

Civil Service LEADER

America's Largest Weekly for Public Employees

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CSEA

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Candidates

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Feily Charges Mental Hygiene Department With Evading CSEA Concern On Staffing Problems

(Special To The Leader)

ALBANY, Aug. 16—Attempts by the Civil Service Employees Assn. to determine whether or not ward staffing in State Mental Hygiene Department institutions is adequate were rebuffed by Dr. C. F. Terrace, acting Mental Hygiene Commissioner, on the grounds that CSEA was attempting to improperly interfere with management.

In a letter to Dr. Terrence, Joseph F. Feily, CSEA president, questioned the ratio of ward service employees to patients, basing his inquiry on reports that in certain institutions the ratio was insufficient for proper patient care.

Dr. Terrence's reaction was to accuse the Employees Association of bordering on "being presumptuous." Feily's reply, in essence, pointed out that his original question was still unanswered.

In order to fully illuminate the CSEA inquiry and Dr. Terrence's attitude towards Employees Association interest and concern in staffing problems the exchange of letters is presented in full.

Feily's Letter

"On July 13, 1965, we contacted Mr. Granvill Hills and expressed to him the concern of our members at Brooklyn State Hospital over the fact that some Attendant and Nursing Items were being transferred from Brooklyn State Hospital as a result of a decrease in the patient population at Brooklyn.

"We understand that the items transferred from Brooklyn were vacant items, and as such, did not involve the actual transfer of any employees. The reduction in the number of Attendant and Nursing Items at Brooklyn State Hospital is cause for serious concern on our part as well as on the part of the Department of Mental Hygiene. By transferring vacant items from an Institution, such as Brooklyn State Hospital,

where a reduction in the patient population affords a more adequate patient-ward employee ratio, to another Institution because of a more urgent need, does not and cannot lead to a permanent improvement in the staffing of New York State Mental Institutions. It is our understanding that some Institutions are so understaffed, with respect to ward personnel, that one can find wards to which no full-time Attendant assignment is made. Such a situation is not only dangerous to the ward employees but also leaves much to be desired in terms of patient care.

"On several occasions, we have requested, through Mr. Hills, that we be sent a copy of the monthly statistical report of the Department of Mental Hygiene which shows the "movement of patients and ward service personnel." In each instance we have been told that this report is for administrative use only and cannot be made available to us. Each time we requested that the report be made available to us, we also gave a verbal guarantee that we would not publish or print, in any form,

(Continued on Page 16)

CSEA's Pay Increase Task Force At Work

ALBANY, Aug. 16 — The first step toward gaining State employees a "substantial salary increase in 1966" was taken last week with the announcement by Joseph F. Feily, president of the Civil Service Employees Assn., that Solomon Bendet, chairman of the CSEA Salary Committee, had called a meeting of the Association's pay increase task force for Aug. 19 in Albany.

Bendet said the committee will set a program of basic tactics for getting fatter pay checks based on the thesis that "the taxes, the money and the pledge to provide State employees with a salary increase are there."

The committee chairman declared that "getting the salary increase we were unjustly denied this year will not be sufficient. We need those funds and more, in order to keep pace with increased living costs and to reach par with persons performing similar jobs in private industry."

Bendet's committee will evolve a salary resolution that must be approved by delegates at the annual meeting in October.



APPOINTED — State Industrial Commissioner M.P. Catherwood has announced the appointment of Leon Klimenko, above, as Deputy Industrial Commissioner for the Department's New York City office.

Quick Action Sought On Air Conditioning For 80 Centre St.

ALBANY, Aug. 16 — The Civil Service Employees Assn. has urged the Office of General Services to take early action to air-condition the state's 80 Centre Street Office Building in New York City.

In a letter to Gen. C.V.R. Schuyler, commissioner of General Services, Joseph F. Feily, president of the Employees Association, said "our many members employed by the various agencies

(Continued on Page 16)

Title Appeal Heads List Of L. I. Park Commission Goals Set For CSEA Action

ALBANY, Aug. 16—A 14-point agenda, submitted to the Long Island Park Commission by representatives of the Civil Service Employees Assn. at a recent meeting, was released today by the Association.

Heading the agenda was a discussion of the reclassification and reallocation appeal for Commission policemen, now on file with J. Earl Kelly, director of the State Division of Classification and Compensation.

The commission representatives said they would continue to support the appeal, which was filed by the Patrolmen's Benevolent Association with the support of CSEA. It was pointed out that, a week previous to the meeting, Commission President Perry B. Duryea and General Manager Sidney M. Shapiro had met with Kelly, urging his approval of the requests. An early reply from Kelly is expected.

Among other items on the agenda were:

- Need to keep the current promotion list for Traffic and Park Sergeant and Lieutenant in existence for its full four years.
- Cash payment for accrued overtime.
- Patrolmen allowed to use personal leave during summer months.
- Two grade differential between patrolman and detective patrolman. Also expansion of detective bureau and appointment of officer rather than sergeant to head detective bureau and the appointment of an additional sergeant.
- Patrol cars turned in at 75,000 miles.
- Allow personnel to take off

(Continued on Page 16)

Legislative Scoreboard

(Special To The Leader)

ALBANY, Aug. 16 — A final tally of public employee measures enacted by the legislature and signed by Governor Nelson A. Rockefeller has been released to The Leader by the Civil Service Employees Assn.

The report also includes bills that were passed but not signed and bills that received action in one of the two houses of the State Legislature.

The bill descriptions include Intro-numbers and sponsor.

The complete report follows: Final report for the 1965 Legislative Session.

Legislature convened—January 6, 1965.

Legislature adjourned—July 22, 1965.

Number of bills introduced in assembly—6,174.

Number of bills introduced in Senate—4,742.

(Continued on Page 8)

Don't
Repeat This!

(The following column is the second in a series that will present the civil service platforms of the candidates for the office of New York City mayor. These articles are being presented as they were submitted—The Editor.)

The Mayoralty Race

Screvane Pledges Expert Negotiator To Speed Bargaining

PAUL R. Screvane, City Council President and a candidate for the Democratic nomination for Mayor of New York City, has pledged a progressive program for public employees

(Continued on Page 13)

NYS Employees Brotherhood Committee Plans For 1966 Luncheon At Commodore Hotel

The Brotherhood planning committee, which represents the 12 recognized employee organizations of New York State civil service workers is already in action for the 1966 Brotherhood observance. The planning committee is headed by A. B. Shavelson, president of The Jewish State Employees Association. The Brotherhood Committee is hopeful that it can successfully

pretending brotherhood and that the practice of brotherhood will become a daily way of life, instead of an annual observance.

Annual Luncheon

Grand scale plans are being made for the seminar and Brotherhood Award Luncheon to be held February 17, 1966 in the Grand Ballroom of The Commodore Hotel in New York City.

Representatives supporting Shavelson are as follows: Marvin Braham, State Tax Examiners Association; Adele Dubois and Austin M. Smith; Sylvia Greenbaum, Florence Polett, J.S.E.A.; Bertram Harris, Sylvia A. Horowitz. (Continued on Page 15)

develop, through the combined efforts of the employee organizations, a new concept of inter-

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.

The President—A Pro

WE ARE MORE convinced than ever that every working newspaperman, particularly those covering government, should take an intensive, graduate course in public relations.

OUR STRONG opinion was confirmed after reading Ben H. Bagdikian's article, "Press Agent—but still President," in the summer issue of the "Columbia Journalism Quarterly." Of course, Mr. Bagdikian was writing about Lyndon Johnson.

FOR JOURNALISTS successfully completing the public relations course, there should be an important professional dividend: their petulance and naivete won't show so clearly in the sharp contrast of black type on white paper.

THE TONE OF Mr. Bagdikian's article—and its contents—was clearly meant to shock and appall his readers. On the contrary, we were pleased to learn from Mr. Bagdikian that, in addition to his many other talents, President Johnson is a top-notch public relations practitioner and a first-rate press agent.

WE HAVE SAID again and again during the past 4½ years that a government executive's administrative and political skill and effectiveness is immeasurably increased by his skill and effectiveness in public relations.

FIRST, HE must have good—preferably outstanding—performance. Second, this performance must be exercised in the public interest. The third and final step in successful public relations is

communicating this performance through all possible media.

WELL, WHEN a magazine such as "Time", not particularly known for its kindness to anyone of the President's political persuasion, reports that "the people consider him a remarkably effective President", Lyndon Johnson must have some pretty good performance to go with his successful public relations.

MR. BAGDIKIAN says that President Johnson "has proved himself an indefatigable practitioner of the art of public relations and is "deeply committed . . . to his public relations practice."

WRITES MR. Bagdikian: "He is not just another flack (press agent). He is a PR man in his . . . (Continued on Page 15)

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CSEA Candidates For Statewide Office

EDWARD CROFT Candidate For President

Ed Croft's civil service career started in 1935. He has worked with the Employment Service in Staten Island, New York City, Westchester, Long Island, Batavia, Amsterdam and is presently assigned to Rochester.

Ed Croft has been an active member of the Civil Service Employees Assn for over 25 years. His first committee assignment as a CSEA member was in the late



1930's when he was appointed a member of the Division of Employment special committee for the Metropolitan area. Since then he has served on many local chapter committees and served several years as president of the Metropolitan Division of Employment chapter. He has been chairman of the Statewide Special Division of Employment Committee for many years and has been very active in negotiating for employees' rights under the civil service merit system. He has been especially active in the fight for re-allocation and upgrading of Division of Employee titles for many years. He is a member of the statewide oral examination committee and has fought consistently against the manner in which the State Civil Service Commission conducts oral examinations.

While assigned to the Metropolitan area he was a member of the Brotherhood of State Employees and acted as chairman and vice-chairman on several occasions. He has always been active in inter-racial affairs.

Croft is presently a member of the following committees and organizations:

Monroe County Human Relations Board—Employment Committee; Rochester School for Practical Nursing—advisory board; Monroe County Area Vocational Education Study; American Society for Public Administration; Council of Social Agencies, and Rochester Regional Interdepartmental Rehabilitation Committee.

Monroe County Youth Board—work, training committee; Genesee Valley Personnel and Guidance Association; International Association of Personnel in Employment Security; Work and Social Adjustment Program—Mental Health Chapter of the Health Association.

Croft was awarded the Employee Performance Award and Honorable Mention in the State Merit Award Contest by the IAPES in 1964.

JOSEPH F. FEILY Candidate For President

Joseph F. Feily, currently serving his third term as president of the Civil Service Employees Assn., is seeking re-election on the basis of his past performance as leader of the 130,000-member organization and concerning the future of CSEA in terms of tasks yet to be completed.

During Feily's term of office, the Employee's Association has grown to be the largest independent employees organization in America in terms of actual membership; State employees have received four salary increases in grade and three in terms of take-home pay because of the adoption of a non-contributory retirement plan; local government employees have had the door opened to them on the same non-contributory



retirement system because of permissive legislation and have, as well, been able to choose from the health insurance programs for State employees improved during the Feily administration.

In terms of the future, Feily has dedicated himself to a salary program for State employees that will truly make them peers with their counterparts in private industry and has dedicated himself to the task of bringing local government aides to the same stature economically and professionally as State and Federal employees.

In terms of the inner CSEA, Feily wants to complete his original plans for the headquarters expansion that is needed for the material needs of the Employees Association and to complete the legislative goals he has set for both State and county members.

RAYMOND G. CASTLE Candidate For First Vice President

Ray Castle is the present first vice-president of the Association and is a candidate for re-election.

He offers a record of leadership and accomplishment to his fellow workers in Civil Service. He joined CSEA on the same day he became Regional Manager with the Commerce Department and has served on many Chapters, Conference



and State Committees. He served four years as president of Syracuse Chapter; two years as president of Central New York Conference; chaired the Special Committee on the Need for a New York City Association office; five years as member of State Education Committee (Chairman two years); as member of the Special Committee to Study Nomination and Election Procedures and Chairman of the Special Committee to Define Duties of Association Committees. He was fourth vice-president for two years; completed two terms as second vice-president and is currently first vice-president. During this time, he was on the Board of Directors' Committee and he was State Consultant to the Constitution and By-Laws and the Public Relations Committees.

Ray Castle has constantly worked to establish Civil Service employment as a dignified, desirable and useful career-profession.

Through his years of service, he has become thoroughly familiar with the problems and desires of employees and the administration of the Association. At the same time, he has carried on a vigorous

and dedicated campaign for adequate and equal salaries; effective grievance procedures; better working conditions and a program of improvement in tenure, vested-rights and retirement liberalization.

His record of hard work and achievement is a solid guarantee of future service for the improved well being and security of Civil Service employees through increased employee benefits and better working conditions. It is his earnest hope that he will continue to merit your support.

THEODORE T. WENZL Candidate For First Vice President

Ted Wenzl was born in Port Chester, New York. After having been a mathematics teacher at Oceanside, Long Island, he moved to Albany in 1940, as a career employee in the finance division of



the New York State Education Department. Through competitive examinations he advanced through the ranks of senior, assistant, associate and bureau chief in finance. In 1954 he became the director of the Division of School Financial Aid. Since August of 1964 he has been an assistant executive secretary in the New York State Teachers Retirement System.

Always an active member in the New York State Civil Service Employees Association, he served as president of the Education Department Chapter for three years and was president of the Capital District Conference for two terms. Ted has been treasurer of the State association and has been a member of the board of directors of the Association for many years, serving on numerous committees, among them the grievance, salary and budget committees. Presently he is chairman of the Pension Committee and of the John J. Kelly Jr. Memorial Scholarship Fund.

In his community, Ted is president of the Bethlehem Central High School Men's Association and he has been president of the Delmar Public Library since 1950. His area-wide activities include being a member of the executive committee of the Upper Hudson Library Federation and he is secretary of the alumni board of directors of his fraternity at Rensselaer Polytechnic Institute.

Ted is seeking the office of first vice president because he believes the enormous growth of the CSEA requires new techniques in leadership and practicality plus experience with the past and the great traditions of CSEA. In this context, Ted feels he can offer new ideas that do not interfere with the nature of CSEA but will enhance its future in the struggle to maintain its uniquely individualistic merits against the onslaught of labor unions and others greedy to misuse the sincere and dedicated nature of the Employees Association.

IRVING FLAUMENBAUM Candidate For Second Vice President

Irving Flaumenbaum, who is seeking election as second vice president, has always had as his motto "CSEA, not labor unions, is the answer to public employee problems." Flaumenbaum feels the proof in this is the growth of his own chapter, Nassau County,



from a few hundred to over 10,000 members.

Flaumenbaum offers a background of organization, civic and charitable activity that he feels would lend new weight to solving public employee problems and increasing CSEA membership.

Among some of his organizational activities have been: chairman of the Boy Scout Fund Drive of Baldwin, N.Y.; president of the Welfare Employees Association (1952-1958); president of the Long Island Industrial Recreation Association (1962-1964); chairman of the Nassau County Employees Division L.I. Fund (1962-1964); chairman of the Nassau County fund raising dinner; member of the Civil Service Employees Assn. Political Action Committee.

Flaumenbaum is a member of the committee to raise funds for the New Civil Service Employees Assn. Headquarters, served on its Publicity Committee, "No-Strike Clause Committee," Special Committee to Consider Methods of Direct Dues Payments; co-chairman of the Statewide Membership Committee; member of Publicity Committee for Long Island Conference; since 1955, president of the Nassau County Chapter which during this period grew from 500 members to more than 10,500 members. Flaumenbaum is a member of the Nassau and Suffolk Legislative Committee.

VERNON A. TAPPER Candidate For Second Vice President

Vernon A. Tapper is a native Syracusan and a graduate of North High School and Central City Business School. A career employee of the Department of Parks, City of Syracuse for the past thirty-four years, he is currently Superintendent of Parks in this same Department.

One of the organizers and first president of Onondaga chapter, he has served on the State Board



of Directors for the past 18 years and is presently second vice president of the Association and chairman of the County Executive Committee. In this capacity he has been instrumental in developing an educational program for the committee's monthly meetings. Much of his vacation and evening time he has spent furthering the work of the Association.

A keen student of civil government, he has consistently worked towards establishing effective employer - employee relationships with opportunity for worker par-

ticipation in the formation of sound policies and practices in tenure, salaries, retirement liberalization and other fringe benefits. He has served on practically every committee of the Association and is well versed in Association affairs. He is currently serving as consultant to the insurance, education, membership, personnel and legislative committees.

A member of the Boy Scouts for the past fifty three years he holds both Scoutmasters Key and Silver Beaver Awards for outstanding service to Boyhood. He is President of Dawn Memorial Park Cemetery Board and a Past Master of Salt Springs Lodge No. 520 F. & A.M.

His past record of hard work and achievement for the Association is its own guarantee for future service to its members.

CHARLES E. LAMB Candidate For Third Vice President

Charles E. Lamb entered State service in 1937 as a Correction Officer at the State Vocational School; also worked at Auburn and Green Haven State Prisons. Presently assigned as a Correction Sergeant at Sing Sing Prison.

For over 25 years, Charlie has been elected by Civil Service Employees to represent them in various capacities where he has worked actively and untrillingly in their



behalf in securing adequate salaries, improvements in retirement and other increased employee benefits and improved working conditions.

Charlie was the writer of "Correction Corner" column in The Civil Service Leader.

On the State CSEA level Charlie has served two terms as fifth vice-president, two terms as fourth vice-president and one term as third vice-president, which has given him the opportunity to experience and understand the problems of all members of CSEA.

Other elected and appointed posts held were president, vice-president, secretary, and chairman of Resolutions, Legislative and Publicity Committees of the Southern Conference; departmental representative of the Correction Department of the CSEA Board of Directors; president and secretary of the Correction Department Civil Service Conference, and legislative chairman, State-wide Prison Officers' Conference.

Also, delegate, secretary and chairman of Legislative, Publicity and Membership and Executive Committee of Sing Sing Prison chapter, president of Correction Department Uniform Supervisors Association.

Charlie was also elected or appointed to the following State wide CSEA committees as chairman or consultant—Resolutions, Legislative, Membership, Grievance, Political Action, Salary, Personnel, Directors and Leader Contract.

HENRY SHEMIN Candidate For Third Vice President

Joseph F. Feily, CSEA president, since 1959, has appointed and reappointed Henry Shemin as chairman of the Resolutions Committee, which is responsible for drafting the program of the

U.S. Service News Items

By JAMES F. O'HANLON

Defense Asks 36,000 Additional Workers

Secretary of Defense Robert S. McNamara, testifying before a Senate subcommittee has voiced a need for his department to hire an additional 36,000 civilian employees this fiscal year to support U.S. military operations in Viet Nam.

Under McNamara's plan the additional workers would be "direct hires." These are workers hired directly by agencies on a temporary basis when no list of eligibles are available. They have no civil service status, cannot be promoted or transferred to other jobs and can be separated by the agencies at any time. The primary use of the new employees would be accelerated munitions transfer and stepped-up arms production. Most would be allocated to field activities such as arsenals

and supply centers. This program, in addition to other defense buildup costs, prompted McNamara to request a total of \$1.7 billion "to gear up the production machine."

New Closing Time

The U.S. Civil Service Commission's New York Information Office at 220 East 42d Street has extended its closing time from 5 week as a result of President p.m. to 6:30 p.m. started last Johnson's call for more effective communication between Federal agencies and the public.

Lawrence H. Baer, the Commission's Regional Director, announced that the later closing time will be observed every work day, Monday through Friday, until further notice.

Post Office Employs 49,888 Women

President Johnson recently received a report that a record total of 49,888 women are now employed by the Post Office. The figures, assembled by computers, give the first accurate count of female employment in the Postal Service.

Lady letter carriers, virtually unknown some years back, account for 370 of the distaff jobs as compared to the 104 employed in 1960. In some 34,000 post offices, the top jobs are held by 13,005 lady postmasters—about 38 percent of the total.

"This probably give us more women 'branch managers' than any organization or business in the nation," Postmaster General John A. Gronouski told the President.

Outstanding Performance

Clarence L. Cobert, of Plainfield, N.J., management analyst in the First Army Comptroller Office at Governors Island, has received an outstanding performance award, and a quality-step salary increase. Colonel Laurence T. King, Deputy Chief of Staff, Comptroller, made the presentation.

Cobert has worked as a Federal employee in the Army finance field since 1946 at Ft. Hamilton, Brooklyn, N.Y., and at Camp Kilmer, N.J., and has been with First Army since 1955.

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

Wage Hike Developments

The House Post Office and Civil Service Committee has approved the 4.5 percent Federal and postal pay increase bill, including a bonanza of new fringe benefits and has stated its determination to bring the measure up rapidly for a House vote. The bill has been called the "best bill that could have come out under the circumstances."

Although there were other statements to the affect that the White House was in accord with the subcommittee proposal, the Administration's resistance to what might be termed inflation-provoking wage increases is growing strong once again as the time grows near for the Senate Post Office and Civil Service Committee to begin its pay hearings.

In the Senate, the full committee and not a subcommittee will manufacture the pay proposal in order to expedite enactment.

Last week President Johnson let it be known that he believes the House pay bill could lead to demands throughout the economy for higher wages and result in higher prices.

The President noted that he has signed two military wage step-ups in the past twenty months and recommended what he considered to be equitable wage increases for Federal civil servants.

He said he hoped employees "... who will benefit from the recommendations that we have made on all this legislation this year, will not ask for any special privileges over and above what we ask the rest of the country to follow."

He noted that both he and President Kennedy have waged a campaign to cut down inflationary wage increase spirals in private industry. President Johnson said "... I do hope that I am not confronted with a request from the unions and from the employers of this country that say to me; Mr. President, you are an employer and you decided that you could give X-percent raise increase; and we think we ought to be allowed to have the same privilege that you have; because if you do that, you are going to promote inflation, and our whole noninflationary price policy is going by the wayside."

President Johnson said: "... it is going to be pretty difficult

for the President to be the first person to be the chief wrecker of a noninflationary wage and price policy."

CSC Warns: Do Not Cancel Health Insurance

The Civil Service Commission is cautioning all retirees under the Civil Service retirement system not to cancel any of their health insurance coverage because of the passage of Medicare. A notice to this effect is being mailed out with the September 1 annuity checks.

The notice points out that the benefits of the Medicare law will not begin until July 1, 1966. The Commission will give retirees 65 years of age or older full information on how Medicare affects civil service annuitants in plenty of time to qualify for benefits if they are eligible. This detailed information will help qualified annuitants to make informed decisions.

The same caution not to cancel present health insurance coverage applies also to active employees who may be eligible for Medicare.

Buffalo Area List Published

BUFFALO, Aug. 16 — The State Civil Service Commission today listed Buffalo-area qualifiers in recent examinations. The list:

Clerk, Erie County Health Department, \$4,230-\$5,340, Bertha Melloch, Tonawanda; Sylvia Lukowski, Buffalo, and Jane E. Hodge, Buffalo.

Clerk, Erie County Public Works Department, \$4,230-\$5,430, Petrina M. Pace, Buffalo.

Stenographer Erie County Health Dept., \$4,600-\$5,900, A.M. Baginski, Buffalo; Amelia Mroz, Buffalo; Bertha Melloch, Buffalo; Sylvia Lukowski, Buffalo.

Engineering technician, \$5,200-\$6,385, Joseph Zelasko, West Seneca; Dorr F. Town Westerfield; Karl E. Stadler, Orchard Park; Frank DeGeorge, Buffalo; Louis Lodinski, Tonawanda.

Senior landscape architect, \$10,090-\$12,110, Roy V. McCready, Tonawanda.

Racing Commissioner

Governor Rockefeller announced the recess appointment of Vincent de Roulet, Manhasset, Long Island, as a member of the State Racing Commission for a term ending May 1, 1966.

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67 New Patrolmen Added To Housing Authority Police

A new class of approximately 67 patrolmen were sworn in this week at the Housing Authority's new police training center, 684 Water St. The men will be sworn-in by vice-chairman Ira S. Robbins.

The new class of 67 men will bring the Authority's police force to a new high of 973, an increase of 379 percent over the 203-man force when Mayor Wagner took office in 1954.

In 1954, the population in Authority developments was 240,000 persons and a police force of 203—one officer for every 1,183 residents. Today, the Authority's population is 531,000 persons and a police force of 973—one officer for every 546 persons.

Housing police today are receiving more money and greater benefits than ever before.

The recruits are now being given a seven-week course of academic instruction plus one week of field duty. They will receive 200 hours more instruction than the minimum standard set by the Municipal Police Training Council of New York State.

The seven-week course will include physical training and defensive tactics; a first-aid course approved by the American Red Cross; the firing of 300 rounds of ammunition during an intensive 48-hour course in the proper handling of firearms; a course on court procedures, rules of evidence and arrest techniques to be given by the Federal Bureau of Investigation; a course on discrimination and civil rights by the New York State Commission on Human Rights and a lecture on juvenile delinquency by Arthur Cohen, Executive Director of the Grand Street Settlement.

During the one-week field training period, the recruits will patrol the various developments accompanied by experienced Housing Authority Patrolmen to acquaint them thoroughly with their duties and responsibilities. Diplomas will be presented at

graduation ceremonies tentatively scheduled for October 8.

The Authority's new Police Training Center set up in Vladeck Houses at Water and Jackson Streets, includes gymnasium facilities for physical training as well as classrooms and administrative offices. Instruction in handling of firearms and marksmanship is given at the 69th Regiment Armory.

Joseph F. Weldon is the Authority's Chief of Housing Police.

Search For Govt. Employee of Year

The search to find the outstanding individuals among the Federal, State, County, and City employees in the Capital District is currently under way. The program is sponsored by the Advisory Council of G-E-X Inc. of Albany.

Leading officials from all levels of government and the Civil Service Employees' Assn. are expected to attend an Awards dinner to honor the four winners, who will be presented with a \$100 U. S. Savings Bond and a special plaque emblematic of the award. The dinner is scheduled for Monday, October 11, 6:45 p.m. at the Holiday Inn, Route 5, Albany, N.Y.

Many nominations are presently being submitted, and the selection committee anticipates much difficulty in reaching their final decisions.

Winners will be chosen on the basis of outstanding performance in his or her work, special con-

Last Week To File For Sanitationman Jobs, Pays \$5,540+

One week remains for filing for sanitationman jobs with New York City. The final date to file for these jobs which pay from \$5,544 a year is August 24. In addition to the salary, liberal fringe benefits such as sick leave, holiday pay and health insurance plan choice are offered.

The written examination for the position will be given on February 5, 1966, according to the Department of Personnel schedule. This will be qualifying only with placement on the eligible list determined by the physical examination which has a 70 percent passing mark.

Because of the extraordinary physical effort required by this position, an age limit of 40 has

been determined by the Civil Service Commission. This does not apply to veterans who may subtract the time in military duty from their actual age.

Applicants must be not less than five feet, four inches in bare feet and must be of normal weight for the height.

Required vision is 20-40 in each eye (corrected), each eye separate. Candidates may be rejected for any disease, injury or abnormality

such as hernia, color vision, heart or lung defects, poor hearing or varicose veins.

At the time of filing, candidates must hold a valid drivers license issued in New York State and must be qualified to operate a class 3 or larger vehicle at the time of appointment.

Do not try to file for this examination except during the filing period scheduled for August 4 through 24, 1965.

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tributions to their unit, length of service, personal attributes and community endeavor. Selection of the winner will be made by the G-E-X Advisory Council.

To nominate your favorite Government Employee of the Year write for the Federal, State, County or City nominations to:

G-E-X "Government Employee of the Year" Committee, C/O G-E-X Inc. of Albany, 711 Troy-Schenectady Road, Latham, New York

Additional information may be obtained by contacting G-E-X at ST 5-5801.

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TUESDAY, AUGUST 17, 1965

Another Job Well Done

BUT for the brave efforts of some 500 firemen called to quell a 10-alarm fire last Thursday in the Greenpoint section one can imagine what would have happened to one of Brooklyn's oldest neighborhoods.

These public servants waged a battle against the flames in a four square block area for many hours before they were allowed to return to their firehouses, bone weary, to await their next response.

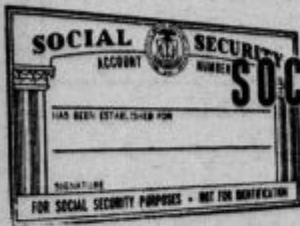
Twenty-four-hours later many were still at the scene.

The blaze took on such major proportions that other City departments had to stand ready to assist the firefighters—not in firefighting but in other ways.

Police had to be summoned to set up road blocks to divert traffic from the area thus preventing interference with the firemen. The Sanitation Department sent men to assist in the removal of the rubble. The Department of Water Supply, Gas and Electricity had crewmen standing by in case water pressure fell below that required by Fire Department pumps. It must be noted that Fire Commissioner Scott ordered the use of the brand new super-pumper to draft water from nearby Newtown Creek to supply pumps. This plus the use of fireboats to draft additional water netted the City a saving of at least 12 million gallons of the now-scarce water.

Transit officials, traffic supervisors and members of the Mayor's emergency committee which encompasses employees from practically all City departments stood by to help. Although the firefighters took the brutal punishment which only they are capable of enduring, all other departments stood ready to assist in any way possible.

Another job well done by your public employees.



SOCIAL SECURITY Questions and Answers

Where does a domestic employer get information and the necessary papers to file?

Forms may be requested through your social security office or directly from the District Director of Internal Revenue in your area.

I estimated my earnings for 1964 as \$1,500. Based on this estimate, I received benefits for some months. Since my actual earnings were less than \$1,500, do I have to file a report of my earnings with the Social Security Administration?

Yes, it may be possible that you are entitled to more benefits than you received last year, as your actual earnings were less than your estimate. This can only be determined after your annual report of earnings is filed.

I am a 68-year-old Federal Government employee. The only work I have ever done under social security was part time work every Christmas in a department store. Would there be any point

in my asking about social security?

Yes, you definitely should get in touch with your nearest social security office. There have been liberalizations in the law in recent years, and your Christmas work may be sufficient to qualify you for a monthly benefit.

I plan to do part-time work. I was married 6 years ago and my social security card still has my maiden name on it. Can I use this card or should I get a new one?

You should get a new social security card showing your present name. To do this, obtain Form OAAN-7003, "Request for Change in Social Security Records," from your local social security office or from your postmaster. Fill out the form, attach your present social security card to it, and mail it to your social security office. A new card will be issued to you showing the same social security number but with your present married name.

What's Doing In City Departments

This year's New York City Youth Board accelerated recreational program, providing hundreds of social functions for teenagers throughout the City is emerging as the most successful of its kind in the Agency's 17-year history. The many dances and parties which have already taken place and those which are scheduled for the near future are making this an exciting summer for many youngsters who have not been able to get into the country for a vacation.

For the second consecutive year the Employees' Recreational Assn. of the New York City Housing Authority has set aside funds for two college scholarships for children of Authority employees, Ira S. Robbins, Authority Vice-Chairman announced recently. These four year scholarships at \$350 per year will be awarded to the highest-ranking candidates among the employees children participating in the New York State Regents Scholarships examination this October.

"Project III - Orientation to Work" is a new course to be given for the first time this fall in the City's Junior and Senior High Schools. Its object is to acquaint potential dropouts with the normal procedures to be followed in order to acquire and hold a good job. It is hoped that it would also lead to influencing many of the students to remain in school until graduation.

A total of 655 Junior High School Students contributed almost 12,000 hours to community service in the past school year as part of the Junior Volunteer Corps operated by the Yorkville Youth Council in conjunction with the Board of Education.

Mayor Wagner has announced the appointment of Mrs. Alvin L. Barach and the reappointment of Mrs. George R. Dockery and George Kent Weldon as members of the New York City Community Health Road. The posts are unsalaried.

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,

Artists Models?

Editor, The Leader:

I read your editorial "Battle of the Bulge" in your issue of Aug. 18. What does Mr. Barnes want, artists models?

H. ZUCKERMAN
Brooklyn

Wants Priority For Pay Raises

Editor, The Leader:

I read with interest the editorial in your issue of Tuesday, July 29, 1965, entitled "1966 Employee Goals Are Ready For Work".

Your editorial completely omits any reference to the question of fair and appropriate compensation. (Continued on Page 12)

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Judicial Review

OCCASIONALLY, A Court will overrule the petitioner's contentions and, nevertheless, decide the case in his favor on a theory none of the parties considered. When the cause of justice is thereby served, the judicial processes is at its best. A recent illustration is *Robichaud v. Trustees of Union Free School District No. 1*, decided by the Second Department on July 19, 1965.

THE PETITIONER, a high school custodian, employed in the Sleepy Hollow High School, Tarrytown, New York, was notified after fourteen and one half years of service that he faced dismissal because he was "unable to perform your custodial duties in that you are unable to shovel snow, perform any lifting in excess of 15 to 20 lbs., perform any duties requiring excessive bending, perform any duties requiring the pushing or moving of heavy objects, or perform the minor construction and erection work normally done by custodians."

FOLLOWING A HEARING on charges of incompetency pursuant to Section 75 of the Civil Service Law, the Board of Education dismissed the petitioner.

A PETITION FOR judicial review pursuant to Article 78 of the Civil Practice Law and Rules was transferred to the Second Department for determination by order of Justice Leonard J. Supple of the Westchester County Supreme Court. Such transfer is required when the determination to be reviewed is the result of a hearing.

THE BRIEFS OF both the petitioner and respondents were concerned with the single question of whether the determination of incompetency was supported by substantial evidence. The petitioner contended that the quality of the evidence relied upon the respondents in reaching its determination did not meet the test of substantial evidence in that it was largely of a hearsay nature. For example, the Superintendent of Schools testified that his records showed that the petitioner was involved in an accident resulting in personal injuries; that he was thereby placed on light work for several months; and that it appeared that the petitioner would be unable to do heavy physical work for the balance of his life. On cross-examination the Superintendent conceded that his knowledge was based upon the reports of his subordinates. He testified: "Mr. John Cullen is responsible for the entire operation of plant. He reports to me daily and reported to me that Mr. Robichaud is unable to engage in shoveling snow."

THE TESTIMONY of Mr. Cullen himself appeared to be predicated on reports of Robichaud's immediate supervisor, one Stanley Abelaf.

THE PETITIONER sought to cast doubt upon the reliability of Abelaf's testimony because he was working with the Superintendent "hand and glove to get rid of petitioner."

THE RESPONDENTS' brief made the single point that the determination of petitioner's physical inability to perform his full duties as a custodian is supported by substantial evidence. It noted that the testimony against the petitioner was given by the School District's physician and by an Orthopedist, as well as by Cullen and Abelaf.

ON THE BASIS of the entire record, the Third Department had no choice but to conclude there was substantial evidence that his disability caused petitioner to be able to do only light work. Two of the learned justices noted in a dissenting opinion: "The evidence is more than adequate to support the finding that petitioner is physically unable to perform the duties of school custodian, and the majority so finds. That determination is the only question before us for review." Accordingly, the dissenting justices voted to confirm the respondents' determination.

THE MAJORITY, however, noted that the petitioner needed less than five additional months of service to be eligible for ordinary disability retirement on a pension. On this very human ground, the majority could not bring itself to confirm a determination which would have deprived an employee of pension rights after more than fourteen years of service, even though the determination could not possibly be attacked on strictly legal grounds. The Court said:

Other than his service-incurred disability, his record is without blemish. Under these circumstances, it was harsh to remove petitioner after 14 years, 7 1/2 months of service. Reinstatement as of February 1, 1965 will (Continued on Page 12)

State Promotion Exam Filing In Various Departments Will Be Open Through August 23

The following promotion examinations in State civil service are open for filing and will remain open until August 23. These tests are open to qualified employees of the departments noted.

Interdepartmental
SENIOR ACTUARIAL CLERK, Exam number 1810, Salary range \$4,375 to \$5,420.
SENIOR KEY PUNCH OPERATOR, Exam number 1791, Salary range \$4,135 to \$5,135.
SENIOR TELEPHONE OPERATOR, Exam number 1781, Salary

range \$4,375 to \$5,420.
SENIOR LABORATORY TECHNICIAN, (Biochemistry), Exam number 9811, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECH-

NICIAN, (Biology), Exam number 9812, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Biophysics), Exam number 9813, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Chemistry), \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Clinical Pathology), Exam number 9815, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Cytology), Exam number 9816, Salary range \$5,200 to \$6,385.
SENIOR LABORATORY TECHNICIAN, (Microbiology), Exam number 9817, Salary range \$5,200 to \$6,385.

SENIOR LABORATORY TECHNICIAN, (Physiology), Exam number 9818, Salary range \$5,200 to \$6,385.
PRINCIPAL KEY PUNCH OPERATOR, Exam number 1788, Salary range \$5,200 to \$6,385.
Audit & Control
PRINCIPAL ACTUARIAL CLERK, Exam number 1813, Salary range \$5,500 to \$6,740.
HEAD ACTUARIAL CLERK, Exam number 1816, Salary range \$6,920 to \$8,400.
Commerce Dept.
TRAVEL PROMOTION AGENT, Exam number 1767, Salary range \$6,180 to \$7,535.
Correction Dept.
GUIDANCE SUPERVISOR, Exam number 1787, Salary range

\$7,320 to \$8,875.
Executive Dept.
SENIOR STATE VETERANS COUNSELOR, Exam number 1793, Salary range \$8,600 to \$10,385.
Dept. of Health
SENIOR LABORATORY WORKER, Exam number 1792, Salary range \$4,375 to \$5,420.
DIRECTOR OF VITAL RECORDS, Exam number 1782, Salary range \$8,600 to \$10,385.
Insurance Dept.
HEAD ACTUARIAL CLERK, Exam number 1817, Salary range \$6,920 to \$8,400.
PRINCIPAL ACTUARIAL CLERK, Exam number 1814, Salary range \$5,500 to \$6,740.
 (Continued on Page 12)

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1965 Civil Service Legislative Report

(Continued from Page 1)

Total number of bills introduced—10,916.

Number of bills that passed both houses—1,641.

Number of bills signed by Governor—1,074.

Number of bills vetoed by Governor—567.

Bills that have been signed into law by Governor Rockefeller:

1. L-1b Non-contributory retirement plan

Senate (budget bill) 718 718 Finance

Assembly (budget bill) 1619 1619 Ways & Means

Senate—Lentol 2081 2130

Chapter 18, Laws of 1965

Establishes a non-contributory retirement plan by suspending contributions for all State employee members whose contributions are more than eight percent-age points for a period of one year.

2. L-1C Non-contributory retirement for political subdivisions
Senate—Lentol 4274 4782,5114 Civil Service

Chapter 411, Laws of 1965

This measure is an amendatory bill to chapter 18 of the laws of 1965 and authorizes the political subdivisions and the authorities to participate in the noncontributory retirement.

3. L-1A — Provides payment of health insurance for retired employees of State to the extent of the dollar value of their accumulated sick leave.

Senate intor 4668 print 5824 rules.

Assembly Intro. 6045 Print 7061 rules.

Chapter 570, Laws of 1965

Provides that upon retirement, on or after July 1, 1965, a State employee who is subject to plan for accumulation of sick leave, and eligible to continue coverage under health insurance plan after retirement, the Civil Service Department shall determine actuarial equivalent in monthly installments for remaining life ex-

pectancy, of dollar value of earned but unused sick leave at time of retirement, with contribution in amount of such installments to be paid from State's appropriation to health insurance fund and applied towards charges for health insurance on account of such employee and his dependents.

4. L121 Provides authority to the Comptroller to pay wages to survivors in excess of \$1,000
Senate—Hoak 3287 3511 Judiciary
Assembly—Rose 5128 5357 Judiciary

Chapter 1051, Laws of 1965

This measure extends the authority of the State Comptroller to pay wages to survivors of deceased employees in excess of the present limitaiton of \$1,000 up to \$3,000.

5. L-24A Grant vested retirement allowances to certain members of the New York State employees' retirement system
Senate—Lentol 2082 2131

Chapter 19, Laws of 1965

This measure allows members of the age-55 plan and special service plans to receive their vested pension benefits at age 55 and reduces the service requirement to 10 years.

6. L-29A Reopen the 55-year plan
Senate—Lentol 2084 2133

Chapter 20, Laws of 1965

This will reopen the 55-year plan from April 1, 1965 to December 31, 1965.

7. L-33A Uniformed correction officers
Senate—Quinn 948 A-7218

Chapter 891, Laws of 1965

Provides a new 25-year retirement plan for correction officers with guaranteed half-pay.

8. L-33A-1 Compulsory separation from service of members of the correction department.
Assembly 6103 7174 Rules

Chapter 890, Laws of 1965

Provides that the correction law be amended to provide for compulsory separation from service

of all members of the Department of Correction at age 63 but applicable only to those members who elect or are in the guaranteed half-pay 25year retirement plan.

9. L-33B Regional State Park Police
Senate—Speno 3349 3587 Civil Service
Assembly—Huntingto 5227 5501 Ways & Means

Chapter 585, Laws of 1965

Provides a new 25-year retirement plan for regional State park police with guaranteed half-pay.

10. L-33B-1 Compulsory separation from service of members of regional State park police
Senate—Speno 3350 3588 Conserv. Assembly—Huntington 5228 5502 Conservation.

Chapter 584, Laws of 1965

Amends conservation law to provide for compulsory separation from service of all regional State park police at age 62, applicable only to those members who elect new guaranteed half-pay 25-year retirement plan.

11. L-39 Public school calendar for institution teachers and vocational instructors
Senate (budget bill) 697 697-3940,5565 Finance
Assembly—Whalen 4814 5937 Ways & Means

Chapter 454, Laws of 1965

Would provide a public school calendar for institution teachers and vocational instructors.

12. L-69 Protection against removal for non-competitive employees after completion of five years of continuous service in the non-competitive class
Senate—Lentol 3436 3708,5039, 5965 Civil Service
Assembly—Wilcox 5280, 5554, 6522 Civil Service

Chapter 738, Laws of 1965

Extends section 75 of the State Civil Service Law providing protection against removal of non-competitive employees after completion of five years of continued service in the non-competitive class.

13. L-69B Designaion of positions in the non-competitive class in State service which positions are confidential or require the performance of functions influencing policy
Senate—Lentol 3435 3706 Civil Service
Assembly—Wilcox 5281 555 Civil Service

Chapter 224, Laws of 1965

Requires that the State Civil Service Commission, by appropriate amendments to its rules, shall designate among positions in the non-competitive class in the State service, those positions which are confidential or require the performance of functions influencing policy.

14. L-80 Provides for appointment of local commissioners of public welfare with qualifications
Senate—Wilson 3408 3679,5195 Public Welfare
Assembly—Abrams 4785 4908,6144 Social Welfare

Chapter 1071, Laws of 1965

Provides that chief executive officer of county and city public welfare department shall be in non-competitive class of civil service and fixes qualifications and method of appointments. Former law provided for election to chief executive officer, thus removing promotion opportunities to career service.

15. L-85 Retirement credit for veterans of World War II or the Korean conflict

Senate—Glinski 3782 414,5882 Civil Service

Assembly — 6114 7205,7258,7287 Rules

Chapter 894, Laws of 1965

Extends definition of service in World War II for State employees' Retirement System purposes, to include military service of person who became an employee while in armed forces and who subsequently became member of retirement system on or before July 1, 1948 instead of only if he was member of system and employee of State or of participating employer at time of entry into service.

16. L-87 Improved ordinary disability
Assembly—Lis 3886 6514 Ways & Means
Senate—Hoak 3398 5155 Civil Service

Chapter 1069, Laws of 1965

Bills that passed both houses but were vetoed by the Governor:

1. L-1D Provide death benefit of 1/30th salary for each year of service
Senate—Brownstein 3815 4205 Civil Service
Assembly—Wilcox 5507 5758 Ways & Means

This resolution was implemented by the introduction in the closing days of the session of a Rules Committee bill calling for a new death benefit after retirement in the sum of \$2,000 for all full-time employees of the State whose salaries are paid directly by the State who have completed 10 years of service.
Assembly 6120 7228 Rules
Senate 4654 5808 Rules

Vetoed

2. L-6 Forty-hour work week for Barge Canal employees
Senate—Lentol 4363 4871 Civil Service
Assembly—Lombard 4850 5997
Assembly—Finley 4595 6520

Vetoed

3. L-7 Provides 40-hour work week for non-teaching school employees
Assembly—Thorp 3963 4048 Civil Service

Vetoed

Would mandate a 40-hour work week for all non-teaching school employees in New York State with no loss of salary.

4. L-9 Provide absolute protection of salary and position of employee whose jobs, by reason of automation or otherwise, are adversely affected through no fault of his own
Senate—Travers 4376 4884 Civil Service
Assembly—Lombard 4061 4152

Vetoed

Would provide complete and absolute protection of the salaries and positions of employees whose jobs are abolished through automation or otherwise, who are transferred or reassigned or demoted to other positions through of their own.

4. L-10 Provide salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation
Senate—Travers
Assembly—Lombard 4060 4151, 6361 Civil Service

Vetoed

Would provide that employees in the political subdivisions receive protection similar to that presently provided for State employees whose positions are abolished because of automation or who are transferred or reassigned

or demoted to other positions through no fault of their own.

6. L-14 Provide same increment earning level on reallocation
Senate—Lentol 4272 4780 Civil Service
Senate—Brownstein 3816 4206, 5603 Civil Service
Assembly—Day 3535 3573,7038 Civil Service

Vetoed

Would provide that when a title is approved for reallocation to a higher grade, incumbents would receive a salary in the new grade (unless otherwise provided) to which the position is allocated to provide that such employee would remain at the same increment earning level as in the lower grade.

7. L-17 Provide non-contributory retirement at 1/60th of final average salary in State and political subdivisions
Senate—Duffy 3168 3375 Civil Service
Assembly—Lifet 5465 5743 Ways & Means

Vetoed

Would establish a non-contributory retirement plan for all employees in the State and political subdivisions providing for guaranteed retirement allowance equal to 1/60th of final average salary for each year of past, plus future years of service at age 55.

8. L-27 Provide survivor benefit protection for employees of political subdivisions on the same basis as for State employees.
Senate—Lentol 3344 3582 Civil Service
Assembly—Baker 3818 3903 Ways & Means

Vetoed

Would provide that political subdivisions may pay a benefit equal to the survivor's death benefit now provided to State employees.

9. L-42 Prohibit removal of employees from provisions of attendance rules requiring compensation for overtime work
Senate—Duffy 2527 2635 Civil Service
Assembly—Fox 3611 3653 Civil Service

Vetoed

Provide that Section 14 of the Civil Service Law be amended to prohibit the removal of any employee or group of employees, other than department heads and their immediate assistants, from the provisions of the rules of attendance which require compensation for overtime work.

10. L-51 Require budget director to give reason in writing for veto of title reclassification or salary reallocation
Senate—Lent 2493 2597 Civil Service
Assembly—Sox 4109 4200 Civil Service

Vetoed

Would require that the Budget Director state reasons in writing for any veto of salary reallocation or title reclassification approved by the Director of Classification and Compensation or by the Civil Service Commission. When the veto is because of alleged lack of funds, the Association take the necessary action to require the Budget Director to request sufficient funds in the forthcoming budget for these reallocations or title reclassifications he previously vetoed.

11. L-53 Time required by Director of Classification and Com-

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(Continued on Page 9)

Legislative Report

(Continued from Page 8)

pensation to act on title classification
Senate—Van Lare
Assembly—McCarthy 3725 3767
Civil Service

Vetoed

Amends Civil Service Law to provide that Director of Classification and Compensation Division shall make determination on application for reclassification or reallocation of position, after hearing within 120 days from receipt of application.

12. L-78 Amends civil Service law in relation to health insurance for State and retired State employees

Senate—Berking 3500 1790 Civil Service
Assembly—Cabot 1923 1923 Civil Service

Vetoed

Amends Civil Service Law to provide that nothing contained in sections relating to contract for health insurance for State and retired State employees, shall be construed as limiting power of participating employer to assume payment of employee as its own.

13. L-83 Provides for suspension of contributions of members of State Employees' Retirement System in employ of Dormitory Authority or State Thruway Authority

Senate
Assembly 6070 7100.7262 Rules

Vetoed

Amends Retirement and Social Security Law to provide for suspension of contributions of members of State Employees' Retirement System in employ of Dormitory Authority or State Thruway Authority, whose rates exceeds eight hundred, exclusive of any increase, when Authority has elected, to have provisions hereof apply to its employees and to make other provisions as to waiver of suspension. This bill was rendered unnecessary by Chapter 411 of The Laws of 1965.

14. L-184 Permit State employees the use of temporary or permanent parking facilities in vicinity of State buildings without charge

Assembly 5873 6595 Rules

Vetoed

Provides that where State has established temporary or permanent parking facilities adjacent to or near State buildings and facilities, State employees employed therein may use parking facilities without charge, subject to rules and regulations.

Bills that passed both Houses but did not reach Governor:

1. L-11 Provide absolute salary protection for employees in political subdivisions whose titles are reallocated downward
Senate—Hoak 3907 4299 Civil Service
Senate—Moriarty 2169 2236 Civil Service

Assembly—Terry 3962 4047 Civil Service

Would provide that incumbents of positions in political subdivisions who are reallocated to a lower grade shall receive absolute salary protection in a manner similar to that of State employees.

2. L-13 Require salary plans in political subdivisions
Senate—Lentol 2153 2220.4979, 5253 Civil Service
Assembly—Lafauci 3879 6360, 6778 Civil Service

Would make it mandatory for all applicable counties and subdivisions to submit and adopt definite salary plans with increments for all employees.

Bills that passed one House:

1. L-20 Provide optional retirement for State Troopers after 20 years of service
Senate—Laverne 2212 2279.4439, 5479, Civil Service
Assembly—Lapan 4893 5046, 6359, 6872 Ways & Means

Passed Senate

Would provide that the State Police shall enjoy an option to retire after 20 years at guaranteed half-pay similar to the retirement plan presently enjoyed by the police of the City of New York.

2. L-24 Vested retirement rights reduced to age 55 after 10 years of employment
Senate—Marine 2025 2074 Civil Service
Assembly—Ryan 3285 3310 Ways & Means

Passed Senate

This measure was accomplished by Chapter 19 of the Laws of 1965. (See L-24A)

3. L-32 Extended eligibility for accidental disability from 60 to 65
Senate—Mackell 95 95 Civil Service
Assembly—Rice 699 699.6934 Ways & Means

Passed Senate

Would extend eligibility for accidental disability retirement benefits to age 65.

4. L-77 Amends the Civil Service Law to extend civil service eligibility list where stayed by court

Senate—Laverne 2492 2596.3950 Civil Service
Assembly—Ingram 4604 4727 Civil Service

Passed Senate

Amends Civil Service Law to provide that when appointments from civil service eligible list have been stayed by court, such list shall be extended for further period in discretion of court.

4. L-79 Amends Education Law to provide for non-contributory retirement for employees of State who are members of New York State Teachers Retirement System
Senate 4548 5543 Rules

Passed Senate

Amends Education Law to provide for non-contributory retirement for employees of the State of New York who are members of the New York State Teachers Retirement System.

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Springfield Gdns	7 plus Bath	\$340	\$ 91.67
So. Ozone Park	2 Family	\$380	\$102.77
Jamaica	5 plus Bath	\$250	\$ 70.13
So. Ozone Park	2 Family	\$350	\$ 94.43
Jam-Brick	2 Family	\$380	\$102.71
Queens Village	8 plus Bath	\$420	\$110.45
Hollis	6 1/2 plus Bath	\$350	\$ 94.43

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LETTERS TO THE EDITOR

(Continued from Page 6)
 tion to State Civil Service workers. The Civil Service Employees Association had legislation introduced in the State Legislature this past session designed to adjust the salaries of State employees as to bring them in line with the recommendations contained in the McKinsey Report of some years ago as brought up-to-date by the Association own survey. In fact, the survey and report of the Association contained strong support for a salary increase from the Department of Civil Service of the State itself. Regrettably it appears that, James F. Feily, President of the

CSEA made a judgment that salary legislation was less important than the legislation freezing in non-competitive employees who had never qualified for their positions by taking competitive Civil Service examinations. Apparently, a result of making this judgment, the Association's resources were used to the maximum in supporting the non-competitive freeze legislation to the detriment of the salary legislation since similar efforts of support were not advanced in favor of the salary legislation. If our assumption regarding his decision is correct, his judgment on this point is open to serious question in view of the importance of the salary legislation in the Association's legislative program.

However, it would seem that in setting forth the goals for

the 1966 legislative year The Civil Service Leader should go forward and not abandon the needs of the great mass of the membership of the Association who far outnumber the persons benefitted by the non-competitive freeze legislation.

In other words, the needs of the greater number not fully supported in 1965, as indicated above, should not be discarded, forgotten or overlooked in 1966. In fact, salary increase legislation should be placed among the high, if not highest, priority items on the Association's 1966 legislative program.

MYER POSES
 President, Division of Housing and Community Renewal, Chapter CSEA, New York

Rockland Sr. Clerk

Applications will be accepted until Aug. 25 for the senior clerk examination by the Rockland County Civil Service Commission. Salary in this position is \$3,780 to \$4,728. For further information contact the County Personnel Office, New City.

State Promotion Exams

(Continued from Page 7)
 Dept. of Labor

COMPENSATION CLAIMS EXAMINER, Exam number 1786, Salary range \$5,200 to \$6,385.

HEAD ACTUARIAL CLERK, Exam number 1818, Salary range \$6,920 to \$8,400.

PRINCIPAL ACTUARIAL CLERK, Exam number 1815, Salary range \$5,500 to \$6,740.

Mental Hygiene

NARCOTICS SECURITY ASSISTANT, Exam number 1805, Salary range \$4,375 to \$5,420.

PSYCHIATRIC CHIEF ATTENDANT, Exam number 1808, Salary range \$7,320 to \$8,875.

PSYCHIATRIC HEAD ATTENDANT, Exam number 1807, Salary range \$6,280 to \$7,535.

PSYCHIATRIC SENIOR ATTENDANT, Exam number 1803, Salary range \$4,135 to \$5,135.

PSYCHIATRIC STAFF ATTENDANT, Exam number 1804, Salary range \$4,375 to \$5,420.

PSYCHIATRIC SUPERVISING ATTENDANT, Exam number 1806, Salary range \$5,200 to \$6,385.

Motor Vehicles

HEAD KEY PUNCH OPERATOR,

Exam number 1811, Salary range \$6,540 to \$7,955.

DPW

ASSISTANT CIVIL ENGINEER, Exam number 1783, Salary range \$8,175 to \$9,880.

ASSISTANT CIVIL ENGINEER (Design), Exam number 1785, Salary range \$8,175 to \$9,880.

SENIOR CIVIL ENGINEER (Design), Exam number 1790, Salary range \$10,090 to \$12,110.

ASSOCIATE CIVIL ENGINEER (Design), Exam number 1809, Salary range \$12,500 to \$14,860.

Tax & Finance

HEAD KEY PUNCH OPERATOR, Exam number 1812, Salary range \$6,540 to \$7,955.

Thruway

ASSISTANT CIVIL ENGINEER, Exam number 1784, Salary range \$8,175 to \$9,880.

New York County

SR. STENOGRAPHER, Exam number 1800, Salary range \$4,550 to \$5,990.

For further information and applications contact the State Civil Service Commission, Albany; the State Office Building, Buffalo, Syracuse and New York City.

Law And You

(Continued from Page 6)
 permit application for ordinary disability retirement to be made either by the petitioner himself or by the head of the department in which he is employed, or by any person acting on petitioner's behalf (Retirement and Social Security Law, Sec. 82).

PHILOSOPHIES of law differ. Still, the Second Department's decision must be applauded as an example of the finest kind of judicial review.

Clinton Co. Clerk

Senior clerks are needed in Clinton County at a salary range of \$3,475 to \$4,115. Applications will be accepted until Aug. 20. For further information contact the Clinton County Civil Service Commission, Plattsburgh.

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Where to Apply For Public Jobs

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

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

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

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

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

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

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

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

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

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

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

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

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

DON'T REPEAT THIS

(Continued from Page 1) should he be nominated and elected.

His civil service platform follows.

The Best Shall Serve

The success of any governmental administration rests in large part on the ability of its civil service personnel to carry out policies and programs for the safety, security, health, welfare and well-being of the people. Therefore, it is of the utmost importance in the administration of the complex affairs of our city that we seek the best qualified in terms of preparation, competence, dedication, honesty and integrity to serve our people.

Accordingly, I subscribe to the following as my platform for the civil service:

1. Recruitment and Retention of Personnel—The City Department of Personnel under the direction of the City Civil Service Commission has the responsibility to develop policies, methods and procedures for attracting and retaining the best qualified persons in our city or, if need be, anywhere else in the nation to serve the people of our municipality. It must operate in such fashion as to insure that in carrying out its functions equal opportunity for municipal employment is open to all who are qualified regardless of race, color, creed or national origin.

Under my administration adequate staff and funds will be provided to the City Personnel Department to carry out its responsibilities and it shall continue to

be free of political interference of any kind.

Salaries Classifications

2. Salaries and Classifications—During the Wagner administration, I have been privileged to participate extensively in the development of the Career and Salary Plan, the Uniformed Forces Pay Plans, and other plans which have brought salaries and classifications in our municipal civil service to very high levels as compared to other governmental jurisdictions and private industry. These levels must be maintained and, where necessary, improved so that in no case will our municipal employees be required to subsidize services to the public. Pay Plans and Classifications will continue to be updated with full participation of employees through their freely chosen representatives.

Special attention will be given to the recommendations made by a special review board representing the Civil Service Commission and other appropriate representatives including union representatives appointed by the Mayor to determine necessary and appropriate changes in the Career and Salary Plan. Special attention will also be given to improvement of policies relating to payment in cash for overtime and holiday pay where warranted.

Benefits, Advancement

3. Fringe Benefits—Health insurance coverage, welfare funds, uniform allowances, scholarships and other such benefits will continue to be expanded and improved during my administration.

Salary differentials for additional educational preparation will be provided wherever justified.

4. Training and Advancement—I propose development of a comprehensive in-service training program at all levels of service and a broadening of the opportunities for career advancement. Promotion examinations will be held in anticipation of needs rather than after the needs have developed and examination procedures will be expedited.

The City Personnel Department will be asked to accelerate development of the most modern techniques for selection, placement, transfer and promotion of employees.

A plan for substantial salary increases upon promotion will be provided.

5. Middle-management, Technical and Professional Personnel—The highest degree of priority, consistent with available funds, will be given to completing implementation of recommendations in the Bookings Institute Report regarding middle-management, technical and professional personnel.

6. Working conditions—Every possible effort will be made to improve physical facilities under which employees are required to work. Adequate space, modern equipment, air conditioning and up-to-date communication systems will be provided. A comprehensive city-wide safety program will be established with full employee participation.

Chief Negotiator

7. Labor Relations—I propose the enactment of a local law amending the administrative code to establish a city employees'

labor relations program incorporating the basic policies and objectives of "The Little Wagner Act." Such a law would extend the benefits of the labor relations program to all employees whose salaries and benefits are paid in whole or in part from city funds. A chief negotiator will be appointed. He will report directly to me and will be authorized to negotiate full, written contracts for the city with employee unions.

In addition, I pledge all the resources at my command toward repeal and replacement of the Condon-Wadlin law.

As to the system of collective bargaining between the city and its employees, I will give special attention to the recommendations of the committee of impartial public representatives, city officials, and union representatives appointed by the Mayor to review policies, practices and procedures in this regard.

8. Pensions—I shall seek every possible device for more efficient operation of our existing pension systems, including modern mortality tables and investment techniques, to the end that sufficient funds will be realized to make possible non-contributory pensions with vested rights.

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Candidates

(Continued from Page 3)

Association for consideration at the annual delegate meeting. After the close of the recent legislative session, Harry Albright, counsel to the Association stated: "It was the imaginative legislative program formulated by the Resolutions Committee which gave us the chance to do so well with the Legislature."

At the March, 1965 dinner-meeting of the Association at Albany, attended by the Governor and other officials, Shemin served as Toastmaster. He has also been requested to speak at various Chapter and Conference meetings throughout the State.

During his membership of 25



years in the Association. Shemin has served on many statewide committees, including the Civil Service, Legislative, Nominating, Pension, Constitution, Social and Resolutions Committees. He is also on the Committee studying labor relations in public service. Shemin was elected president of the Metropolitan Conference of the Association for two terms and has served on the Association Board of Directors during the past 15 years. He is also on the Board of Directors of the New York City Chapter.

Shemin has spearheaded the Association drives for Social Security, Health Insurance and several amendments to the Retirement Law, including the elimination of the "death gamble." He campaigned for payment for accumulated unused sick leave, resulting in the recent recognition of the propriety of such payment by the State.

He has constantly indicated the necessity of protecting and improving the merit system and was instrumental in having the Association recently create a Merit Committee for that purpose.

In his community Shemin is vice president of the Brooklyn Library Council, served on the Brooklyn Citizens Committee for National Library Week, was president of Parent-Teacher associations and was a Boy Scout Committeeman.

WILLIAM ROSSITER Candidate For Fourth Vice President

William J. Rossiter, candidate for the office of fourth vice president, entered State service in 1931 and worked at Psychiatric Institute, Brooklyn State Hospital and presently is a supervising nurse at Rochester State Hospital. Bill



has been active in CSEA since 1950 and has gained considerable experience in his work as Rochester State chapter president eight years, Western Conference president two terms, State CSEA Board of Directors eight years, Mental Hygiene representative on Board six years, Mental Hygiene Employees Assn.

This past year he was appointed by CSEA president Joseph Felly to numerous committees such as chairman of the No Strike Committee and as a member of the Legislative, Directors Charter, Leader Negotiations, Memorial Plaque, Mental Hygiene (consultant), committees and the Committee to Study Proposed Dues Increase and the Mental Hygiene Attendants Committee.

Since becoming active in CSEA Bill has been a member of numerous other committees at chapter, conference and state-wide level. He is presently serving as Rochester State chapter delegate, grievance committee consultant, legislative committee chairman, Conference parliamentarian, and chairman of the Conference's special appeals committee.

Bill has furthered his education by attending evening classes for four years at the University of Rochester. For several years he was the author of "Mental Hygiene Memo" for The Leader. He likes to help his fellow man and has been endorsed for the office of fourth vice president by the Western Conference, his own chapter and many other chapters throughout the State.

Bill Rossiter's judgement, experience, activity, courage and outspokenness have been most helpful in promoting the objectives of the Civil Service Employees Assn. and all public employees.

CLAUDE ROWELL Candidate For Fourth Vice President

Claude E. Rowell, is currently completing his first term as fourth vice president of CSEA, having served the Association as fifth vice president for two terms prior to the last two years.

Long active and interested in



employee affairs, he served his chapter as president four years; chapter delegate eight years; as Western Conference vice president two years; as president, two years. Conference committees include: chairman, Constitution and By-Laws; Special Insurance; Special Citation; Auditing; Social; Membership and Parliamentarian as well as vice chairman of Legislative Contact Committee.

Rowell has served on such State-wide committees as Special Regional Conference; Social; Plaque; member of Directors Committee; member of Board of Directors, eight years; Personnel Screening Board; Special Attendance Rules Committee, six years as Consultant; Grievance Committee, four years as consultant; Special Committee Reallocation Office and Clerical Workers, four years as consultant; Special Committee Reallocation Office and Clerical Workers as consultant; has appeared before the State Republican Platform Committee to cite needed legislation for the State employees.

He has been honored three times as a chapter member contributing outstanding services to his chapter; awarded a "Citation of Merit" by the Western Conference and a "Special Award" by the Western Conference as well as a "Special Award" by the Western New York Conference

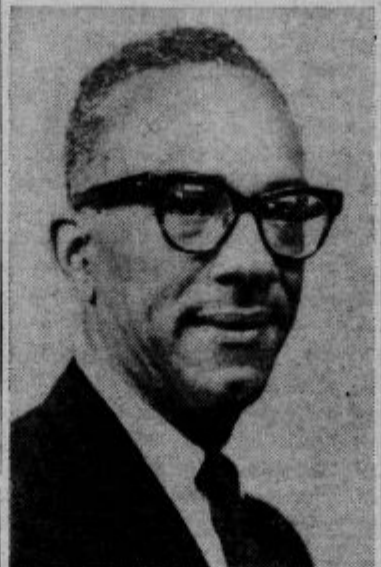
County Workshop, for time and interest devoted to the welfare and advancement of the County Groups. Other activities include: secretary-treasurer of the R.S.H. Federal Credit Union for twenty years; an active member and Ruling Elder of South Presbyterian Church, treasurer of the Church Building Fund for three years; member of Webster Lodge No. 538, F. & A.M.; member of Rochester State Hospital Chaplains Advisory Committee and general chairman of its Chapel Building program; member of Mental Hygiene Employees Association; other community affairs.

As a vice-president of the Association, he has constantly advocated better public relations between State employees and the public, so that they may know our problems and our services rendered to them.

His record of proven interest and experience show proof of continued work and achievement in behalf of all Civil Service Employees.

FRED CAVE, JR. Candidate For Fifth Vice President

Frederick H. Cave Jr. is a candidate for the position of fifth vice president of the Association in the forthcoming elections, a



position that he presently holds and has held for the past two years.

He is married and the father of four children. He is active in community affairs in his neighborhood. He is an attorney, having received his LLB from Brooklyn Law School.

He has been active in CSEA activities during the past ten years; a past officer of his chapter (Metro D of E chapter) and a delegate to the annual delegates' meeting from his chapter and as a statewide-officer during the past two years.

He has represented members of his chapter at disciplinary hearings, grievances and rating appeals and has actively participated in the preparation and presentation of briefs and arguments for reallocation and reclassification before the Civil Service Commission and the Reclassification and Compensation Board.

He headed a committee which revised the nomination and election procedure for the use of chapters and conferences. He has served as a consultant during the past two years to the following committees: D of E Committee, Civil Rights Committee, Membership Committee, Committee to study feasibility of removing the Strike Clause from the Constitution.

He has always been ready to serve the Association and its membership in whatever capacity that was demanded of him and when requested has participated in Seminars.

Fred solicits the continued support of all members of the Association in the forthcoming election.

VICTOR J. FERRO Candidate For Fifth Vice President

Vito J. Ferro entered State service in 1936 at Gowanda State Hospital, as an attendant; promoted to Staff Attendant in 1945.

His experience includes: State Wide — Board of Directors 1957-60. Co-chairman State Wide Membership, Constitution and By-Laws, Budget, Directors Committee, Memorial Plaque, Nominating Committee, Special Mental Hygiene Attendants Commit-



tee. Currently, chairman to study Union Activity in Public Service.

Western Conference—President 1958-60. First vice president 1956-58. Second vice president 1954-56. Has served on committees; currently, chairman of Publicity Committee, member of the Legislature Contact Committee, and Constitution and By-Laws Committee.

Chapter — President 1949-58. Delegate 1945-64. He encouraged the founding of the Dr. McCarty Memorial Foundation. He appointed the first committee for its establishment; now serving as a member of that board. Re-elected as chapter president in 1964.

Has been past chief of the Helmut Volunteer Fire Company, active in the hospital-Federal Credit Union, served as a Credit Committee member, on the Board of Directors, and as vice president. Currently, serving as president.

Vito is known for his fight for a shorter work week and better salary. His interests are better and fully paid retirement plan, State Health Insurance, pay for unused sick leave, better promotional opportunities, and better working conditions for all public employees.

His record of hard work and achievements makes him an excellent candidate for the office of fifth vice president.

HAZEL ABRAMS Candidate For Secretary

Hazel Abrams has served the Association on the Board of Directors as Education representative and as Capital District Conference President. She was chairman of the Nominating Committee (1959); a member of the Di-



rector's Committee; the Memorial Plaque; Charter; Grievance; Legislative; Special Committee on Group Life Insurance; the study of the Governor's Reorganization Plan, and the sponsorship of the Cooperative Housing for employees.

A native of Albany County, Hazel joined the Education Department in 1927 where she presently works in the Division of Business Management and Personnel.

She became interested in CSEA during the battle to pass the Feld-Hamilton Law. Active in her chapter, she served as delegate, vice-president and three years as President.

Appointed to the Department Merit Award Committee in 1955, Hazel has been Secretary since 1956.

The Capital District Conference produced under Hazel's three years as president, preceded by two years as treasurer. As president, she organized two seminars

for all employees on Public Relations and Leadership which opened new avenues of understanding between civil service employees and the public. She has given unselfishly of her time to sponsor special low-cost travel tours for fellow members.

Her record as State secretary further indicates her vital interest in all Association affairs.

Hazel presently is consultant to the State Social Committee; the Memorial Plaque and the Special Merit System Committees.

CLARA BOONE Candidate For Secretary

I have been vitally interested in the Association ever since I entered State Service in 1951 at the Division of Employment, Utica, New York. In 1964, I transferred to the Department of State, Division of Licensing Services, Utica as Senior Stenographer.

My Association record includes president, Utica Chapter (elected to sixth term); second vice president, Central Conference (now in second term); State Public Relations Committee, two years; chairman, Program Planning



Committee and member of coordinating Committee of Central Conference. My past records on the local chapter and conference level speak for me.

I am a native Utican. Upon graduation from Utica Free Academy, I entered the Utica School of Commerce where I majored in Secretarial Training and Office Practices—graduated.

My interest and active participation in Central New York community affairs are many and varied. I have been a member of the YWCA since 1931, serving as teen-age program advisor for five years; delegate to three National Conventions; six-year member of Board of Directors, and member-at-large for industrial workers in the Utica area.

For six years, I served on United Fund Drives for the Utica Community Chest and Planning Council. Having a vital interest in education, I served the State Congress of the PTA as both committee member and officer on the individual school level thru the City Council (21 units); the District 5 County Board of Directors; and Assistant Director for the City of Utica's 21 PTA units. I have been active in Cub Scouts; served as secretary and treasurer in four Utica Women's Bowling Associations.

I have always advocated better public relations between State employees and the public in order that they may better understand our problems and our service rendered to them.

JOHN HENNESSEY Candidate For Treasurer

Jack Hennessey has served as CSEA State treasurer for the past two years. He was the president of the Buffalo chapter for four years and served as an officer of the Western Conference for four years. He has been chairman of several committees and very active on all committees in the chapter, Western Conference and the State. He has worked vigorously to obtain benefits designed to secure equal treatment for all Civil Service Employees.

John is 39 years old and like many other men his age has seen military service. He served approximately three years in the U.S. Army, most of which was in the European Theater.

Upon his return from service, (Continued on Page 16)

P. R. Column

(Continued from Page 2)

obsession with image, his unrestrained attempts to create illusion for tactical reasons, and his concern with appearances no matter how implausible. But he is also President of the United States, carrying the burdens of his office seriously."

CONTINUES MR. Bagdikian: "The problem is that Lyndon Johnsons appeals to reporters with all dignity and power of his position as President and when this does not produce the results he wants, begins manipulating them and the news in ways that are not highly regarded even at the Press Club bar." (We should include the men at the bar in the public relations course of study.)

MR. BAGDIKIAN is a worried man. He says the newspaper correspondents are also worried because of "the conflict the President creates in many serious correspondents who respect the office of President and in man in it, but whose professional standards tell them that what is going on is common, ordinary press agency."

WELL, WE HAVE a message for Mr. Bagdikian: you better take the course, too. You have public relations and press agency all mixed up. You also have no appreciation of the high degree of skill needed in public relations and in press agency. Highly able practitioners in both areas are hard to come by, so don't downgrade these technicians.

MR. BAGDIKIAN may have missed his original target by a mile, but he did render a public service. He proved to government executives everywhere not to scare easily when the press opens its guns and lays down a seemingly rough barrage. More often than not, they don't understand the guns; they haven't studied the terrain and the trajectory; and they can't tell a public relation man from a press agent. In short, they haven't done their homework, so they stand in the corner and sulk.

Monroe County Seeks Dietian

The Monroe County Civil Service Commission has announced it is accepting applications for an open competitive examination for assistant dietitian. Applicants must be college graduates having specialized training in dietetics or nutrition or have equivalent experience. All candidates must be residents of Monroe County for at least four months and residents of New York State for at least one year.

A CSEA Victory

Onondaga Aides Hit Target On New Pay Hike Schedules

(From Leader Correspondent)

SYRACUSE, Aug. 16—Pay increases ranging up to eight per cent — almost the amount sought at least two years by Onondaga chapter, Civil Service Employees Association—will go to Onondaga County workers next year.

However, the boosts were coupled with a minimum 35-hour work week for all county workers.

Arthur Kasson, Jr., immediate past president of Onondaga chapter and county motor vehicle commissioner, commented that the pay hikes of eight per cent "nearly meets the amount we have been requesting for two years at least."

Leona Appel, chapter president and a city employee, said she concurred with Kasson's comments.

Will Continue

Kasson said the chapter's officers would continue to seek boosts for those who will receive lower increases on Jan. 1, 1966.

Under the plan approved by the Board of Supervisors last week, the county's salary plan remains the same as previously: a 42-grade, six-step program adopted for current year. The plan's salary grades run from 2,730 to \$16,744.

To "adjust" salaries higher, county personnel commissioner's new plan moves employees up in grades.

About half of the county's 2,300 workers would be moved up one grade and receive a four per

cent increase in 1964.

About 25 percent—650—will be moved up two or more grades over a period of years, for eventual increase of up to 20 per cent. But, for 1966, these workers will go up one grade, for the normal four per cent boost, and receive a special four per cent raise, upping their salaries eight per cent on Jan. 1.

Most of the remaining full time employees are at the top of their pay grades and will receive a special four per cent boosts. Nearly 50 workers with flat salaries or in special categories will be handled on an individual basis, county officials said.

Work Hours Up

The 35-hour work week will mean longer hours for many employees and add an estimated 75,000 man hours annually to the county's working time. About 800 employees work 32½ hours a week 10 months of the year and 30-hour weeks in July and August.

Other county workers have longer hours because of their jobs or because certain offices must stay open until times specified by law.

Kasson also expressed thanks to the county executive John H. Mulroy, for his assistance in getting the employees the pay increases. The plan was approved by Mulroy, as well as the Personnel Committee of the Board of Supervisors.

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Brotherhood

(Continued from Page 2)

witz, John Sterrett; C.J. Parrish, Wilfred S. Lewin, N.Y.S. Careerists Society; Phillip Hecht, I.A.P.E.S.; Ella Montgomery, St. George Association; Betty Herman, Adele V. West, James Manger, Theodore C. Neuborne, CSEA; Samuel Tannenbaum, B'nai B'rith and representatives from the New York State Association and the American Legion.

According to the chairman, the goal for attendance at the 1966 Brotherhood Day Observance is set at 1,000 employees.

County Officers To Meet In Sept.

The 41st Annual Fall Conference of the County Officers Assn. of the State of New York will be held September 19-22 at the Hotel Astor and Hotel Manhattan in New York City.

CHIROPRACTOR Height

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CSEA Awaits Proper Answer On Mental Hygiene Staffing

(Continued from Page 1)

any of the contents of this report but would use it, at Headquarters only, to keep ourselves informed with respect to changing patterns in the patient-ward service employees ratio at each Institution. Obviously, any use of such ratios could only result from an attempt to justify additional positions for Mental Institutions or to obtain higher salaries for ward service personnel. I cannot comprehend how such objectives could conflict with the policies of the Department of Mental Hygiene. Therefore, I am once again requesting that you make the statistical report pertaining to the "movement of patients and employees" available to us on a regular basis.

Asks Cooperative Effort

"If the information we have received from some of the Mental Hygiene Chapters is correct, with respect to grossly inadequate ward staffing patterns, then, I think it would be in the best interest of the Department of Mental Hygiene and CSEA to work to eliminate such inadequacies through a cooperative effort. In order to do this, it becomes necessary for us, as well as the Department, to become acquainted with facts of the situation as they presently exist with respect to ward service staffing patterns in Mental Institutions. Thus, it would seem both logical and appropriate for you to request from Institution Directors, numeric data which would show the present ward service employees-patient ratios by wards and types of wards within each Institution. Perhaps you have such information readily available to you. In any event, we most certainly would be interested in meeting with you to review such information, once collected, so that we could take appropriate steps on a cooperative basis aimed at eliminating inadequate ward service employee-patient ratios, not through the transfer of vacant items among Institutions, but through the justification of new items to improve such ratios in all Institutions.

"I hope you will advise me concerning your thought on this matter at your earliest convenience."

Terrence's Reply

"This is in response to your letter of August 2. I am not certain as to what your letter is trying to convey to me. At one moment you speak of the obvious overstaffing on a relative basis at Brooklyn State Hospital and yet considered it an injustice to remove any items from Brooklyn and place them where they properly belong in an understaffed situation in other locations. Your letter would seem to indicate that you understood such items would be assigned to properly balance the attendant-patient ratio established by the Division of the Budget and that we in the Central Office have no realism of "grossly inadequate ward staffing patterns."

"As a citizen I respect your interest but I am concerned if you feel that you as a leader in the labor movement are going to adopt the prerogative of administration. No department has tried harder or gained more in additional employees than has the Department of Mental Hygiene in the past year. The Governor, the

Division of the Budget and the Legislature added monies to our normal budget so that we can make substantial contributions to patient care in this year.

Doctors Only

"I am afraid I must agree with Mr. Hills that giving you a copy of our monthly statistical report would be out of keeping with our practice. If we gave a copy to you, a copy would have to be supplied to every labor group. Furthermore, the statistical data in the monthly report can only be properly read by people with medical knowledge and an intimate and continuing experience with the institutions concerned. The various staffing ratios are based on medical judgements; therefore, the bare figures mean nothing.

"Again I must say that I am concerned with the implications of your letter. I object strenuously to the Civil Service Employees Association asking to share in management judgements and executive decisions that must, of necessity, flow from medical opinion. It goes without saying that this Department is highly concerned with properly staffing all our institutions. We welcome your support in this worthy cause; however, we cannot abdicate our responsibilities to you. I would also like to add that in the short time I have been Acting Commissioner I have met with you or your executive group on three occasions and my calendar shows that a period of seven hours was involved in such discussions. Certainly there is no other Commissioner who has spent that much time with your organization in the past six months.

"I would be less than frank if I said I was pleased with a letter that borders on being presumptuous; however, I am sure that this is unintentional. I have discussed this letter with Mr. Hills and he and his staff will be available at any moment for a discussion of staffing patterns, the implications of the supplemental budget, the new positions assigned to the various institutions, and employee status in the new programs.

"If there are individual complaints about substandard care of patients I would appreciate your writing to me about them."

Felly's Answer

"I am completely awed at your obvious misinterpretation of my recent letter to you pertaining to ward staffing ratios at State Mental Hygiene Institutions.

"Our purpose was not to ask that we be permitted, as you stated in your reply, "to share in management judgements and executive decisions that must, of necessity flow from medical opinion." We are offering our cooperation in obtaining more ward personnel in institutions under your jurisdiction rather than merely to criticize the administrative judgements of department officials in redistributing vacant positions. Apparently, you would rather have us criticize department administrative decisions, which cause our members to express great concern, than to offer our constructive cooperation aimed at reaching a solution to the problems brought to our attention by institution employees.

"We are most appreciative of the splendid cooperation we have received from you, as witnessed by your willingness and readiness

Quick Action

(Continued from Page 1)

in the building have appealed to our Association for help."

Effect on Health

He pointed out that, "in the summer time, the temperature and humidity on many days becomes unbearable and certainly affects the efficiency and health of the hundreds of State employees who work in the building."

Felly also noted that "all of the newer State office buildings are air-conditioned, and that the Gov. Alfred E. Smith Office Building in Albany is being air-conditioned at the present time."

The CSEA president asked for an early reply to his appeal.

to discuss problems which we bring to your attention. We in no way mean to distract from the good relationship we have with the Department of Mental Hygiene since you have been Acting Commissioner.

"At no time did I intend to convey the idea that we recognized an obvious over-staffing at Brooklyn State Hospital. Staffing ratios may result from medical judgements, but as such, are as subjective as oral examinations. The idea we were trying to convey to you was that a reduction in patient population, with no reduction in ward service personnel, would afford the existence of a more favorable patient-employee ratio than existed prior to the reduction in patient population. If an "ideal" ratio could be approached in this manner at one institution, then it would seem logical to strive for a similar ratio at all of the other institutions rather than transferring vacant ward service positions thereby prohibiting the existence of an improved situation.

Proper Concern

"The significance of the statistical data contained in your monthly report probably extends beyond its value to people with medical knowledge and an intimate and continuing experience with the institutions concerned. Surely, anyone who can perform simple arithmetic computations, would be able to determine monthly changes in both patient population and patient-ward personnel ratios. The significance of such changes, in terms of administrative decision making, from a medical point of view should be left to those who are proficient in the medical profession. However, the significance of such changes with respect to employee work loads and promotional opportunities definitely falls within the scope of interest of an employee representative organization such as the Civil Service Employees Association. You have not given us any concrete figures to disprove the complaints of our members pertaining to wards to which no full time Attendent assignment is made. When we are not permitted the availability of facts and figures to disprove such claims we have no choice but to accept the complaints of our members as being 100% valid.

"We would welcome an opportunity to meet with Mr. Hills and his staff to discuss staffing patterns, the implications of the supplemental budget, the new positions assigned to various institutions, and employee status in the new programs. I would hope that such a meeting could be arranged as soon as possible and that Mr. Hills would be kind enough to advise us of a date that would be convenient for him.

Officer Candidates

(Continued from Page 14)

he proceeded to get an education by attending the University of Buffalo and worked for the New York State Department of Public Works where he holds the title of Assistant Civil Engineer.

It should be mentioned that John's earlier career included the

ing in accounting at the Utica School of Commerce and Utica College, a Division of Syracuse University. During World War II, he served with Naval Air Transport Service a branch of the U.S. Navy. He was honorably discharged at Washington, D.C., in 1948.



job of theatre manager of the Loew Chain. He is the past president of the Buffalo chapter of the New York State Association of Highway Engineers and served as the assistant treasurer for the State Board of Directors for this Association. In the past six years he has been very active in the Civil Service Travel Club.

Hennessey was the treasurer of a local Rifle and Pistol Club, instructor of Hunter Safety, past officer of the American Legion, and very active in recent charitable fund drives.

LOUIS SUNDERHAFT

Candidate For Treasurer

Louie G. Sunderhaft Jr. was born on January 1, 1929 in the City of Utica, New York. He is presently in charge of the Accounting Department for the Board of Water Supply and has held this position for the past ten years and upwards. His duties include preparing financial statements, budget procedures, auditing, supervising payrolls for all employees of the Board of Water Supply.

Sunderhaft received his train-



In October, 1952 he married the former Loretta Techmanski and the couple now reside at 137 Richardson Ave., Utica, New York with their three children, Lorraine, Janice, and Louie III. He is a member of Our Lady of Lourdes Church, a Third Degree member of the Knights of Columbus, a former director of the Central Waterworks Asso., YMCA member, staff member of the Boys Club of Utica, Inc., former coach of St. Joseph's CYO basketball team. He has also played semi-pro football in the Utica area.

Sunderhaft has served as a delegate for the Oneida County chapter of the CSEA for the past six years; he was temporary chairman of the inaugurating committee for the Utica City chapter. In addition, he has served on the following committees of the Oneida County Chapter CSEA - Salary, Grievance, Legal and Social.

Louis G. Sunderhaft Sr., the late father of the candidate, and his mother, Bertha Beil Sunderhaft, as well as his three sisters and four brothers, were all residents of New York State.

C.S. Attorneys To Hear Mrs. Toch, Miss McNamara

Ruth Kessler Toch, assistant solicitor general of the State of New York and M. Frances McNamara, chief librarian of the State Law Department Libraries (state-wide) are scheduled to speak at a seminar to be conducted by the Com-

TITLE APPEAL—PARK COMI

(Continued from Page 1)

at least one half of their vacation time during summer months.

- Expanded effort made to recruit most qualified candidates.
- Liaison man be assigned to coordinate patrolman's appearance in court with his working schedule.
- Establishment of thorough training program for all personnel.
- Commission consideration and support of a request for non-contributory, half-pay, 20-year retirement.

Another meeting will be held shortly to obtain answers from the Commission and to further discuss items on the agenda.

CSEA representatives at the meeting included Ptl. Barney Aversano, president of Parkway Police chapter; George Koch, vice president; John C. Rice, assistant counsel, and John D. Corcoran, Long Island field representative.

Pass your copy of The Leader on to a non-member.

mittee on Post-Legal Education of the Association of New York State Civil Service Attorneys at 6:30 P.M. on August 24, 1965 at the New York Law School, 57 Worth Street, New York City.

Both speakers are recognized specialists in the fields about which they will speak.

Mrs. Toch will speak on "Administrative Hearings and Judicial Review."

Miss McNamara will speak on "Techniques of Legal Research."

These lectures should be of particular interest to attorneys who contemplate taking any of the attorney examinations which have been scheduled for September 11, 1965.

The public is invited to attend. There will be no admission charge.

Paxon Named Judge

ALBANY, Aug. 9 - Governor Rockefeller has announced the appointment of Leon William Paxon of Akron, as Judge of the Family Court of Erie County. Judge Paxon will serve under the appointment until December 31, 1965.