dolan, has been uncooperative. "He has fought us at every turn including his request to us that we remove the John F. Kennedy Memorial which was dedicated to a fallen martyr of our country."

There are many more items that could be reviewed on the past era but they would take up more space than our columns allow.

Petrovick Assigned

Taking over as commandant of the Brooklyn facility will be a former production officer of the yard, Rear Admiral "Pete" Petrovick who will also remain in his assignment as the head of field operations in the Bureau of Ships.

As a captain, Petrovick headed up production at Brooklyn for a

(Continued on Page 15)

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

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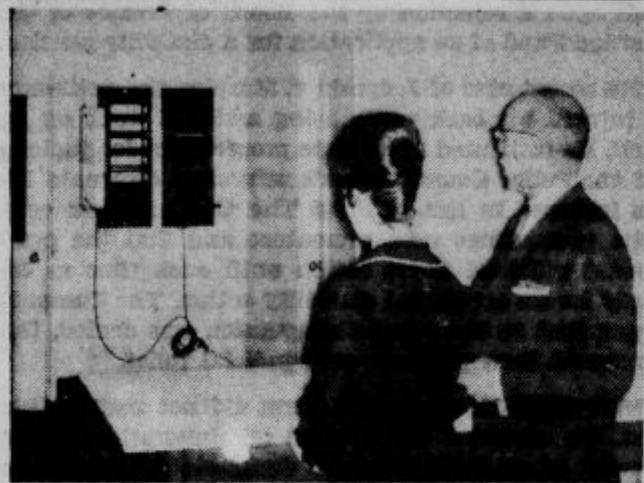
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OUR 68th YEAR

How To Apply And Get A Job In New York City



By MIKE KLION

APPLYING for a civil service position in New York City is a simple matter. In most cases there are no fees for filing an application for open-competitive examinations. As a service to its readers, The Leader went through the procedures of applying for a job with the City of New York. As seen in the pictures above, it is an easy thing to apply and, in most cases, qualify for a civil service position. From left, above, the pictures show how a person looks for a job that he or she is qualified for in City service. This can be done by following The Leader or by going to the Applications Section of the Department of Personnel, 49 Thomas Street, and looking through the job openings. The next picture shows The Leader's young lady going into and filing an application at the Department of Personnel. She will then be notified when the examination for the job she filed

for will be held and where. On the day she takes the exam, usually with many other persons, which makes civil service the competitive industry it is, she will be given the written examination that is supplied for her job. Although there is no specific time in which the results of the test must be given, it is the practice that the people who do not qualify for the position because they failed the written examination, are notified first so that they may appeal the decision of the examiners. Those who appeal have 30 days in which to do this. In many cases answers to test questions have been changed because of an appeal of an applicant. Upon establishment of an eligible list, those who pass the examination are notified. After this, in a period of from one to four years, the life of the list, names are taken, usually in order,

for certification for job openings. Those who are not chosen at the time of one certification are put back on the eligible list and are then usually called for the next certification. Upon certification, the applicant is then called for a medical and physical examination. Passage of this examination depends on the type of job and the medical and physical requirements. Seen in our study is the applicant taking the eye test. When the candidate passes the last of the tests, she is then called for an interview with the Department supervisor or head that she will be working for. The last picture shows The Leader's candidate "on the job" doing the work that she applied for. It should be pointed out that this is a simulation and that the model used is already a civil service employee.

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

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Civil Service LEADER



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Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

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N. H. Mager, Business Manager
Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350
10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, DECEMBER 28, 1965

Hail & Farewell

JANUARY is but a few days away and with it comes the dawn of an entirely new administration for New York City.

The Wagner administration will be long remembered as one that gave New York City employees their proper place in City life and raised the status of civil service a hundred-fold.

Robert F. Wagner will be remembered for his "Executive Order 49"—known more commonly by its title "The Little Wagner Act." The dignity and rights that employees received under this order have been enblazoned into the rules governing public employees both in the City and elsewhere. And the new mayor—John Lindsay—has pledged to continue this rule in full effect.

The administration also saw the repeal of two other hated regulations governing City employees—the Lyons residency law and the filing fees for City jobs—rightly called "A tax on the unemployed."

To Mayor Lindsay, we urge that he continue the progressive public employee programs developed by his predecessor and push them further. Let the public employee never again be relegated to the position of second-class citizens who must pay a high price for the privilege of serving their fellow citizen.

To Mayor Wagner, we bid a fond farewell. He is leaving with the respect of his employees.

To Mayor Lindsay, on behalf of our 140,000 civil service subscribers, we say "Welcome and Good Luck."

Dr. Harold G. Wilm, State Conservation Head Is Resigning

ALBANY — Dr. Harold G. Wilm, nationally known professional conservationist who, as Commissioner of New York State's Department of Conservation, has for seven years directed a broad expansion and extension of its responsibilities, has resigned effective Jan. 1.

He is leaving the commissioner-ship and cabinet post to accept appointment as director of the projected, and what would be the nation's first Water Resource Institute for Forest Lands and Industries in the College of Forestry at Syracuse University.

Governor Rockefeller, in whose administration the purification and development of the State's water resources has been given a top priority, acceded with "great regret" to Dr. Wilm's request that he be relieved of his assignment as State Commissioner of Conservation.

"I have come to this decision," the Governor told Dr. Wilm in an exchange of letters, "only because I am convinced that you can make a major contribution to the State and to the Nation in this new post."

What To Do With Old Yule Cards

ALBANY—Wondering what to do with all those beautiful greeting cards you received again this year? Solve the problem by sending them all to A. Victor Costa, president, Capital District Conference, CSEA, at the Workmen's Compensation Board, 1949 Broadway, Albany.

Members of the Conference embraced this project in answer to the plea of David M. Schneider, former president of the Conference, made at the November meeting. The cards will be sent to the Salvation Army when staff members will separate the illustrations from the greetings and mount them in gay albums for shut-ins throughout the Capital District area.

If you don't know what to do with your cards when you take the decorations down; if you think they are too pretty to go into the trash barrel; if you don't know where to send them so someone who is a shut-in can enjoy them; send them to Vic. He and all the other Capital District Conference members are waiting for your cards. They will give many hours of enjoyment to the less fortunate.

LEADER BOX 101

Letters To The Editor

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

Blackout Supports Appeal For Operators

Editor, The Leader:

During the last blackout which affected the entire New York State, the switchboard telephone operators in state service working the hours of 4 p.m. to 12 midnight and midnight to 8 a.m. were on duty alone and had a rough time taking care of all the situations that arose.

That was only one of the many times that an emergency arises and must be handled by one person.

We are all willing to do our duty as a telephone operator in an emergency.

We have recently sent an appeal to the Director of Classification and Compensation for an upgrade to which we feel we are entitled. Thomas Coyle, of CSEA is handling this for us.

We are in hope that the State budget committee will take our appeal seriously and give us some consideration for all the extra duties we do and for which we are not compensated.

It has been ten years since the telephone operators were upgraded and they have had a lot of extra duties added to their list of duties and they are not being paid for it.

I think at this present time we should be given some kind of consideration for our services.

KAY PISCITELLI, Chrm.
New York Telephone Operators Appeal Committee

Dreaded Season

Editor, The Leader:

This is the time of the year when men working for towns, counties, state and Thruway always dread. It means that they are put on a winter schedule. Some are assigned a steady shift, others a rotating shift. The more fortunate get the shift they ask for; others are not so fortunate. It depends mainly on your employer and if he is a person who treats all men equal.

In most cases the person in charge, uses a fair way. Mainly the men are asked which way they would like to work. Normally this turns out suitable for all men, and they are satisfied. If not, then the next normal way to schedule the men, would be on rotating basis, a period on midnight to 8 a.m., a period of 4 p.m. to midnight and the other period of 8 a.m. to 4 p.m. This way each man is still treated alike. No one man given any preference, and there could be no reason for any man to say he was being abused.

Above is the proper way for this matter to be handled. Not the way that follows: The foreman asked each man what shift he wanted. The man stated the shift preferred. The foreman then told the man he'd either get the shift of his choice, or it would be a rotating shift. Here's how it turned out. The 8 to 4 and midnight shift rotated. The 4 to 12 shift stayed on their shift

Civil Service Law & You

By WILLIAM GOFFEN



Police Retirement

IT IS clear from the provisions of the Administrative Code of the City of New York that three elements must be proven to entitle a police officer to retirement for accident disability at three-quarters pay. His disability must be (1) the result of an accidental injury, (2) incurred in city-service and (3) without willful negligence. Judicial relief is ordinarily invoked upon a rejection by the Board of Trustee of the Police Pension Fund of an application for a disability pension.

IN THE recent case of *Jedynski v. Murphy*, the petitioner fell and injured his back while doing assigned work on an upper shelf. He instituted immediate proceedings for judicial review of the Police Commissioner's refusal to designate his injury as incurred in line of duty. The Commissioner contended the proceedings were premature and that the petitioner should withhold Court action until such time as he might apply for an accidental disability action. The Commissioner urged that in the event the pension was denied, the petitioner could then properly seek judicial relief.

JUSTICE DUDLEY at Special Term did not sustain this contention. He observed there is no administrative review of the denial of an application to designate an injury as incurred in the line of duty. Since the denial is a final determination, Article 78 provides Court review.

THE COURT regarded certain medical evidence submitted by the Commissioner as confusing the issues. This evidence indicated the petitioner's injuries were not all causally related to his accidental fall, but stemmed from prior illnesses. While such evidence would be germane to the determination of an application for a disability pension, it had no bearing on the petitioner's right to classification of his present injury as incurred in the performance of duty.

THE PETITION was on limited duty at the time of his accident. He argued that the limited duty orders were violated by his superiors in directing him to do work requiring him to climb up lower shelves to reach higher ones. However, he did not protest the work assignment. In any event, the jurist did not find the limited duty orders were violated.

THE COMMISSIONER had decided that the petitioner's injury was the result of his own negligence in failing to use a certain ladder which he did not know existed to reach the upper shelves. His co-workers did not use a ladder either, but concededly his physical condition was not as good as theirs. The Commissioner's determination was influenced by the chief surgeon's opinion that the petitioner, in the light of his earlier medical history, should have been aware of the risk he was taking in climbing on an upper shelf without a ladder.

IT IS always easy to say after an accident to an employee that the victim was at fault. This is one of the reasons for enactment of Workmen's Compensation Laws allowing employee awards regardless of contributory negligence.

BE THAT as it may, it seems to me there is no relationship between the question of contributory negligence and whether the injury was service-incurred. Whether the petitioner was contributorily negligence or not, he fell in the course of his employment and was injured in line of duty. In any event, it is not contributory negligence that bars a three-quarters pension. The Code is clear that the negligence must be actually willful to lead to such drastic consequences.

ON THE ground that there was substantial evidence to support the Commissioner's determination that the injury was not suffered in line of duty, the Court dismissed the petition. As no evidence controverted the fact that the injury was service incurred, the decision seems incompensible.

steady. (In my book that doesn't mean rotate.) Naturally men were not satisfied, and spoke up and complained, it wasn't fair. The schedule went on the first month that way. The next month's schedule was posted. The results, these that complained were put on the 12 to 8 a.m., and were told because they complained, that was the reason for being put on that shift. Other were left on days for

various reasons, such as ones wife needed the car, another was in the family way, and wanted her husband home, and various reasons.

Let this be a lesson to others who work on a winter schedule—don't be a complainer and speak up for your rights. Be a bosses pet.

SNOWMAN
Syracuse

Names General

ALBANY — Assembly Speaker Anthony J. Travia has named Brig. Gen. George Stanley Smith, U.S. Army retired, of Sackets Harbor to the State Commission on Commemorating the War of 1812 and the Composition of the Star Spangled Banner.

He succeeds Richard T. Gilmartin of East Hampton, who died.

"Automation Challenge"

ALBANY—The Capital District chapter of the American Society for Public Administration will discuss "Automation's Challenge to Administration" at its next meeting, Jan. 11, in the Health Department auditorium.

To Meet

ALBANY—The Albany chapter of the Public Personnel Association will meet Jan. 18 in the Health Department auditorium. Charles Wolz is program chairman for the meeting.

DON'T REPEAT THIS

(Continued from Page 1)

earliest and the probable session end will be closer to May.

Part of the reason for the longer term is the fact that Republicans control one house and Democrats the other and agreements on major legislation will not move as fast as when one party is in total control. Even more important, however, is the fact that more and more complicated problems go to the Legislature each year and both parties feel more extensive research and public hearings are necessary to write proper legislative solutions.

Two Major Problems

Two major problems that will not easily be settled are reapportionment and approval of Governor Rockefeller's annual budget. The courts have ordered the reapportionment issue settled by February but this is highly un-

likely since it is only natural that the Republican-dominated Senate and the Democratic-held Assembly will want election districts drawn to the advantage of their particular parties.

The Rockefeller budget will be under severe pressures for a number of reasons but the biggest item to come under attack as far as Travia is concerned is increased aid to education. The Assembly Speaker has let it be known already that this issue will have top priority with him during the session.

Another time-consuming matter that will receive the full treatment this year is public transportation. The State has machinery functioning now to operate the Long Island railroad. The big battle will be on Mayor John Lindsay's request for the city to take over control of the

Port Authority—with its fat bank accounts—and integrate the total transportation picture in the Metropolitan area.

Civil Service

For civil service, labor relations will dominate the scene with particular attention being centered on collective bargaining and compulsory arbitration in certain segments of public employment. State employees, via the big Civil Service Employees Assn., have a hefty pay increase as their primary goal. More civil service protection for employees in local government through tougher State laws will be sought also. Changes in the State's divorce law presents one of the thorniest problems of all and both parties will approach this issue firmly in attitude but gingerly in action.

Despite public sputterings about the State sales tax, this is one item that is not expected to undergo any serious change. Democrats and Republicans alike know, in the main, that there are too few alternate revenue choices.

From the above list it can be easily seen that the Legislature has enough work out for itself to stay in Albany for a long time.

Library Clerk In Nassau Co.

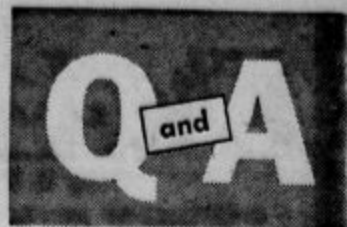
The Nassau County Civil Service Commission will accept applications until January 5, 1966 for a promotion examination for principal library clerk. Salaries vary according to location.

For further information and applications contact the Nassau County Civil Service Commission, Mineola.

Singletary Named To State OEC Post

ALBANY—Samuel P. Singletary of Pleasantville has been named Rural Task Force Coordinator for the State Office of Economic Opportunity. His salary will be \$14,620 a year.

Mr. Singletary has been an employment practices representative with the State Department of Labor since 1959.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by **William G. O'Brien**

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer question relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 133 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I am 66 years old. My wife is 61. Will she be covered by the federal Medicare Bill when it goes into effect? We are both covered now by the Statewide Plan.

A. No. Only persons 65 years of age or older will be covered under the Medicare bill. You will have to provide the coverage for your wife until she, too, becomes 65 years of age. Also let me point out that coverage under the Medicare bill is for individuals only, not on a family basis.

Q. I'm on leave of absence from my department because of disability and plan to retire without returning to work. Can I continue my Statewide Plan coverage when I retire?

A. This may be possible, provided you have at least 15 years of employment with the department from which you are retiring. There are minor technicalities which enter into the situation also, so I suggest you contact the personnel or payroll officer at the department from which you are retiring to determine your individual eligibility.

Q. My wife is expecting a baby shortly. What coverage is provided for maternity under my Statewide Plan?

A. If you have family coverage, the Statewide Plan provides maternity benefits under Part I (Blue Cross) and Part II (Blue Shield) up to a maximum total of \$150 toward hospital and doctor bills for a normal delivery.

Q. How do I make a claim for Major Medical benefits under my Statewide Plan?

A. You may secure the necessary forms from the payroll or personnel officer at the department where you are employed.



SAMARITANS — His Eminence Francis Cardinal Spellman, center, accepts \$2,500 check for Catholic Charities from Sanitation Commissioner Frank J. Lucia and Msgr. John F. Guido, right, chaplain of the Department's Holy Name Society

(Manhattan-Bronx-Richmond). Funds represented donations of members of the Society whose officers, from left, are Angelo Lerosse, treasurer; Martin P. O'Connell, president, and John R. Schmidt (rear), vice president.

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The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

A Brooklyn candy maker is looking for a FOREMAN to take charge of fifty employees in the manufacture of chocolates. He must be familiar with packaging and wrapping machines and be able to make minor repairs. The salary is \$6,500 a year plus a 15 percent profit sharing arrangement.

A CANDY DIPPER will get

\$1.50 an hour to hand dip and stroke candy centers in chocolates.

A FURNITURE FINISHER will get \$2 to \$3 an hour to spray, mix and match colors—complete job—Apply at the Brooklyn Industrial Office, 250 Schermerhorn St., in downtown, Brooklyn.

In Queens

Needed in Queens is a FORE-

MAN on displays with some supervisory experience. He will earn \$150 a week to supervise 10 to 20 employees on bench and machines. Must be all-around mechanic and able to read blueprints.

A PAINT SPRAYER will get \$1.50 an hour to spray wood filler with spray gun . . . Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

Professional Nurses

PROFESSIONAL NURSES are needed in hospitals, nursing homes and other health agencies in Greater New York. Beginning salaries range from \$5,150 to \$5,500 a year.

There are also openings for PUBLIC HEALTH NURSES at \$6,000. Apply at the Professional

Placement Center, 444 Madison Ave. at 50th Street, Manhattan.

Office Jobs

STENOGRAPHERS are needed for various State agencies in New York City. Will be tested at 80 words a minute. Salary starts at \$3,880 a year with good fringe benefits, sick leave and vacations with pay.

The Federal government has some attractive opportunities overseas for SECRETARIES. Apply for these positions at the Office Personnel Placement Center, 575 Lexington Avenue at 51st St., Manhattan. Or call PL 9-1020 for an appointment.

In Manhattan

An experienced FINISHER will get \$64 a week to do finishing on paper boxes by Stokes and Smith

wrapping machine.

A BLUEPRINT TRIMMER with commercial experience will earn \$60 to \$75 a week to do trimming on commercial blueprinting machines.

GANGSTITCH FEEDERS will get \$70 to \$90 a week to feed signatures to a Christensen Gangstitcher. Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

Attorney Trainee Key Answers

The following are the proposed key answers for the attorney trainee examination Part I, given Dec. 18.

- 1, E; 2, A; 3, C; 4, C; 5, C;
- 6, D; 7, D; 8, D; 9, E; 10, E;
- 11, C; 12, E; 13, B; 14, E; 15, D;
- 16, C; 17, E; 18, A; 19, D; 20, A;
- 21, C; 22, D; 23, D; 24, C; 25, D;
- 26, D; 27, D; 28, C; 29, D; 30, D;
- 31, C; 32, E; 33, D; 34, A; 35, D;
- 36, C; 37, B; 38, B; 39, A; 40, A;
- 41, A; 42, B; 43, B; 44, B; 45, A;
- 46, B; 47, A; 48, A; 49, A; 50, B;
- 51, A; 52, B; 53, B; 54, B; 55, B;
- 56, B; 57, B; 58, B; 59, B; 60, A;
- 61, A; 62, B; 63, A; 64, B; 65, A;
- 66, A; 67, A; 68, A; 69, B; 70, B;
- 71, A; 72, B; 73, A; 74, B; 75, A;
- 76, B; 77, A; 78, B; 79, B; 80, B;
- 81, A; 82, A; 83, B; 84, B; 85, A;
- 86, A; 87, B; 88, B; 89, B; 90, B;
- 91, B; 92, A; 93, B; 94, B; 95, A;
- 96, B; 97, B; 98, B; 99, B; 100, A;
- 101, A; 102, B; 103, B; 104, B;
- 105, B; 106, B; 107, A; 108, A;
- 109, B; 110, B; 111, A; 112, B;
- 113, B; 114, A; 115, B; 116, A;
- 117, A; 118, B; 119, B; 120, B;
- 121, B; 122, B; 123, B; 124, A;
- 125, B;
- 126, B; 127, B; 128, B; 129, B;
- 130, B; 131, A; 132, B; 133, B;
- 134, B; 135, B; 136, B; 137, A;
- 138, B; 139, B; 140, A; 141, A;
- 142, B; 143, A; 144, B; 145, B;
- 146, B; 147, B; 148, B; 149, B;
- 150, B.

Sewage Treatment Worker Answers

The following are the proposed key answers for the sewage treatment worker examination given Dec. 18 by the New York City Department of Personnel.

- 1, A; 2, D; 3, C; 4, B; 5, C;
- 6, B; 7, A; 8, B; 9, B; 10, C;
- 11, C; 12, C; 13, A; 14, B; 15, D;
- 16, A; 17, B; 18, A; 19, B; 20, D;
- 21, A; 22, C; 23, B; 24, D; 25, A;
- 26, C; 27, A; 28, B; 29, D; 30, B;
- 31, C; 32, A; 33, D; 34, C; 35, D;
- 36, D; 37, B; 38, A; 39, C; 40, D;
- 41, B; 42, D; 43, B; 44, A; 45, B;
- 46, A; 47, C; 48, C; 49, C; 50, D;
- 51, C; 52, A; 53, A; 54, B; 55, C;
- 56, B; 57, D; 58, D; 59, C; 60, D;
- 61, A; 62, B; 63, C; 64, C; 65, C;
- 66, D; 67, C; 68, A; 69, C; 70, A;
- 71, C; 72, A; 73, D; 74, D; 75, B;
- 76, B; 77, D; 78, D; 79, C; 80, A;
- 81, A; 82, D; 83, B; 84, B; 85, A;
- 86, C; 87, A; 88, D; 89, B; 90, D;
- 91, B; 92, D; 93, A; 94, B; 95, C;
- 96, A; 97, A; 98, D; 99, B; 100, D.

Housing Caretaker Tentative Answers

The following are the tentative key answers for the examination for housing caretaker given Dec. 18 by the New York City Department of Personnel.

- 1, B; 2, D; 3, C; 4, A; 5, C;
- 6, C; 7, B; 8, A; 9, A; 10, B;
- 11, D; 12, A; 13, B; 14, C; 15, D;
- 16, A; 17, B; 18, C; 19, A;
- 20, C; 21, C; 22, D; 23, A; 24, B; 25, B;
- 26, C; 27, D; 28, C; 29, C; 30, B;
- 31, B; 32, B; 33, A; 34, D;
- 35, A; 36, B; 37, C; 38, C; 39, D;
- 40, A; 41, D; 42, A; 43, D;
- 44, B; 45, D; 46, D; 47, C; 48, C;
- 49, A; 50, D.

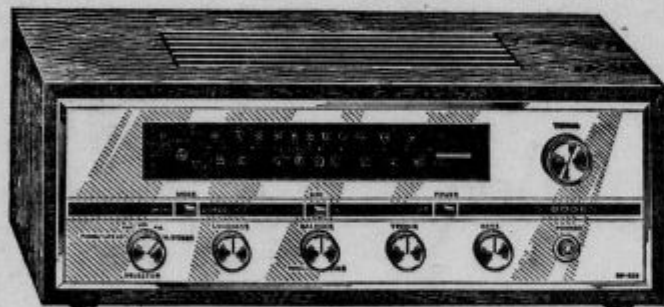
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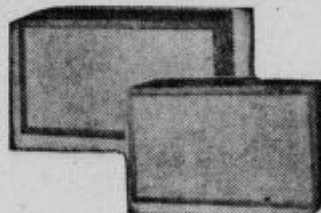
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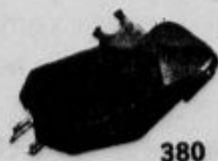
PROFESSIONAL quality. The AR turntable meets NAB specifications for broadcast equipment on wow, flutter, rumble, and speed accuracy. It is belt-driven and synchronous.

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Answers to Senior Housing Inspector Exam Are Changed

Three changes were revealed by the Department of Personnel in the tentative key answers for the promotion examination to senior housing inspector which was held on June 19.

Fifty-one candidates of the 242 examined protested 37 questions. The changes allowed by the City are:

- Item 2—change answer from (B) to (B) or (C);
- Item 35—change from (C) to (C) or (D3);
- Item 64—change from (A) to (D).

Final Key For Railroad Clerk

The following are the final key answers for the examination given Oct. 23 for railroad clerk.

A.M. Test

- 1, B; 2, D; 3, A; 4, B; 5, C; 6, B; 7, D; 8, C; 9, D; 10, C; 11, A; 12, B; 13, A; 14, D; 15, A; 16, B; 17, B; 18, B; 19, C; 20, C; 21, A; 22, C; 23, C; 24, C; 25, A; 26, A; 27, D; 28, D; 29, C; 30, C; 31, D; 32, C; 33, D; 34, C; 35, C; 36, B; 37, A; 38, D; 39, A; 40, C; 41, B; 42, B; 43, C; 44, D; 45, D; 46, C; 47, C; 48, B; 49, A; 50, A; 51, D; 52, B; 53, C; 54, B; 55, C; 56, D; 57, D; 58, D; 59, A; 60, C; 61, B; 62, C; 63, A; 64, B; 65, D; 66, A; 67, D; 68, B; 69, C; 70, C; 71, B; 72, D; 73, D; 74, A; 75, B; 76, A; 77, D; 78, B; 79, C; 80, B; 81, A; 82, A; 83, B; 84, C; 85, C; 86, C; 87, D; 88, B; 89, B; 90, B; 91, D; 92, D; 93, A; 94, C; 95, A; 96, B; 97, B; 98, C; 99, A; 100, D.

P.M. Test

- 1, C; 2, B; 3, D; 4, C; 5, A; 6, D; 7, B; 8, B; 9, A; 10, D; 11, C; 12, A; 13, D; 14, C; 15, C; 16, D; 17, D; 18, C; 19, B; 20, B; 21, B; 22, C; 23, A; 24, D; 25, D; 26, B; 27, C; 28, C; 29, A; 30, D; 31, A; 32, D; 33, C; 34, B; 35, D; 36, C; 37, B; 38, A; 39, B; 40, A; 41, C; 42, C; 43, D; 44, C; 45, B; 46, D; 47, B; 48, D; 49, B; 50, B; 51, A; 52, C; 53, A; 54, C; 55, A; 56, B; 57, A; 58, A; 59, B; 60, D; 61, C; 62, A; 63, A; 64, D; 65, B; 66, D; 67, C; 68, D; 69, D; 70, A; 71, A; 72, B; 73, B; 74, C; 75, D; 76, D; 77, A; 78, C; 79, B; 80, C; 81, C; 82, D; 83, A; 84, A; 85, B; 86, D; 87, B; 88, C; 89, A; 90, D; 91, B; 92, C; 93, C; 94, B; 95, B; 96, A; 97, C; 98, B; 99, D; 100, A.

Caseworkers Needed By Agencies In State

The State Department of Civil Service will accept applications on a continual basis for an examination for case workers in various local welfare departments except those that comprise the five counties of New York City. Starting salaries are as high as \$6,046 per year.

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



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The "Genteel" Slanderer Who Never Signs His Name

As any employee of a public service agency, either in government activity or private industry, particularly those working in the communications field, knows, there is a certain percentage of the responsive citizenry which revels in the preparation and illicit distribution of spurious, scurrilous missives.

Aside from letters to editors, commissioners, secretaries of, and to about things missing and or overapplied there is the more insidious practitioner of Anonymous Letter Writing—the character slanderer. Many prominent public figures have been victimized on at least one occasion by this villain.

In the majority of cases, to be sure, the defamatory letter misses its mark. Often however, there is a kernel of truth well submerged in the posted attack. Although the minor quality of the skelton-in-the-closet would, in itself, warrant little censure, it can spark an uncomfortable blaze for the abused party as his attacker pours on his locuacious fuel of slander. What follows can be disastrous for an individual whose career depends on public support.

Criminologica, the newsletter of the American Society of Criminology, recently published the text of a speech prepared by Martin and Pearl Tytell, two New York criminologists who have studied the phenomenon of the anonymous letter writer.

Their presentation points out the strange, often psychotic, nature of these people. They report that the composer of such slanderous correspondence is usually of a personality type which the psychologist loosely terms "paranoid," and is generally characterized by conceit, extreme suspiciousness, persecutory ideas, egocentricity and projection of false ideas and purposes on others. Paradoxically, the egocentricity is almost always accompanied by great underlying feelings of inadequacy.

In further exploring the character of the scribbler of denunciatory memoes, the Tytells reveal that they are generally middle-aged, "genteel", highly intelligent, white-collar workers who have somehow, to put it bluntly, missed the boat.

The significance of this seems to be that they have missed a boat, after a hundred-yard slippery-pier-long dash, for which they had no reservations in the first place.

Their failures then, however, unreal, are not faced up to and are ascribed by them to the deviousness of others. Since their blams is largely ubiquitous it is most rewardingly avenged by tirades of virulence against those members of society who are in the forefront.

In addition, the Tytell speech reports, they usually harbor great feelings of envy and hate for those who have gained a position of respect in society. All this despite the fact that the character assailant tends also to feel much admiration for his victim.

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

109 Crossing Guard Positions Filled By Police Department

City's school crossing guard force was increased by 109 persons last week when Police Commissioner Vincent L. Broderick installed the new crossing guards at a brief ceremony at Police Headquarters.

The increase in quota was requested by Broderick as part of the motorization experimental program in the 16th Division.

In this program, 58 patrol cars were added to the five precincts in the division. The experiment has two purposes: to permit a speedier response to calls for assistance by the public and to provide a more complete system of preventive patrol.

In order to make certain that the experiment would not be hampered by the diversion of police cars to cover school crossings, an increase of 103 crossing guards was requested to blanket the area.

—J.O'H.

Strangely enough, the anonymous writer may enjoy a relatively high degree of respect from his associates. And, despite the fore-mentioned character defects, he is often a very likeable competent individual in his own sphere. This suggests that he does a fine job of camouflaging his resentments in the company of others.

Unfortunately, those compatibilities in his life situation cannot compensate him for the loss of the hope of rewards beyond his ability to achieve and the painful decay of so many secret ambitions well out of his reach.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag 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 officers.

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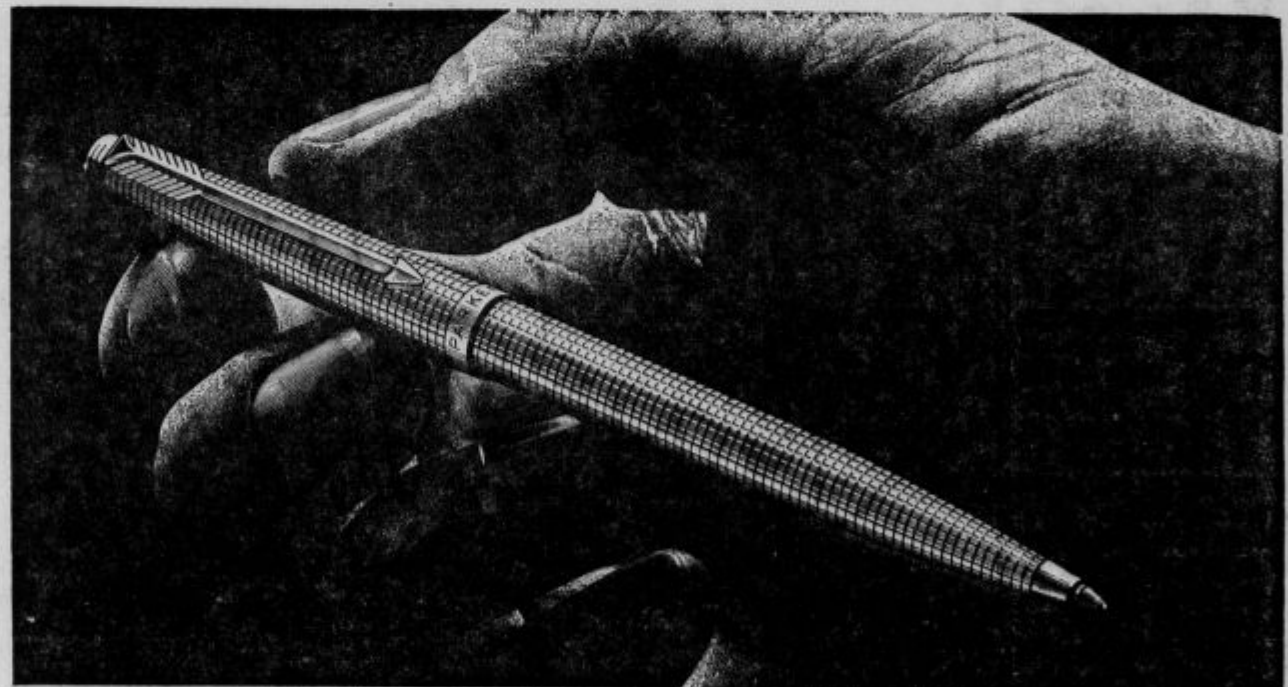
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Title	Last No. Certified
Account clerk, 132 certified Dec. 10	182
Alph. key punch operator (IBM), 2 certified Dec. 7	65
Asst. accountant, 4 certified Dec. 7	114
Asst. architect, 1 certified Dec. 10	3
Asst. area services coordinator, 43 certified Dec. 6	63
Asst. deputy warden, prom., (Correction), 6 certified Dec. 30	44
Asst. elec. eng., 20 certified Dec. 10	37
Asst. housing mgr., prom., (HA), 24 certified Dec. 7	96
Asst. rent examiner, prom., (Rent & Rehab.), 8 certified Dec. 8	29
Asst. rent examiner, 30 certified Dec. 8	53
Asst. statistician, 6 certified Dec. 1	68
Asst. stockman, 30 certified Dec. 6	330
Area service coordinator, 24 certified Dec. 9	32
Assessor, prom., (Real Prop. Assessment), 4 certified Dec. 13	17
Asst. actuary, 8 certified Dec. 13	28
Attendant, 21 certified Dec. 8	286
Bacteriologist, prom., (Health), 9 certified Dec. 10	10
Bridge & tunnel officer, 10 certified Dec. 8	437
Bus operator, 15 certified Dec. 9	1945
Bus maintainer, prom., (TA), 6 certified Dec. 10	37
Bus maintainer, 5 certified Dec. 10	5
Captain, prom., (TAPPD), 10 certified Dec. 2	9
Case worker I, group 10, 182 certified Dec. 1	205
Civil eng., prom., (DPW), 8 certified Dec. 20	8
College office asst. B, 34 certified Nov. 30	180
Computer programmer, 5 certified Dec. 8	21
Correction officer, 5 certified Dec. 3	136
District super., prom., (Sanitation), 18 certified Dec. 9	43
Food service super., 41 certified Dec. 10	130
Jr. chemical eng., 6 certified Dec. 9	6
Laborer, 16 certified Dec. 7	246
Maintenance man trainee, sewage treatment worker trainee, 35, 12-1	180
Maintainer, helper, B, 39 certified Dec. 10	680
Mechanical maintainer, B, prom., (TA), 5 certified Dec. 10	21
Medical clerk, 5 certified Dec. 8	6
Messenger, 12 certified Dec. 8	239
Motor vehicle op., 6 certified Dec. 2	824
Motorman, prom., (TA), 51 certified Dec. 1	210
Park foreman, prom., (Parks), 7 certified Dec. 7	25
Personnel examining trainee, 10 certified Dec. 10	108
Power distribution maintainer, prom., (TA), 13 certified Dec. 8	95
Real estate mgt. trainee, 4 certified Dec. 10	102
Sanitationman, 1 certified Dec. 6	2085
Sr. clerk, prom., (Health), 17 certified Dec. 8	110.5
Sr. clerk, prom., (Edu.), 5 certified Dec. 8	180
Sr. clerk, gen. prom., 8 certified Dec. 10	2485
Sr. clerk, 35 certified Dec. 10	604
Sr. electrical eng., prom., (DPW), 3 certified Dec. 10	4
Sr. personnel examiner, prom., (Personnel), 23 certified Dec. 13	35
Structurer maintainer, E, prom., (TA), 10 certified Dec. 10	30
Sup. clerk, prom., (TA), 5 certified Dec. 8	32
Sup. clerk, prom., (Health), 16 certified Dec. 7	24
Sup. clerk, prom., (Sanitation), 5 certified Dec. 13	30
Sup. clerk, prom., (Parks), 2 certified Dec. 13	10
Sup. clerk, prom., (DPW), 9 certified Dec. 13	19
Sup. clerk, prom., (Hospitals), 15 certified Dec. 9	70
Sup. clerk, prom., (Purchase), 7 certified Dec. 3	33
Supervisor I, prom., (Hospitals), 22 certified Dec. 1	68
Sup. of mechanical installations, 9 certified Dec. 9	10
Sup. steno, prom., (Health), 3 certified Dec. 7	17
Surface line dispatcher, prom., (TA), 14 certified Dec. 8	130
Towerman, prom., (TA), 25 certified Dec. 10	100
Train dispatcher, prom., (TA), 12 certified Nov. 30	25
Typist, 24 certified Dec. 2	358
Watchman, 52 certified Dec. 2	519
Yardmaster, prom., (TA), 12 certified Dec. 9	35

Orientation Held For New Aides In State PS Comm.

ALBANY—The State Public Service Commission has completed another of its unique in service orientation programs for newly appointed employees.

Held annually, the program provides specialized training for younger employees named to technical and professional positions.

Heading the list of commission and staff speakers at the just-concluded session was Commissioner Edward P. Larkin. He opened the three-day conference.

Other speakers included: James M. Gallagher, administrative officer; Donald Logan, transportation division director; George McHugh, railroad bureau chief and J. Barclay Potts, motor carrier bureau chief.

On the second-day program were John E. McKechine, utilities division director; Thomas Brady, telephone bureau chief; Joseph Holt, water bureau chief; Norman Mork, principal gas engineer; Robert J. Shillinglaw, public relations officer; Kent Brown, counsel and Samuel R. Madison, secretary to the commission.

The third-day program was devoted to panel discussions. Participants were: Edward F. Jannott, moderator and director of accounting; Albert Hogben, chief of the general engineering bureau, Russell Dunn, chief of the accounting and rates bureau and Miss Joan Minnock, principal utility rates analyst.

A second panel was headed by Commissioner Theodore F. Bowes. Others on the panel were Morris Goldfarb, supervising hearing examiner, Peter Van Kampen, chief accountant and Martin Barr, assistant counsel.

Those employees designated to attend the orientation program were:

Martin Glastetter, Thomas Mensching, Rosario Perrone, Robert Zlokovitz, Walter Zullig, Walter Saurak and Neil Abrams.

Thomas Hamm, Allan Bausback, Peter Pomeranz, Paul Dobson, Stanley Dynia, Helen Drew and Karl Inno.

Stephen Silverstein, Charles Luke, Jr., Caroline Droge, Helen Stycoos, L. Carolyn Erickett, Frank Gervasi and Stuart Treby.



RETIREMENT PARTY — A retirement party was held recently at the Downtowner in Rochester for two employees of Rochester State Hospital who had a combined service of 62 years. The aides were Laura McCarthy and Helen Stevens. Pictured, from left, are: Mrs. Stevens; P.J. McCormack, senior business officer of the hospital; Mrs. McCarthy and Dr. Guy Walters, Hospital Director.

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CITATION. — FILE No. P7361, 1965. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To any and all unknown persons whose names or parts of whose names, and whose place or places of residence are unknown, and cannot, after diligent inquiry, be ascertained, distributees, heirs at law and next of kin of Marion Wildman Powell, and if any of the said distributees, heirs at law or next of kin of deceased, be dead, their legal representatives, their husbands or wives, if any, distributees and successors in interest whose names and/or places of residence and post office addresses are unknown, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 10, 1966, at 10:00 A.M., why a certain writing dated June 24, 1963, which has been offered for probate by Morgan Guaranty Trust Company of New York, of 23 Wall Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Marion Wildman Powell, deceased, who was at the time of her death a resident of 2 East 70th Street, in the County of New York, New York, Dated, Attested and Sealed, November 29, 1965.
HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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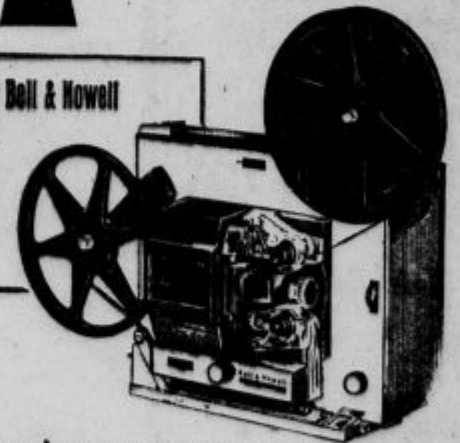


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Will Study State Constitution For Gov.

ALBANY—Governor Rockefeller has named six members of the Temporary State Commission to Make A Comprehensive Study of the Constitution.

They are: Dr. Henry T. Heald of New York City, Frank C. Moore, former lieutenant governor; Dr. William J. Ronan, secretary to the governor; Daniel Reidy, mayor of Ardsley; Dean William H. Mulligan of Fordham Law School and Sol Neil Corbin, former counsel to the governor.

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For further information and applications contact the Personnel Office, New City.

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Junior Hospital Administrator To Open January 5

The New York City Department of Personnel will accept applications January 5, 1966 to Jan. 25 for the examination for junior hospital administrator.

Salary in this position at the time of the last test, earlier this year, was \$7,100 per year. For further information and applications contact the Application Section of the Department of Personnel, 49 Thomas Street.

Snow Removal

ALBANY — Snow removal at the State Campus is going to be easier this winter. The snow will be plowed into a grate-covered pit and then melted by a below-ground steam system. The setup will alleviate problems caused by the piles of snow that mount up between lanes as one snowstorm follows another.

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CLASS SCHEDULE FOR THE WINTER SEMESTER—1966

Monday

Financial Administration and Budgetary Policy	9:30 a.m.—12:00 n.
Federal Fiscal System	4:30 p.m.— 7:00 p.m.
Public Administration in Foreign Countries	4:30 p.m.— 7:00 p.m.
Belief Systems in Administration	4:30 p.m.— 7:00 p.m.
Trade Unionism	7:30 p.m.—10:00 p.m.
International Organization	7:30 p.m.—10:00 p.m.
Government and the Economy	7:30 p.m.—10:00 p.m.
Program Seminar in Health Services Administration	7:30 p.m.—10:00 p.m.
Logic and Organization of Computers	7:30 p.m.—10:00 p.m.

Tuesday

Public Administration in the Political Process	9:30 a.m.—12:00 n.
Totalitarian Political Systems	1:30 p.m.— 4:00 p.m.
Comparative World Economics	4:30 p.m.— 7:00 p.m.
History of Political Theory II	4:30 p.m.— 7:00 p.m.
Program Seminar in Administration of Criminal Justice	4:30 p.m.— 7:00 p.m.
Current Issues in Public Personnel Administration	4:30 p.m.— 7:00 p.m.

Wednesday

Politics in Developing Countries	1:30 p.m.— 4:00 p.m.
Constitutional Law: Economic Enterprise	4:30 p.m.— 7:00 p.m.
Methods of Empirical Research	4:30 p.m.— 7:00 p.m.
Statistical Economics	4:30 p.m.— 7:00 p.m.
Administrative Law II	7:30 p.m.—10:00 p.m.
Program Seminar in Social Welfare Administration	7:30 p.m.—10:00 p.m.
The Legislative Process	7:30 p.m.—10:00 p.m.
Regional Economic Programs	7:30 p.m.—10:00 p.m.

Thursday

Political Theory and Analysis II	9:30 a.m.—12:00 n.
Urban Politics	1:30 p.m.— 4:00 p.m.
Industrial Organization and Public Policy	4:30 p.m.— 7:00 p.m.
Government and Politics in South Asia	4:30 p.m.— 7:00 p.m.
Legal Environment of Public Administration	4:30 p.m.— 7:00 p.m.
Economic Development	7:30 p.m.—10:00 p.m.
Jurisprudence	7:30 p.m.—10:00 p.m.
Program Planning and Evaluation	7:30 p.m.—10:00 p.m.
Problems of Urban Areas	7:30 p.m.—10:00 p.m.

Friday

Legislative Behavior	1:30 p.m.— 4:00 p.m.
Collective Bargaining	4:30 p.m.— 7:00 p.m.
Constitutional Law: Civil Rights	4:30 p.m.— 7:00 p.m.
Research in Public Administration	4:30 p.m.— 7:00 p.m.

Registration: January 3-4, 11:00 a.m. to 7:00 p.m.

CLASSES BEGIN JANUARY 5, 1966

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For State Courts In New York City

Procedures Set Governing Collective Bargaining In Courts

The City of New York and the Administrative Board of the Judicial Conference of the State of New York have reached an agreement on procedures to govern the administration of salaries, salary ranges, fringe benefits and other perquisites affecting employees of the Unified Court System paid by the City of New York. The agreement was incorporated into a "Memorandum of Understanding" dated December 15, and signed by City Budget Director William F. Shea and Thomas F. McCoy, State Administrator for the Administrative Board.

The agreement adopts procedures for collective bargaining which had been considered at a public hearing held December 9, 1965, for those titles unique to the court system and states that salary adjustments as a result of such bargaining may be made retroactive to July 1, 1964. Provision is also made for possible retroactive adjustments for titles not unique to the court system to pay salaries along similar lines as those paid in the executive department of the City of New York. Such retroactive adjustments will be paid some time after January 1, 1966. The agreement further provides avenues for possible wage adjustments for eligible titles which do not elect collective bargaining, or whose salary is \$16,000 per annum or above, or for those employees who earn more than the stated maximum of their class of position.

McCoy and Shea hailed the agreement as a major step in providing fiscal implementation of the career merit system adopted by the Administrative Board of the Judicial Conference. McCoy summarized the agreement as providing to almost all the employees of the courts paid by the City of New York "an opportunity to be the beneficiary of collective bargaining or to place their salary requests before the Administrative Board."

The full announcement of procedures for joint collective bargaining with the City and the Administrative Board of the Judicial Conference and the memorandum of understanding follow:

Procedures

The City of New York and the Administrative Board of the Judicial Conference of the State of New York have adopted the following tentative procedures to govern joint collective bargaining with them for terms and conditions of employment subject to their joint authority and responsibility.

The Principals Involved

- Director of the Budget of the City of New York and State Administrator of the Administrative Board of the Judicial Conference of the State of New York and

- A union or other representative of a group of employees duly certified by the New York City Department of Labor for a class of positions, if representing through one or more certificates a citywide majority in the Court System of the employees in such class of positions. Minority groups and individuals will be precluded from negotiations but all results will be binding on them.

A city-wide majority in the court system shall constitute more than 50 per cent of all employees in the particular class of positions in the court system. Collective bargaining under these procedures shall be available to only those classes of positions unique to the court system and not

deemed otherwise ineligible. The records of the Office of the Comptroller of the City of New York, will be used to determine the number of employees, by court or judicial agency, in such class of positions.

The New York City Department of Labor may be called in for purpose of clarification of, or advice on, questions arising out of collective bargaining. The Department of Labor may be called in for purposes of mediation and if necessary, arrange for voluntary advisory arbitration.

Character of The Representatives

In order that the collective bargaining process may proceed expeditiously and in good faith, responsible representatives on both the part of the City and the Administrative Board and the certified organization shall participate in the conduct of the bargaining.

Areas of Collective Bargaining

The areas in which collective bargaining shall take place shall include the following:

- Salaries and salary ranges, and
- Fringe benefits and other perquisites. Areas, such as title changes, which are the sole responsibility of the Administrative Board are not subject to collective bargaining, but the Budget Director will be kept informed of all such matters which have fiscal implications and the employees and their representatives will have recourse to appropriate procedures under the rules of the Administrative Board.

Initiation of Collective Bargaining

The certified bargaining representative shall make application for collective bargaining at appropriate times. All requirements as heretofore indicated must be met before an application is accepted. No application for collective bargaining may be made for one year following a final determination reached after collective bargaining. Any agreement reached by June 15 will be recommended for effective date of July 1. Any agreement reached by December 15 will be recommended for effective date of January 1. Agreements reached in collective bargaining may cover retroactive periods, if previously agreed to by the City of New York and the Administrative Board of the Judicial Conference of the State of New York.

Memorandum Of Understanding

The City of New York and the Administrative Board of the Judicial Conference of the State of New York mutually agree to adopt the following procedures to govern the administration of salaries, salary ranges, fringe benefits and other perquisites affecting employees of the Unified Court System paid by the City of New York:

- After consideration of the opinions expressed at the public hearing of December 9th, the joint procedures for collective bargaining of December 8, 1965 are hereby

adopted.

- Classes of positions unique to the Unified Court System which elect collective bargaining under the December 8th procedures, may receive adjustments retroactive to July 1, 1964.

- Classes of positions unique to the Unified Court System which do not elect collective bargaining or whose per annum salaries are \$16,000 or over will be considered by the Administrative Board and the City of New York for salary adjustments which may be made retroactive to July 1, 1964.

- Classes of positions not unique to the Unified Court System shall not be eligible for collective bargaining under these procedures. Such classes shall receive adjustments similar to those received in the executive department of the City of New York which may be made retroactive to July 1, 1964.

- Classes of positions presently not unique to the Unified Court System, but due for conversion to classes of positions which will be unique to the Unified Court System shall be covered under paragraph 4 for present and retroactive effectiveness. These classes shall be covered under paragraphs 2 or 3 as the case may be for effectiveness July 1, 1966 and thereafter.

- Employees earning per annum salaries greater than the stated maximum for a class of position shall be considered by the Administrative Board and the City of New York for salary adjustments at the same time as are their respective classes of positions.

- For employees, whose salaries will be adjusted under paragraph 4, the City of New York shall process modifications some time after January 1, 1966 which will provide the necessary appropriate adjustments.

Robert D. Stone Is Profiled In Magazine

ALBANY—Robert D. Stone, deputy commissioner of the State Office of General Services, is featured in a special article in the agency's Searchlight publication as one of the men "responsible for the continued success" of the organization.

The article, first in a series on OGS personalities, reviews Mr. Stone's background in college and as an attorney.

It reports on his World War II service with the U.S. Army and Air Force for four years, including combat in France, Belgium and Germany.

"In 1955," the article notes, "Mr. Stone received a United States Junior Chamber of Commerce Distinguished Service Award

Recruiter

ALBANY—Sam Freeman has been promoted to chief recruitment representative, replacing Cecil Brolyer in the State Civil Service Department.

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'If I Were Mayor—'

Idea Contest Gives Practice, \$1,000 And Gold Medals

"Now, if I were Mayor..." Almost every New Yorker has had or thought that phrase. In recent weeks, 2,741 civil service employees from Montauk to Niagara Falls have had a chance to get their pet ideas before a listening chief executive.

In a competition that has elicited 2,741 suggestions to date, public employees who work for City, County, State or Federal agencies have presented 15 bushels of suggestions in an "Idea Award Program" sponsored by the Civil Service Leader. Financed by the Jerry Finkelstein Foundation, a philanthropic organization founded by its publisher, the competition has brought forth proposals on traffic, crime, mass transit, taxation policies—and even mosquito control. If the new administration of Mayor-elect John V. Lindsay wants advice from his public, here he will find a large reservoir that comes from men and women who actually run government.

Positive Thinking

One reader suggested that an emergency electrical supply be put into effect by the City. He said that during the blackout in November there was concern that vital services would be affected by the electrical failure.

The emergency supply would be able to provide minimal service to hospitals, the transit system and other vital areas that depend on electrical power.

Another proposal suggested was one that would, if put into use,

eliminate traffic congestion because of automobile breakdowns on major streets and highways.

Under the suggestion, helicopters would patrol these major arteries and, when necessary, "swoop down and pick up vehicles that have broken down and move them to the shoulders of the road."

Other ideas have dealt with cleaning of the subways to make them more attractive to ride in; the creation of a City Department of Promotion to create a better image around the country for the City of New York and one entry said that crime in the streets could be deterred if a policeman was put into a lighted box on street corners so that people would know exactly where to contact an officer if he was needed.

Other awards in the same competition are being presented by the New York State Civil Service Employees Assn. and the New York City Terminal Employees Local. Mayor-elect Lindsay himself indicated that he was both pleased and impressed by the competition. From the lot perhaps will come the answer to some of the obvious and some of the not so obvious problems that plague New York's vast administration.

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Louchheim To State Social Welfare Dept.; SSEU Wants 'Man Of Action' Appointed

Commissioner Joseph Louchheim of the New York City Department of Welfare has been appointed, effective January 15, 1966, as the Deputy Commissioner for New York City affair in the New York State Department of Social Welfare.

Louchheim has forwarded his resignation, effective Dec. 31, to Mayor Robert Wagner.

This will now leave the Department's top post open for Mayor-elect John V. Lindsay to fill. A spokesman for the Mayor-elect told The Leader that no decision had been made on a replacement. Lindsay's office knew nothing of the appointment of Louchheim at the time.

The Social Service Employees Union, which represents most of the professional people in the City department, and has had many dealings with Commissioner Louchheim, was also unaware of his leaving.

Joseph Tepedino, president of SSEU told The Leader that when Louchheim took over from James Dumpson, "we withheld judgement on him to give him a chance and see what he could do. We have found out since that he has done very little."

Tepedino continued, "It is too bad he is not taking more people with him. If he wanted to, he could help us in his new post."

The union leader said, "we need a man with a good knowledge of the field of public assistance and who is also a man of action. He would have to have a healthy outlook on unions. The new commissioner should also be someone who can take our contract more seriously than Dumpson and Louchheim."

Louchheim told The Leader that in his new duties he would supervise the operations and workings of the Social Welfare Department in the City.

On better liaison between the State Department and the unions, which have requested meetings and revisions of certain welfare laws, Louchheim said that he would have to wait and after consultations with Commissioner Wyman of Social Welfare, he would then have to follow his orders.

I am a deputy to Commissioner Wyman and must do what he says," Louchheim said. "It would

McQuilkin Leaving

(Continued from Page 14) number of years. Under the chain of command, McQuilkin has been directly responsible to Petrovick for the activities at Brooklyn.

RIF

Dolan reported that at Leader press time he had received notice that 375 men would be RIF'ed (Reduction in Force) effective Jan. 7.

However, as this era of Brooklyn Navy Yard history comes to and end, a new one begins. Although one that will last only six months, this could be the beginning of a new relationship between civilian employees and the military establishment, an era that will see the yard doors close for the last time.

It will be during these next few months that the hard core of navy yard civilian workers will be told that their services are no longer needed, but that they have to place the last nail in the coffin, that was once the proudest ship-building facility in the United States.

be premature for me to comment now on what I will do when I take my new post," he concluded.

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FINISH COURSE — Pictured above are the group that completed a course recently at Marcy State Hospital on "Fundamentals of Supervision." From left, they are: bottom row, Gertrude Rice, R.N., leader; Katherine Ray; Marion Fox, R.N.; Louisa Oaks. Second row, Miriam Quackenbush,

R.N.; Matilda Hodge; Genevieve Pelo; Joanne Podoris; Betty Small. Third row, Joseph Vrooman; Marion Gifford, R.N.; Evelyn Harney; Sophie Affolter; Laura Podkowka. Top row, George White; Glen Gardner; Ted Sychtysz; John Baylis. Affolter; Robert Williams; Edward Baylis. Absent John Shaw.



APPRECIATION — On the occasion of his retirement after twenty-seven years in State service, Herbert D. Ives, a license investigator in the Department of State's Binghamton office is presented with a certificate of appreciation by Secretary of State John P. Lomenzo, at the right. The certificate was presented at a farewell party tended him by his fellow workers in Binghamton office at the Arlington Hotel recently.



SUPERVISION COURSE — Finishing a course in "Fundamentals of Supervision" at Willard State Hospital recently were: seated, left to right: L. Murray Olmsted, Jr.; Mrs. Julia S. Perry; Dr. Anthony N. Mustille, Director; Mrs.

Alta E. Boyer; Arthur B. Phillips, instructor in the course in "Fundamentals of Supervision." Standing, left to right: James F. Bradley; Earl D. Cool; John H. Kopsa; James J. Dalusie; James E. Rogers; Arthur B. Cole; Alton R. Conkling; Dr. Emanuel Rechter, assistant director and John Frumento.



MERIT AWARD — Lloyd Herbert, a clerk with the Regents Examination and Scholastic Center of the State Education Department is presented a merit award and check for \$25 by Deputy Commissioner of Education, Ewald B. Nyquist, left, while Dr. Sherman Tinkelman, Assistant Commissioner of the Center, looks on at right.

Erie CSEA Creates New Highway Unit

(From Leader Correspondent)

BUFFALO—Erie chapter of the Civil Service Employees Assn., battling an AFL-CIO labor union to represent workers at the Erie County Highway Department, elected officers recently of a new Highway unit.

Donald W. Wagner of Eden was picked as the first president of the new group at a meeting in Leonard Post VFW, 2000 Walden Ave., Cheektowaga.

Others Elected

Other officers are: vice president, Wallace A. Norris, Collins; secretary, Al Coia, Springville,

and treasurer, Gary Barrow, East Aurora.

On the Constitution & By Laws Committee are: Will Browning, Buffalo; Frank Lewalski, Cheektowaga; Elmer Smith, Derby; Leslie Hussey, Lawtons; Fred DiPasquale, Lancaster; Lester Cor-

nell, Eden, and Jack Heinrich, Angola.

Henry J. Gdula, regional CSEA representatives, discussed the State Civil Service Law and Erie County personnel rules.

Installation Dinner

Officers will be installed at a dinner-dance to be held in mid-January or early February. CSEA personnel from Albany, elected Erie County office holders and officers of other Western New York CSEA chapters will be invited to the dinner-dance, to be held at the Leonard VFW Post.

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



RETIREES — Mae McCarthy Mackey was honored recently at a retirement party after 25 years of service at Hudson River State Hospital. Mrs. Mackey was senior stenographer to Henry Emmer, business officer. She was active in the Civil Service Employees Assn., serving as secretary of the hospital chapter for 15 years. Pictured above are: from left, Raymond Joyce, assistant business officer of the Hospitals; Mrs. Joyce and Rev. Francis P. Rowley.