

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 13

'Dark Ages' Dealing Charged To Garden City Officials

(From Leader Correspondent)

GARDEN CITY, Jan. 21—Local units of the Civil Service Employees Association have charged the village officials with rebuffing all attempts to bring employees grievances to their attention.

The complaint was voiced by Brian McVeigh, president of the Garden City fire department unit, Nassau County CSEA, in a letter to village commissioner, John B. Baxter. McVeigh reminded village officials that State law will require them to institute a formal grievance procedure by Oct. 1.

Breeding Discontent

McVeigh said, "The men and I feel that your refusal to recognize our organization is only going to breed more discontent and help to lower morale, if it can be lowered any further." He added, "The village enjoys a reputation for being quite progressive and forward looking. If this is true, then why is the employer-employee relationship still in the very dark ages?"

The village's paid fire department, with 26 workers, has a 100% membership with the

CSEA. Other village departments have 155 members in a second CSEA unit. Louis Santorello is (Continued on Page 16)

Rome Grants CSEA Full Right To Organize Aides; Membership Drive to Open

ROME, Jan. 21—The Civil Service Employees Association has been granted recognition and payroll deduction of dues by the city of Rome, opening the way for a full scale membership drive among municipal employees.

The approval came this month from Lewis C. Wood, newly elected mayor of the city.

Negotiations approving the general membership solicitation were conducted by Ambrose J. Donnelly, CSEA field representative; Mayor Wood and Gregory F. Esposito, former city treasurer now serving as Oneida County finance officer. It was also agreed that payroll deductions of dues and group insurance would be authorized by the city.

The Goals Ahead

Donnelly said the Rome unit (Continued on Page 16)

Condon-Wadlin Change Poses Dual Challenge, CSEA To Tell Committee

By PAUL KYER

Albany, Jan. 21—Revision of the penalty provision of the Condon-Wadlin anti-strike law must be accompanied by the establishment of workable and equitable personnel relations policies, the Civil Service Employees Assn. will tell the Legislature's Joint Committee on Industrial and Labor conditions this week.

The committee, headed by Assemblyman Anthony P. Savarese, Jr., is holding hearings here on Jan. 22 on repeal of the Condon-Wadlin law and its replacement with new legislation that, it hopes, will be effective against public employee strikes.

The CSEA will point out that the Condon-Wadlin law is in no way a measure of personnel policy but only legislation that prohibits strikes by public employees

and prescribes punishment for violation of the law. What is also needed, the CSEA will say, is a formula for handling grievances, wage disputes and other personnel problems that will be so effective that the strike problem will rarely be posed.

CSEA Against Strikes

At the same time, the 110,000- (Continued on Page 14)

Men Directing Dutchess Pay Survey Warn Against Tampering With Findings

(From Leader Correspondent)

POUGHKEEPSIE, Jan. 21—Joseph W. Watkins, assistant director of the Municipal Service Division of the State Civil Service Department, has started a salary survey which is expected to benefit employees and officers of Dutchess County.

Watkins is cooperating with William F. Moehrke, veteran executive secretary of the Dutchess County Civil Service Commission in the survey of the jobs held by approximately 500 county employees. It is scheduled to be completed by Sept. 1, in time for incorporation in the 1964 county budget.

Pledge Extracted

Both Watkins and Moehrke stipulated, before undertaking the survey, that they would not tolerate tampering with their findings and recommendations. They plan to give the Board of Supervisors alternatives on pay scales and have extracted a pledge that there will not be deviations from the alternative selected to provide (Continued on Page 3)

Suffolk CSEA To Meet Jan. 24

The Board of Directors of Suffolk County chapter, Civil Service Employees Assn., will meet Jan. 24 at 8 p.m. in the Firematic Training Unit, Yaphank, Thomas Dobbs, chapter president, announced last week.

Other Stories

Please check other pages for stories of interest to Civil Service Employees Association.



HEALTH PLAN — The Ulster County Board of Supervisors at its last monthly meeting approved adoption of the State Health Plan for county employees. Under the plan, endorsed by the Ulster Chapter of the Civil Service Employees Association, employees will have their choice of one of two plans. Coverage is effective March 1. Shows above discussing benefits of the new

coverage are, left to right, seated: Thomas Bohan, executive secretary of Ulster County Civil Service Commission; Supervisor Jesse McHugh, chairman of the Board of Supervisors, and Supervisor Peter M. Williams, board majority leader and chairman of the insurance committee; standing, left: Arthur W. Rosecrans, representing Group Health Insurance, Inc., and Hugh H. McDowell of Associated Hospital Service.

Ottillie Gallman: Mother of Deputy Tax Commissioner

Mrs. Ottillie Gallman, 89, mother of Norman Gallman, deputy state tax commissioner, died last week in Jones Memorial Hospital, Wellsville, after a brief illness. She was the widow of Fred C. Gallman. Born in Germany, Mrs. Gallman had lived most of her life in Wellsville. Other survivors include sons, the Rev. Lawrence Gallman, Faribault, Minn., and Aaron Gallman, Snyder; daughter, Mrs. John Schultz, Wellsville; seven grandchildren and 11 great-grandchildren.

Services and burial were in Wellsville.

Don't Repeat This!

The Rockefeller Model For 1964

MEN in public office have an obvious edge when election time rolls around. They can emphasize the good things occurring in their terms, lay the groundwork for future attractive programs and, in general, keep themselves constantly in the public eye. The higher the office, the greater the platform for exposure.

It follows that the greatest public office—that of the presidency of the United States—presents the greatest task for any opposition from the party (Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)
 on the outside. The very drama of being President can create a giant image of even ungifted men. When the President is as attractive, youthful, popular and energetic as President Kennedy, the job of trying to unseat him in 1964 appears formidable indeed. It is a mark of the basic hope and optimism of Americans, however, that no matter how gigantic the stature of a president seeking re-election there are plenty of men ready to take him on.

The leading challenger in the GOP ranks for 1964, at this writing, is still Gov. Nelson A. Rockefeller and the means by which he intends to create an image of himself as presidential timber that would be good for the country now appear to be taking shape.

Can Always Try

Rockefeller, of course, will have few of the areas to show his stuff that the office of the President can offer. He can share none of the drama of foreign affairs, he can create no executive act that will affect the entire nation, he can rarely attract national press attention on anywhere near the scale that the president does. But he can try.

What Rockefeller cannot do on a national scale, he will attempt on a model scale (1/50th?). In other words, like an architect he will try to show from the model what the whole structure would be like if he gets the chance to be in charge.

International Operation

New York State does not operate its own foreign affairs office, naturally. But, in a sense, Rockefeller has taken his Department of Commerce and placed it on an international basis to build business for the State. Branch offices (they would be consulates on the big scale) of the Department are located not only in Washington, D.C., Los Angeles and Chicago but Montreal, Quebec, as well. It was learned that another international office is being planned for Europe in the near future. All this fits in with Rockefeller's announced determination to build up commerce, industry and employment in the State to the highest level possible during the next two years.

To show that Republicans can operate effectively in behalf of labor, Rockefeller has branched out in many areas. He accepted a proposal of the New York State Civil Service Employees Assn. to mandate public employee grievance machinery through-

out the State, with the exception of New York City. Later, he played a successful role in settling the hospital employees strike in New York City. This year he is committed to changing the Condon-Wadlin anti-strike law, a law to which so many public employees object.

Rockefeller is equally determined to keep New York State on a pay-as-you-go basis without raising taxes. He is expected to step up his program on civil rights, particularly, in the area of anti-discrimination. Many of these programs—taxes, labor relations, increased employment—have parallels on the national level and it can be seen that Rockefeller will use any success he has locally to project what he could do nationally if given the chance in 1964.

The Big Problem

The real problem facing Rockefeller during the next two years is to get national publicity on his efforts. If President Kennedy succeeds in gaining his tax cut proposals, succeeds in raising the gross national product percentage with its accompanying boost in the stock market and increases his leadership and successes in foreign affairs, the task of unseating him in 1964 will be Herculean, not only for Rockefeller but any other man who wins the Republican nomination.

Oneonta Pay Tribute to 4

ONEONTA, Jan. 21 — Four members of the Ononta Chapter, Civil Service Employers Association, recently received 25-year service pins.

The members, all employes of Homer Folks Tuberculosis Hospital, received their pins at the chapter's annual party.

They are:
 Helen Rothery of 7 Grand Street, Oneonta, who began service in the hospital's medical record room on March 8, 1937, and now holds the rank of senior stenographer.

Ruth Stearns, a resident of the hospital, who began employment at Homer Folks on Nov. 17, 1937, as a head nurse. She now is supervising surgical nurse. Before joining the Homer Folks staff, she had been a supervising nurse at the Rensselaer County Tuberculosis Hospital.

Clarence Bull of Oneonta RD 2, who has been employed as a principal stationary engineer since July 16, 1937. He previously had worked as an engineer at the Women's Relief Corps in Oxford and as assistant chief engineer at Biggs Memorial Hospital in Ithaca.

Libbie Yager of 2 Eighth Street, Oneonta, who has been employed in the housekeeping service of Homer Folks since Oct. 28, 1937.

Music for the party was supplied by Charles Morehouse, Robert Harder and Willard Miller of the Homer Folks staff, with assistance from Lindley Hamlin and Stanley Rowe, both of Oneonta.

J. Joseph Mahaney is president of the Oneonta Chapter.



WINNERS — Awards under New York State's Suggestion Merit Award Program were recently presented to two Department of Mental Hygiene employees. Flanking deputy commissioner Dr. Charles E. Niles, chairman of the Mental Hygiene Award Committee, who made the presentation are: Mrs. Irene V. Williams, file clerk, who received \$25 and a certificate of merit for her suggestion to revise a medical records clerk manual, and Julian A. Belin, senior photographer, who received two checks totaling \$35 for suggestions concerning improvement of institutional photographic darkrooms.

Mrs. Beatrice Cohen Honored At Lunch.

NEW HAMPTON, Jan. 21 — Mrs. Beatrice Cohen was honored at a recent retirement luncheon held at the Eureka House, near Goshen. Mrs. Cohen has been a state employee for many years and recently served as a secretary to Dr. Herman Sapier, superintendent of the New Hampton Training School for Boys for three and one-half years. The luncheon included many of her friends from Otisville Training School where she had worked previously.

Larry Spinelle and Betty Relyea acted as co-chairmen for the dinner and Dr. Sapier presented the silver engraved tray which was given to Mrs. Cohen by her friends.

Personnel Award Program Inaugurated By New York Personnel Council Board

ALBANY, Jan. 21 — Inauguration of a Personnel Award Program to provide recognition of significant personnel work in State service was announced recently by David S. Price, chairman of the New York State Personnel Council.

The council will grant its first award in June 1963 to a departmental personnel office for excellence in an activity or project such as recruiting, training, or classification. The activity must be in effect and should have produced tangible results.

Nominations must be submitted to Granvill Hills, chairman of the Awards Program Committee by February 1. Hills is director of personnel of the State Department of Mental Hygiene.

The Award Program Committee will evaluate all nominations. Members of the committee are Richard P. Canuteson, senior personnel administrator, Department of Audit and Control; Bette Dowling, associate personnel administrator, Bankings Department; Craig Smith, associate personnel administrator, Conservation Department, and Arnold Steigman, senior personnel administrator, Executive Department's Alcoholic Beverage Control Board.

The final determination will be made by the Review Committee, which is comprised of Raymond Brunner, personnel director, Albany Medical Center Hospital;

Raymond C. Dumser, assistant vice-president, Personnel Department, National Commercial Bank and Trust Company, and James Watson, executive director, National Civil Service League.

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RIBBON CUTTING — Joseph F. Feily, president of the Civil Service Employees Association is seen cutting the ribbon opening the new office of the Schenectady County Civil Service Employees Association. Shown, left to right, at the ceremonies are: Wolfgang Reimer, chairman of the county Board of Supervisors; Mayor Malcolm Ellis of Schenectady; Mr. Feily and Nicholas Pinavalle, president of the Association's county chapter.

Dutchess Warned On Pay Survey

(Continued from Page 1)
 extra pay for persons just because they happen to have the right connections.

Dutchess County Board of Supervisor leaders, including Compensation Committee Chairman Horace Kulp, have indicated they

expect Moehrke and Watkins will recommend increases in scales and grades.

Previous Action

Last December the Kulp committee recommended two-increment or approximately 10 percent raises for most county employees. A coalition of Democrats with a few Republicans force the G.O.P. controlled board to revise the pay resolution to give only one increment to employees receiving \$6,300 or more.

Schoharie Joins Health Plan Ranks

ALBANY, Jan. 21 — The Schoharie County Board of Supervisors this month approved a health insurance plan for county employees after the measure met a stalemate at last month's meeting of the Board.

Announcement of the health plan was made to The Leader by Lewis D. Borek, president of the Schoharie County chapter of the Civil Service Employees Association, whose group led the seven-month drive for the insurance coverage.

Act Completes Program

Borek said granting of the State Health Insurance Plan completes a five-year program of improvements started in 1958 with payroll deduction of dues. Other adjustments realized since then are the 1959 salary revision with a cost-of-living clause, the 1960 major revision of work rules and regulations and in 1961 the 5 per cent plan.

In commenting on the latest achievement, Borek says that the reason for the major stride achieved since the chapter was started in '57 was "due largely to the fact that a majority of the Board members during each administration were men with a high degree of social responsibility and a sincere interest in the welfare of their employees."

The health plan, which initially will cost the County an estimated \$7,500 was turned down last month by a deadlocked vote.

Safety Officer Standards Upped

ALBANY, Jan. 21—Minimum qualifications of candidates for institution safety officer positions will be strengthened in the future as a result of questions, raised by the Civil Service Employees Association, H. Elliot Kaplan, president of the State Civil Service Commission, has announced.

New Qualifications

In a letter to CSEA President Joseph F. Feily, Kaplan said the following minimum qualifications will be incorporated in future announcements for the positions:

"Candidates must be graduates of a standard senior high school or must have a satisfactory equivalency diploma issued by the New York State Education Department will be accepted in place of high school graduation. Satisfactory office, business, industrial or supervising experience, experience in dealing with the public, or full-time military experience may be substituted on a year-for-year basis."

Responsibility

Feily had questioned the lack of minimum requirements of training and experience, citing the "substantial responsibility entrusted to the Safety officers."

Kaplan attributed the absence of these to recruitment difficulties for the safety officer positions and said "post-assignment training is administered by the institutions to which the officers are assigned."

Attorneys Assn. Plans Condon-Wadlin Talk, Officer Nomination

There will be a general meeting of the New York State Civil Service Attorneys Association on Wednesday, January 30, at 5:30 p.m. in the State Office Building, 270 Broadway, New York City, 6th Floor, Hearing Room "F."

The meeting will be held to nominate officers for the coming year and to discuss the proposed bill to change the Condon-Wadlin Act to provide employee representation in Employee-Management Relations to effectuate improvement in the public service in the State of New York.

All attorneys, hearing officers, referees and other persons employed in legal titles in New York State Civil Service are invited to attend.

New Referee

Martin M. Zimballist of Manhattan has been named a referee by the New York State Workmen's Compensation Board, according to Colonel S. E. Senior, chairman.

Southern Conf. Will Discuss CSEA Legislative Action At Winter Session Jan. 25

The Winter meeting of the Southern Conference of the Civil Service Employees Association will be held on Friday, January 25 at 7:45 p.m. at the Social Center, Middletown State Hospital, Middletown.

Delegates of the Conference will be briefed on the current legislative program which will be sponsored by the CSEA this year in the State legislature and as to the action which the Association has taken.

Felice Amodio, president of the Middletown chapter, who will be the host for the Conference, is

making arrangements that the necessary facilities be available to conduct business meetings.

It has been an established Conference practice that chapter delegates be informed directly of the progress of resolutions sponsored by chapters by a representative of the CSEA.

President William Hoffman stated "Due to financial commitments and a proposed austerity budget program of the State Administration, it will be the duty and obligation of each member to keep informed, and alert, propose constructive criticism and contact their local legislators for support, if the member hopes to obtain the benefits they rightfully deserve through this legislative program."

All CSEA officials and Conference presidents throughout the State have been invited.

Craig Colony Valentine Ball February 16

The annual Valentine Ball at Shanhan Hall, Sonyea, will be held on Saturday, February 16, with Freddy Beck and his orchestra furnishing the music. Sponsored by the Craig Colony and Hospital chapter of the Civil Service Employees Association, the semi-formal affair is open to the public.

Only 350 tickets will be sold by supervisors and department heads until February 4. Sam Cipolla and Ben Hoagland have distributed the tickets and will supervise the general sales. Samuel Seltzer, general chairman, said that no tickets would be sold at the door. Also on the general committee are George DeLong and Lester Wilcox who are handling printing and news release, respectively.

Refreshments will be provided by the chapter's social committee which is headed by Fred Kawa. Assisting him are D. Preble, J. Russell, J. LaGeorge, J. Ford, J. Runfola, L. Milliman, M. Kawa, H. Hurley, E. Scott, E. Passamonte, W. Barber, G. Barber, J. Grillo, C. Dromazos.

(Continued on Page 14)

Nassau City Unit Submit Program

GLEN COVE, Jan. 21—George Willett, president of the city unit, Nassau chapter, Civil Service Employees Association, has submitted the following program to Mayor Joseph Reilly.

The unit asked for (1). A ten % general pay increase. (2). Grievance machinery. (3). Uniform attendance rules. (4). Protection against dismissal without a hearing for labor class and per diem workers with three years of service. (5). Unemployment insurance. (6). Compensatory time off. (7). Time and one-half for over time. (8). 10% differential for night work. (9). Accurate job classification.

Case on CSEA Legislature Comm.

BUFFALO, Jan. 21—Robert W. Case, president of the Roswell Park chapter, CSEA, has been named a member of the CSEA's State Legislative Committee.

Case, who lives at 279 Donna Lea in suburban Williamsville, is director of pharmacy service at Roswell Park Memorial Institute, one of the leading cancer research centers in the nation.

Solons And Albright To Air CSEA Legislative Policies At Capital Dist. Conference

The associate counsel of the Civil Service Employees Association and legislators from the State will discuss current legislative measures which will affect the Association, at the winter meeting of the Capital District Conference.

The meeting will be held at the Tom Sawyer Motor Inn, Western Ave., Albany at 5:30 p.m. on January 28.

The program during the evening will include a social hour, dinner and an open end discussion of the current legislative program which the CSEA will be sponsoring this year.

Harry W. Albright, Jr., associate counsel for the CSEA, and various legislators will discuss and explain the legislation, in which CSEA is particularly interested. For reservations and arrangements, write to Mary K. Hart, Reference Section, N. Y. State Library, Education Bldg., Albany 1.

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 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Closed Saturdays except to answer inquiries from 9 to 12 a.m. Telephone CORTland 7-8886

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 with the specified filing fee in the form of a check or money order, 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 Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and Room 100 at 155 West Main Street, Rochester (Wednesdays only).

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

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

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

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

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

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U.S. Service News Items

By MARY ANN BANKS

Pins Awarded For 6,820 Yrs. Service

Over 200 retiring Federal civil servants, employees of the New York Post Office, who represented 6,820 years of service were honored at a recent ceremony. The event was held at the General Post Office, 33rd Street and Eighth Avenue, New York.

Recognition Certificates as well as Special Identification Cards were presented to the following retirees by Postmaster of New York, Robert K. Christenberry:

Forty Years Last Sept.

John S. Brown, foreman-RPO; Frederick A. Carl, Station supt.; Henry T. Hansen, Distribution clerk; Oliver R. Jackson, information clerk; John Schlapp, general clerk; Arthur P. Walsh, tour supt.; Aquiline F. Weierich, asst. postmaster.

25 Plus in Sept.

David Abrams No. 1, carrier; Irving Vraverman, accounting clerk; Edward E. Brock, distribution clerk; Luis Q. Cepeda, tour supt.; Burrit L. Crane, carrier; Thomas L. DeSilva, distribution clerk; Agnes M. DiGemma, foreman laborer; Max B. Domowich, accounting clerk; Oscar E. Edmond, carrier; Ronald A. Gaiter, general clerk.

Samuel Goldberg No. 2, motor vehicle operator; Frank E. Grande, postal services rep.; William Guarino, dispatcher; Charles Jacob, distrib. & window clerk; Louis M. Javits, distribution clerk; Sidney A. Katz, city carrier; Benjamin S. Klein, window clerk; Frederick R. Knoll, elevator operator; Herman Kostick, general clerk; Mary E. Lynch, charwoman.

Joseph P. McCarthy No. 2, city carrier; Charles E. Nicholls, mailhandler; Rudolph Plokowitz, window clerk; Morris H. Redalje, mail handler; Saul A. Rogers, relief supervisor; Nathan E. Saratof, mailhandler; George Skidell, accounting clerk; Frances Spiro, foreman; Walter J. Stanton, general foreman; John J. Sweeney No. 2, carrier.

Less Than 25 Yrs. in Sept.

William N. Barry, dist. clerk; James T. Brown No. 1, mailhandler; Ramon Colon, laborer; Harry A. Davis mailhandler; Leonard F. Edmonds, mailhandler; Francis A. Fay, city carrier; James B. Majors, dist. & window clerk; Arthur Schumacher distribution clerk.

40 Years in December

James M. Anderson, group leader, mails; William Burlakoff, distribution clerk; Peter Chiarelli, tour supt.; Vincent A. DeSio, window clerk; Jacob M. Dipsiner, foreman; Ella Ferber, general clerk; Hyman Friedman No. 2 postage due clerk; Joseph Greenberg No. 1, general foreman; Charles P. Heckel, distribution clerk; Louis Kirsch No. 1, distribution clerk; Harold M. Rohr, distribution clerk, Alexander Kniefer, distribution clerk.

Frank J. Romeo, distribution clerk; David Rosenberg No. 1, complaints clerk, John Salvato tour supt.; John F. Sargana, foreman; Sol Schiffer, time & attendance clerk; Irving Shachtman, distribution clerk; Joseph Simpson, tour supt. Fred M. Storll, window clerk; Henry Teitler, acct. paper supply clerk; John J. Tracey No. 1, station supt.

More Than 25 Yrs. in Dec.

Mamie Allen, guard; Louis C. Alprin, distribution clerk; Luis Alvarez No. 1, window clerk; Donald A. Barringer, asst. general supt. mails; Elias Bauer, distribution clerk; Charles Borelli, foreman, elev. operators; Albert

Brownstein, station supt.; Nathan W. Butt, distribution clerk; Emilio Chaves, distribution clerk; Harry Chernoff, dispatcher.

Abraham Cohen No. 1, distribution clerk; Max Cooper, distribution clerk; Adrien S. Curet, foreman, mails; Francis J. C. DeBlasio, general clerk; Vincent De Marinis, finance station supt.; David C. Dent, postage due clerk; Irving Dolgin, window clerk; Arthur W. Dunning, distribution clerk; Joseph A. Finlayson, window clerk; Jacob Fishman, time & attendance clerk.

Henry L. Garbarino, distribution clerk; Paul M. Gourley, distribution clerk; Robert J. Hawkins, mailhandler; Herbert L. Howard, vehicle operations analyst; Meyer Kaplan No. 1, special dist. clerk; Sam Karnefsky, bulk mail clerk; Samuel Klarreich, foreman; Adolfo F. Kohl, window clerk; Dominick LaValle, chief dis-

patcher; Irving Lippit, general clerk.

James F. Lorello, foreman, mails; Abe Lyman, scheme technician; Charles A. Mack, bulk mail clerk; Jimmie J. Madorma, city carrier; Herman C. Marshall, distribution clerk; Louis Matzl, laborer/custodial; Rosendo Matos, mailhandler; Albert Millite, city carrier; Samuel D. Opochninsky, distribution clerk; George W. Peterson, general clerk.

Joseph Pollock No. 1, distribution clerk; Benjamin Reinhardt, class & inquiry clerk; Frederick W. Roberts, distribution clerk; Frank J. Rubasch, window clerk; Alexander Rudnick, account clerk; Julius Sales, general clerk; John Scavuzzo, city carrier; Harry Segal, accounting clerk; Andrew J. Sirio, general office clerk; Louis Slavin, city carrier.

Carroll O. Smith, watchman; David D. Sonenthal, city carrier; Samuel Spanier, mailhandler; Patrick Spiotto, time & attendance clerk; Philip Stein, city car-

rier; Joseph S. Straus, distribution clerk; Juan Tejada, general foreman; Gaetano Vehione, convey mechanic; Henry Wilko, city carrier; Frank P. J. Wilson, general clerk.

Irving Wohl, mailhandler; Harry Zike, distribution clerk; Irving Zimmerman No. 1, acct. paper supply clerk.

Less Than 25 Yrs. in Dec.

Addie T. Carnegie, charwoman; John J. Gill, watchman; John T. Grace, distribution clerk; Ethel J. Kopp, distribution clerk; distribution clerk; William R. Treadwell, mail handler.

More Than 40 Yrs. in Nov.

Hamilton S. Abbott, general clerk; George H. Blackwell, distribution clerk; Kiever C. Burris, supt. window services; Samuel Fellner, distribution clerk; Thomas Foti, station examiner; Philip Lasky, general clerk; James Pagano, station supt.; Louis H. Reigelhaupt, P.S. Rept.; Max

(Continued on Page 15)

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RETIREMENT AWARD — Christina Doty of Albany receives award certificate noting her retirement from State service after a 43-year career. Miss Doty was among 33 retired members of the Department of Motor Vehicles honored at the second annual Christmas party of the Motor Vehicle chapter, Civil Service Employees Association. Pictured are, left to right, Albert D. Schuler, chapter president, Miss Doty and William S. Hulst, commissioner of the Motor Vehicle Department.

Summer Jobs As Policemen For Students And Teachers

College students and teachers who are seeking additional income in vacation periods may resolve their problems by working for the Suffolk County Police Department as a seasonal patrolman.

In an effort to establish an eligible list for seasonal patrolman positions for Suffolk County, the Civil Service Commission in Riverhead is offering an examination to determine eligible candidates.

The candidate would perform general police work during the summer and the Christmas holidays. Final filing date is March 1.

Minimum requirements are a New York State Equivalency Diploma or the equivalent and legal residence for at least one year in Nassau or Suffolk Counties.

The examination will test the knowledge of the candidate as to learning ability, ability to use

good judgment in the police field, ability to deal effectively with others, and the ability to read and understand written material.

For further information and application forms write to the Suffolk County Civil Service Commission, County Center, Riverhead, or call PARK 7-4700 ext. 249.

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New Trooper Assignments

ALBANY, Jan. 21 — State Police Superintendent Arthur Cornelius Jr. has announced the following appointments, promotions and reassign-

ments, all effective Jan. 10. **CAPTAIN DONALD F. LANG** has been appointed executive assistant to the superintendent at a salary of \$14,490 a year. (Continued on Page 12)



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TUESDAY, JANUARY 22, 1963

Study The Charter

NEW York City employees should give careful study to the new City charter, some aspects of which were discussed in our column "Don't Repeat This!" last week. Of particular interest should be those sections dealing with the new lines of authority and responsibility, most of which lead to the Mayor's office.

The changes are wider in scope than many employees and organizations realize, if the questions asked of this newspaper are any indication. The trend indicated by this procedural change is toward an all-powerful central figure who will have great administrative responsibility. The charter affects every city employee and all city organizations, directly and indirectly. It should be studied thoroughly by everyone.

Change Condon-Wadlin

THIS week, the Joint Legislative Committee on Industrial and Labor Conditions is holding hearings in Albany on the Condon-Wadlin Law. What will happen to this particular piece of legislation during the current session of the Legislature, no one can tell at this writing. However, whatever does happen will have an affect on every public employee in the State, no matter what his governmental jurisdiction be.

We urge both the Committee and those who seek changes in the law to proceed with utmost caution. There are indications that many groups feel a simple answer will solve all the problems. Nothing could be further from the truth. A solution that would fit one group of employees could be completely unworkable for another group of employees operating under different work conditions. Getting rid of Condon-Wadlin is, in itself, not an answer to strikes in public employment. Responsible organizations are against using the strike, but it is obvious that some legislation must exist in this area.

The problems are enormous and cannot be settled easily. Therefore, we urge deep thinking and sufficient study before rushing to the Legislature with answers that on the surface solve all problems and in reality settle none—and possibly create more.

The solution to Condon-Wadlin is not simple, nor will the solution be simply arrived at. The usual answers will not apply. We can think of no other legislative act posed this year that will require such truly creative and original thinking. The most serious deliberation is required.

Imaginative Recruitment

THE most recent campaign to recruit policemen for New York City is now bearing fruit.

For the past several years, interest in a police career on the part of eligible young men has decreased to the point where the situation was becoming critical. The number of retirements, deaths and other separations was growing larger daily while the number of applicants was diminishing.

It took a combination of three ideas developed by the Division of Recruitment and Public Relations under Arnold DeMille, with the approval of the Civil Service Commission under Dr. T. H. Lang, to start to turn the tide.

First, residency requirements were dropped for application. It was only after appointment that a patrolman had to live within the City limits. This victory was increased by a change in the state law which required patrolman to live within the City. Now they are permitted to live within contiguous counties.

Then, filing fees were abolished and recruitment was increased even more.

The third and final step in the fight against a lack of qualified police applicants began several weeks ago when filing for the position was unified with weekly testing—on Saturdays, a young man's usual day off.

Coupled with a new advertising and public relations pro-

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.

Protests Refusal Of Personnel Dept. To Allow Changes

Editor, the Leader:

This is an open letter to the Mayor of the City of New York and the City Dept. of Personnel: Gentlemen:

The fact that hundreds of protests on the tentative key answers for the senior and supervising clerk exams were made and the fact that it took the Department of Personnel months to sift these protests is surely proof that where there is smoke there is fire. Every one of these protests was made with reasonable proof that if the Civil Service Commission was not wrong, at least more than one answer was correct. I protested two questions on the supervising clerk exam (Number 9502) and they are as follows:

No. 6. Question: Suppose that a clerk who has injured himself on the job because of his carelessness informs his supervisor of the accident. The supervisor has been newly appointed to his job and is anxious to keep accidents to a minimum. The action taken by the supervisor is to criticize the subordinate for his carelessness and to tell him that he is holding him responsible for the accident. Of the following, it would be most reasonable to conclude that, as a result of the supervisors action, his subordinates may" . . .

Civil service claims that the answer (a) "tend to withhold information from him about future accidents" is correct.

This is not necessarily so. When people are hurt in accidents it has to be reported, because (1) general office rules, (2) compensation. One never knows how serious a complication may arise from a seemingly small accident. For example, a person falling, hurting his back or head. Even though they are not seriously injured at the moment, something could develop. People are aware of this type of situation, and report accidents, even though they will get, but would like to avoid, a reprimand.

I claim that the answer "C" . . . "expect him to supervise them more closely in the future" . . . is the better answer.

The very fact that you state in the question that the supervisor is newly appointed and anxious to keep accidents to a minimum would make "C" answer more logical. Another reason for the "C" answer to be more correct is that a supervisor, newly appointed or not, has, as one of his responsibilities, to take care of the welfare of his subordinates. It is his job to make his unit accident free, if possible, and look for ways to protect the "accident prone" as well as other employees from accidents. This was taught to a class I attended at Charles E. Hughes High School in a course of "Elements of Supervision" given by the Board of

Education for Civil Service personnel. These three factors have greatly increased the number of applicants, while the quality of patrolman candidates has remained at its usual high level.

We congratulate the Department of Personnel on its imaginative approach.

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.)

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

In-Person Appearances

SPEECHES ARE a neglected part of many public relations programs. They should be one of the most important elements of a PR program, particularly for a public agency or a corporation.

THE FACE-TO-FACE technique of public relations is an absolute necessity where many publics are involved. No organization can take the chance of becoming a "soulless neuter" in the minds of its various publics. To allow any organization's image to deteriorate into an unidentifiable mass by default is inexcusable.

TO GIVE the human form to a government agency or a corporation is best achieved by having people representing the agency or corporation appear in person to talk. After all, public relations is basically communications. What better way to communicate than the most common form of communications—talking?

REGARDLESS of the interest of an outside organization, there isn't one we know of which isn't looking for speakers. The most difficult job in any group is that of program chairman. And no organization can last long without holding the interest and its members. It is the program chairman who has that basic responsibility.

THIS IS the "public"—the program chairman—who must be convinced that a speaker from a government agency or a corporation would be just what the members want to hear.

DON'T OFFER a speaker who is dull and sleep-inducing. Send a bright, knowledgeable, and above all, an articulate communicator. Make certain that this speaker has a title sufficiently impressive to make a program chairman feel that the speaker who appears before his group is possessed of an authoritative voice.

WHAT SHOULD be the subject of the speech? Every agency or corporation is doing something interesting. The basic speech for any agency should consist of telling of the most interesting facet of that agency's work, but within the framework of the agency's total mandated responsibility.

THE SPEAKER should be rehearsed by the public relations director for the first few engagements. Thereafter, an intelligent speaker can tailor the basic speech to fit the occasion.

ONE WORD of caution: don't send any speaker who is the-life-of-the-party type and whose specialty is off-color stories. With most audiences, this kind of story is the worst kind of public relations.

Education for Civil Service personnel.

Second Question

No. 14. The question reads: "In setting the work standard for a certain task, a unit supervisor took the total output of all the employees in the unit and divided it by the number of employees. He thus established the average output as the work standard for the task . . . The method that the supervisor used to establish the work standard is generally considered to be . . ."

Civil Service answer is "B" . . . "improper, since the average output may not be what could be reasonably expected of a competent, satisfactory employee"; I claim that answer "A" . . . "proper, since the method takes into account the output of the outstanding, as well as the less productive employees" is more correct.

In the course of "Elements of Supervision" that I took in Hughes High School given by

the Board of Education for civil service employees, time and motion, the average mean and performance standards were studied, as well as the standard deviation curve based on a general psychology book on human relations. This course stressed the fact that it is proper for the supervisor to establish the work standard, since this method takes into account the output of the outstanding, as well as the less productive employee; since no two people can work at the same pace and pattern. There a mean average standard is necessary to management as well as to labor.

Now, I challenge the Mayor and the head of the Department of Personnel to show me why my answers are not acceptable . . . especially since this was taught to me, under their auspices, in courses especially designated to improve the quality and work of their personnel. These two questions are vital to me . . . they mean the difference of being a senior or supervising clerk. Many of us neglected our families and friends, and went to school, studied for the test after putting in a hard and devoted day's work. Is this a just reward?

I respectfully request that the

(Continued on Page 12)

State Civil Service Dept. Opens 14 Promotional Exams; Close Jan. 28

The New York State Department of Civil Service has announced that the final filing date for 14 promotional examinations will be January 28. These exams are open only to permanent employees in the department or promotional unit for which the exam is announced. The tentative examination date is March 2. The titles, exams numbers, requirements, and salaries are listed below:

- Attorney; No. 9084;** interdepartmental; requires 1 year as junior attorney; \$7,350 to \$8,895.
- Senior attorney; No. 9081;** interdepartmental; requires one year as attorney; \$9,480 to \$11,385.
- Assistant forest surveyor; No. 9075;** requires one year experience in the Conservation Dept. (excluding Division of Parks); \$5,000 to \$6,140.
- Forest surveyor; No. 9085;** requires one year in grade 11 or higher; \$6,960 to \$8,435.
- Senior property sales examiner; No. 9082;** requires one year as sales examiner; \$5,910 to \$7,205.
- Supervising motor carrier referee; No. 9083;** requires one year as motor carrier referee; \$10,520 to \$12,575.
- Assistant civil engineer; No. 9077;** requires one year in grade 15 or higher in the Department of Public Works; \$7,740 to \$9,355.

Chief lock operator; No. 9078; requires one year as canal structure operator, bridge operator, or junior hydro-electric opera-

tor; \$5,000 to \$6,140.
Senior superintendent of construction; No. 9078; requires one year as assistant superintendent of construction; \$7,740 to \$9,355.
Superintendent of hydro-electric plant; No. 9080; requires one year as head hydro-electric operator or two years as senior hydro-electric operator or canal electrical supervisor; \$8,560 to \$10,315.
Assistant director of welfare finance and accounts; No. 9071; requires one year as senior accountant, associate welfare accounts examiner, associate accountant, or supervising welfare accounts examiner; \$10,520 to \$12,575.
Supervising welfare accounts examiner; No. 9073; requires one year as assistant accountant,

senior accountant or senior welfare accounts examiner; \$8,130 to \$9,815.
Associate welfare accounts examiner; No. 9073; requires one year as senior accountant or supervising welfare accounts examiner; \$9,010 to \$10,840.
Senior welfare accounts examiner; No. 9074; requires one year as assistant accountant; \$6,960 to \$8,435.

TA Dispatcher Filing

There were 187 applications received during the November filing period for the promotional examination for the title of senior surface line dispatcher (TA) by the New York City Department of Personnel.

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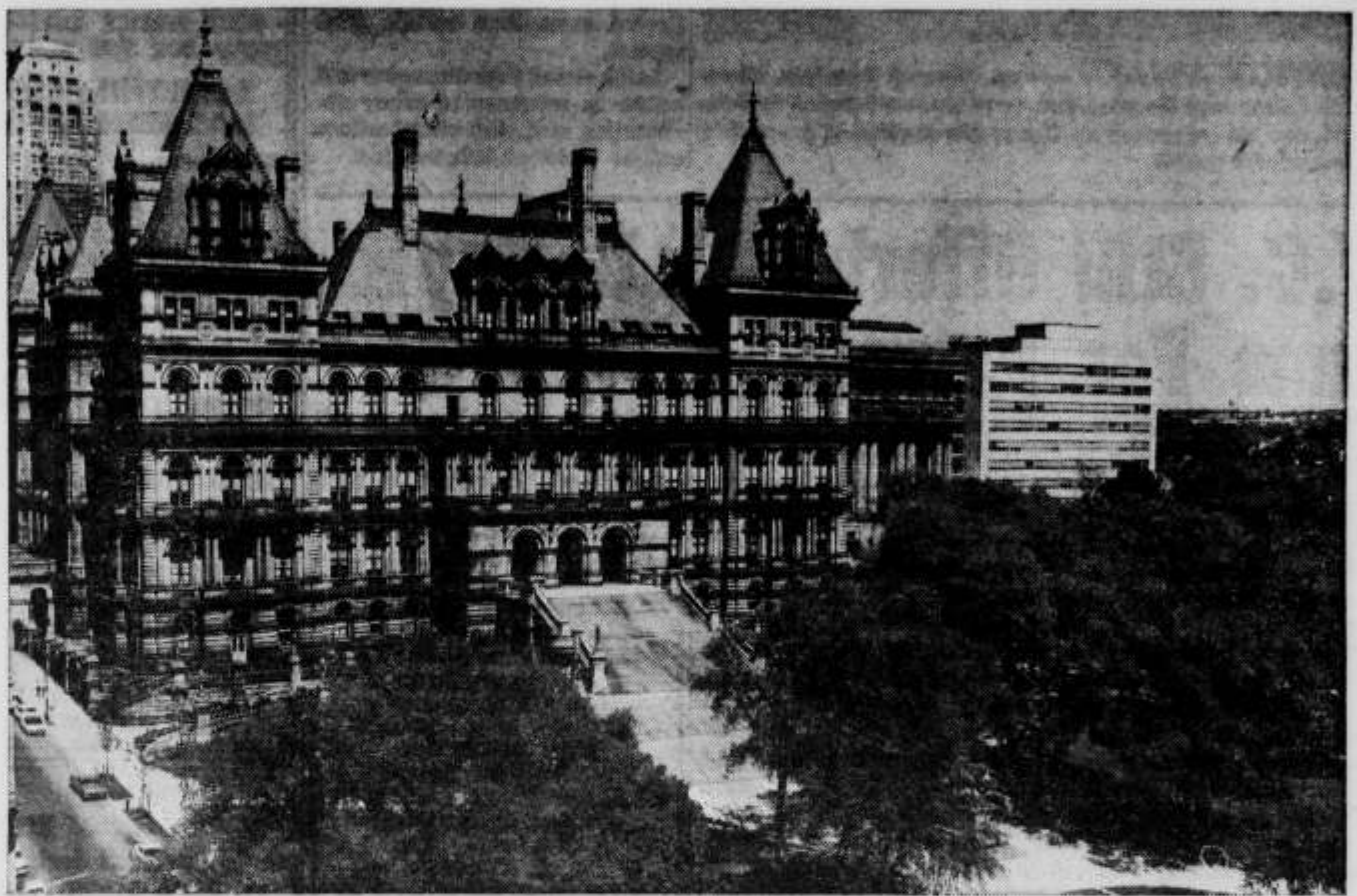
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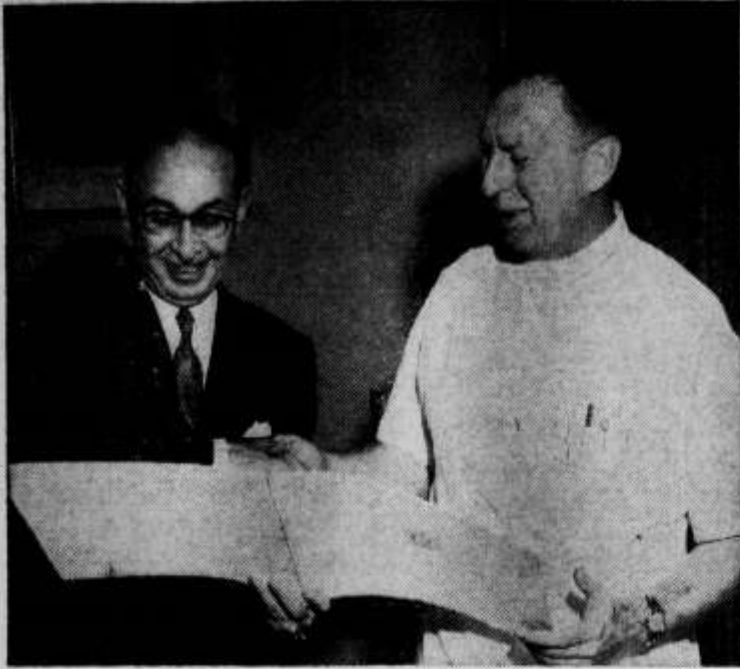
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SUGGESTION AWARD — Dr. Vincent Bonafede, director of Craig Colony and Hospital, left, presents merit award to John Welch, R.N., for his suggestion on the proper method of preventing damage to radiator guards.

C.O. Supervisors Meet Feb. 19

ALBANY, Jan. 21 — The Uniform Supervisors Association of the New York State Department of Correction will hold their winter meeting with correction Department officials at the Wellington Hotel, Albany, on February 19 and 20.

Delegates have been notified to submit items to be placed on the agenda for presentation and discussion at this meeting.

President Charles Lamb stated that items tabled or referred to at the last meeting will automatically be placed on the current agenda. He has also requested that the Pension and Service Record committees submit their reports.

Lamb stated that discussion and action in reference to salary reallocation and oral examinations will be topics at this meeting.

Speakers have been invited from the Department of Audit and Control, Department of Civil Service and a legislative representative to speak on pending legislation.

Card Punch Operators

Card punch operators are needed by the Philadelphia Regional Service Center at an annual salary of from \$3,820 to \$4,455 for GS-3 positions. For information write to the U.S. Civil Service Commission, P.O. Box 1168, Philadelphia 5, Pa.

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Monday

American Government Institutions 5:50 - 7:50
Problems of Developing Countries 5:50 - 7:50
State and Local Government II 8:00 - 10:00
Introduction to Data Processing in Public Administration 8:00 - 10:00
Governments of the British Commonwealth 8:00 - 10:00
Research and Writing in Criminal Justice 8:00' 10:00

Tuesday

Economic Analysis and Fiscal Policy 5:50 - 7:50
Modern European Political Thought 5:50 - 7:50
Public Opinion Formation 8:00 - 10:00
Program Seminar: Social Welfare Administration .. 8:00 - 10:00
Administrative Analysis and Planning 8:00 - 10:00

Wednesday

Comparative Government and Administration II .. 5:50 - 7:50
Constitutional Law II 5:50' 7:50
Political Behavior 8:00 - 10:00
The Development of Government in Israel 8:00 - 10:00
Crime Prevention 8:00 - 10:00

Thursday

Government and Public Administration 5:50 - 7:50
Public Budgeting 5:50 - 7:50
Legal Environment of Public Administration 8:00 - 10:00
Scope and Method of Political Science 8:00 - 10:00
Control of Crime 8:00' 10:00

Friday

Research in Public Administration 5:50 - 7:50

Registration: January 28 through February 1; 10:00 am to 6:00 pm 5 Englewood Place, Albany, New York CLASSES BEGIN FEBRUARY 4, 1963

For further information call GR 4-7670 or write to: GRADUATE SCHOOL OF PUBLIC AFFAIRS 5 ENGLEWOOD PLACE, ALBANY 3, NEW YORK

N.Y.C. Still Offering Saturday Exams For Patrolmen Titles

The New York City Department of Personnel, as a result of a stepped-up recruiting program for patrolmen in the City, is offering weekly testing every Saturday for this position. The test are held at 9 a.m. and will continue to be given until March. The positions have a starting salary of \$6,133 per year.

There are no fees or residency requirements for taking this examination, the Department of Personnel stressed.

The physical and mental examinations will be given to successful applicants two weeks following the written test.

The starting salary for rookie policemen is \$6,133 with increments to \$7,616 in 3 years. This includes overtime pay, uniform allowance and paid holidays. The City's latest offer to the uniformed forces would increase the starting salary to approximately \$6,900 for a forty-hour week with

raises to almost \$8,000 in three years, inclusive of paid holidays and uniform allowance.

To be eligible for the police force, candidates must be between the ages of 20 and 28 inclusive, at least 5 feet, 8 inches tall, with 20/30 vision in each eye without glasses, and be of good character.

A high school diploma, or an equivalency certificate, or a G.E.D. certificate issued by the Armed Forces, and a driver's license are also needed. These, however, are not needed until time of appointment to the Police Academy.

Those interested in a career with the New York City Police Department and who live outside the Metropolitan Area may write for additional information by mailing the coupon printed below to Arnold DeMille, Director of Recruitment, Department of Personnel, 299 Broadway, N.Y. 7, N.Y.

DEPARTMENT OF PERSONNEL, 299 BROADWAY, N.Y. 7, N.Y.

Sir: Please send me information on opportunities offered young men as policemen in New York City.

(Type or Print Name and Address in Ball Point Ink)

City State Age

Plumbers Helper Key

The New York City Civil Service Commission has released tentative key answers for the open competitive examination for the position of plumbers helper, number 9317, which was given on Jan. 12. Claims of manifest error in this key must be postmarked before midnight, Jan. 30 to be considered.

1, D; 2, C; 3, B; 4, C; 5, A; 6, C; 7, A; 8, D; 9, B; 10, A; 11, D; 12, B; 13, C; 14, C; 15, C; 16, D; 17, D; 18, C; 19, C; 20, A; 21, C; 22, B; 23, C; 24, B; 25, B; 26, C; 27, B; 28, B; 29, B; 30, B; 31, D; 32, B; 33, C; 34, D; 35, C; 36, B; 37, D; 38, C; 39, A; 40, A; 41, C; 42, B; 43, A; 44, D; 45, A; 46, A; 47, B; 48, D; 49, B; 50, D; 51, B; 52, B; 53, C; 54,

B; 55, D; 56, B; 57, C; 58, D; 59, A; 60, D; 61, A; 62, A; 63, C; 64, D; 65, C; 66, D; 67, A; 68, D; 69, C; 70, A; 71, B; 72, B; 73, A; 74, B; 75, C; 76, A; 77, C; 78, A; 79, C; 80, B.

Civil Engineer

There is an immediate opening for an operating engineer (utilities) at Ft. Jay on Governors Island. The starting salary for this engineering position is \$7,072 per year Applicants will have to meet Civil Service requirements.

Interested applicants should write or visit the Civilian Personnel Office, Headquarters Fort Jay, Building 400, Section D, Governors Island, for interview.

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NEW OFFICERS — Newly-elected officers of the Warwick State Training School chapter, Civil Service Employees Association were installed last week by Tom Brann, CSEA field representative. Shown above are, left to right, seated: Howard Davies, treasurer; Cecil Ritchey, president; Mamie Wilkerson, secretary; and Percy DeMouth, alternate delegate. Standing, same order, are: William King, vice-president; Mr. Brann; Monroe Houghtaling, delegate; Charles Verbert, executive committee member, Jack Wofek, delegate, James Harris, alternate delegate; Leopold Collins and William Willis, both of the executive committee.

Council Kills Fulton Pay Hike Attempt

FULTON, Jan 21—Aldermen here beat down an attempt to grant city employees a blanket salary increase for 1963.

The suggestion for the pay hike was made by Alderman Edward Holden at the Common Council's final meeting of 1962. The Council adopted a \$1,116,300 "austerity" budget for this year, some \$200,000 less than the current year's budget.

After Alderman Holden's suggestion, the Council was polled. The vote killed the suggestion, as alderman said they believed they should "hold the line" on expenditures.

Virgo Named
ALBANY, Jan. 21—Governor Rockefeller has named Dr. Anthony J. Virgo of Rochester as a member of the Board of Visitors at Rochester State Hospital. His term expires in 1969. Dr. Virgo succeeds Dr. Anthony C. Scinta, also of Rochester, whose term expired.

TO BUY, RENT OR
SELL A HOME — PAGE 11

EPIC at 7 P.M. 1962. at 7:30 MATS. Wed. & Sun. at 7 P.M.
"ONE OF THE ALL-TIME GREAT FILMS!"
—Walter of the N.Y. Post

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Tentative MVO Test Key Ans.

The following key answers for the motor vehicle operator examination, which was held last Saturday by the New York City Department of Personnel, are submitted for the benefit of our readers.

Candidates who wish to file protests against these tentative key answers have until February 6, to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted if

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

Rule Roils Foster Pay

ALBANY, Jan. 21 — An unusual result of the rule that a public employee can not be interested in a claim against his local unit of government was this: A county employee found he was violating the law by accepting payments from his county for providing a foster home for a child.

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1 to 11 P.M. Appraisal Service by the Appraisers Association of America. 6th - 21st



NEW SONY MICRO-TV

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This is the Television of Tomorrow. This is the remarkable SONY Micro-TV, that makes every other television set you've seen obsolete. One of the big reasons SONY was able to build this 8 lb. set (so light even a child can carry it) is because it's fully transistorized. No tubes to burn out ever. And the power transistors are of the new epitaxial type, which up to now have only been used in computers and other advanced "Space Age" electronic equipment. The Micro-TV is hardly larger than a telephone, yet it can literally be used anywhere, indoors or out, since it operates on its own rechargeable battery pack, auto/boat battery or AC. And its picture is perhaps most remarkable of all—you cannot see the "scanning" lines so disturbing on other sets, and you can view comfortably from two feet, as you would read a newspaper. The Micro-TV is ready for UHF. A UHF converter will be available and permits the set to receive the full range of UHF television. Never any eyestrain with Micro-TV. Production is strictly limited, so come in for a convincing demonstration today. Rechargeable battery, accessories extra.

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Parking Meter Collection Test Key Answers

The following key answers for the parking meter collector examination, which was held last Saturday by the New York City Department of Personnel, are submitted for the benefit of our readers.

1,D; 2,B; 3,A; 4,C; 5,D; 6,D; 7,A; 8,B; 9,A; 10,D; 11,C; 12,D; 13,D; 14,A; 15,A; 16,C; 17,D; 18,A; 19,C; 20,B; 21,B; 22,A; 23,D; 24,B; 25,A.

26,D; 27,D; 28,D; 29,C; 30,C; 31,A; 32,A; 33,B; 34,A; 35,B; 36,D; 37,D; 38,B; 39,C; 40,A; 41,C; 42,A; 43,D; 44,B; 45,D; 46,A; 47,D; 48,B; 49,D; 50,A.

51,B; 52,C; 53,B; 54,A; 55,D; 56,C; 57,B; 58,A; 59,C; 60,C; 61,A; 62,C; 63,D; 64,A; 65,D; 66,B; 67,D; 68,D; 69,B; 70,A; 71,C; 72,D; 73,D; 74,C; 75,D.

101,B; 102,C; 103,B; 104,D; 105,D; 106,A; 107,B; 108,D; 109,A; 110,C; 111,B; 112,C; 113,C; 114,B; 115,B; 116,B; 117,D; 118,A; 119,B; 120,C; 121,A; 122,A; 123,B; 124,C; 125,B.

Candidates who wish to file protests against these tentative key answers have until February 6, to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted if postmarked after midnight, February 6.

Road Car Inspector Key Ans.

The New York City Civil Service Commission has approved the tentative key answers for the promotional examination to road car inspector without change. No protests were submitted. The test for this position number 9403, was held on Dec. 1. The final answers, as approved by the Commission, are:

Section 1

1, B; 2, D; 3, A; 4, B; 5, B; 6, C; 7, C; 8, A; 9, D; 10, C; 11, D; 12, D; 13, C; 14, B; 15, A; 16, A; 17, C; 18, D; 19, D; 20, B; 21, D; 22, B; 23, C; 24, A; 25, B; 26, B; 27, D; 28, A; 29, C; 30, C.

31, D; 32, A; 33, B; 34, B; 35, D; 36, B; 37, C; 38, C; 39, C; 40, A; 41, A; 42, D; 43, A; 44, A; 45, D; 46, B; 47, C; 48, B; 49, B; 50, B; 51, C; 52, C; 53, D; 54, A; 55, D; 56, A; 57, C; 58, B; 59, D; 60, D.

Section 2

61, A; 62, D; 63, B; 64, D; 65,



UNUSUAL MERIT — Dr. Alfred M. Stanely, director of Rockland State Hospital presents certificate of exceptional merit and a life-time cigarette lighter to Mary L. Newell, senior launderer while Norman Rubinson, personnel director looks on. Her high degree of work interest was cited by Dr. Stanley in presenting her with the suggestion award certificate.

Section 4

61, D; 62, C; 63, A; 64, B; 65, B; 66, A; 67, D; 68, A; 69, C; 70, C; 71, C; 72, B; 73, A; 74, B; 75, C; 76, C; 77, D; 78, B; 79, B; 80, D.

Section 3

61, C; 62, B; 63, D; 64, A; 65, A; 66, D; 67, C; 68, B; 69, B; 70, A; 71, B; 72, D; 73, C; 74, C; 75, B; 76, B; 77, C; 78, A; 79, D; 80, A.

TO BUY, RENT OR
SELL A HOME — PAGE 11

Harcave Named

ALBANY, Jan. 21 — Dr. Sidney Harcave, professor of history at Harpur College, has been named to the selection committee for Inter-University Committee on Travel Grants. The group will select 50 graduate students and young instructors who will receive grants to study in Soviet universities.

REAL ESTATE

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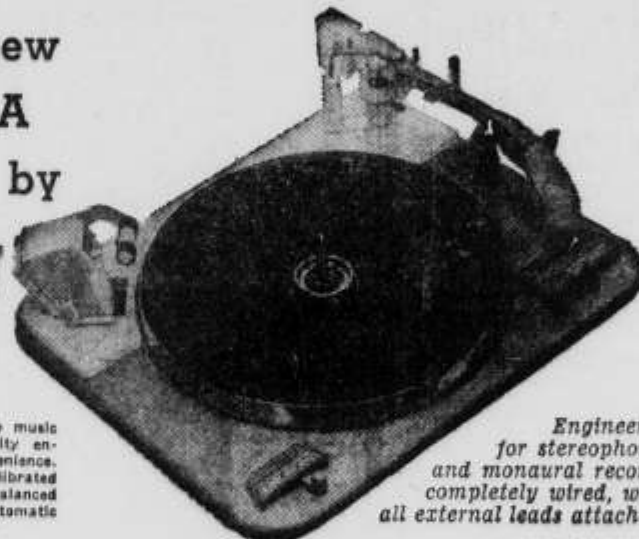
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completely wired, with
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YUkon 6-2646

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565 EAST FORDHAM ROAD
LU 4-1447
open every Thurs. night 'til 9:00 P.M.

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351 GRAND CONCOURSE
CY 2-1080

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DE 7-3477
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101-10 QUEENS BOULEVARD
TW 6-2121
open every Thurs. night 'til 9:00 P.M.

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271 NORTHERN BOULEVARD
HN 6-0160
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Detached Cape Cod. Like new! 4 yrs old. 6 1/2 rms, 3 bedrooms, finished basement, wall to wall carpeting and all appliances included. Only \$900 cash down.

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In the New Garden Hills area, you will find this exquisite home consisting of: charming living room—full sized dining room—modern kitchen—extra main floor—powder room—oversized garage—plus 2 good-sized bedrooms—Hollywood colored tile bathroom and tremendous garden lot. Only 2 blocks to huge shopping centers, public and parochial schools and 5 minutes to subway!

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This Week's Civil Service Telecast List

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

This week's programs telecast over New York City's television include:

Tuesday, January 22
 9:30 a.m.—Career Development—Police Department Promotion course.
 3:00 p.m.—Department of Hospitals Training Programs for Nursing Personnel—with Louis Halpryn.
 4:00 p.m.—Around the Clock—Unit training program for the Police Department.
 5:00 p.m.—Nutrition and You—Bureau of Nutrition, Dept. of Health program.
 8:30 p.m.—Looking at Health—Health Department program.

9:00 p.m.—The Correlated Clinical Science for Physicians—Weekly seminars conducted by the New York Academy of Medicine.

Wednesday, January 23
 3:00 p.m.—Your Lions Share—New York Public Library program, featuring librarians of the Young Adult's Division.
 4:00 p.m.—Around the Clock—Unit training program for the Police Department.
 5:00 p.m.—Nutrition and You—Bureau of Nutrition, Dept. of Health program.
 7:30 p.m.—On the Job—N.Y.C. Fire Department training course.
 9:30 p.m.—City Close-up—Weekly series of interviews with N.Y.C. officials.

Thursday, January 24
 3:00 p.m.—Department of Hospitals Training Program for Nurs-

ing Personnel—with Louis Halpryn.
 6:00 p.m.—Your Lions Share—N.Y.C. public library program.
 7:00 p.m.—The Big Picture—U.S. Army film series.
 7:30 p.m.—On the Job—N.Y.C. Fire Department training course.

Friday, January 25
 4:00 p.m.—Around the Clock—Unit training program for the Police Department.
 5:00 p.m.—Nutrition and You—Bureau of Nutrition, Dept. of Health program.

Saturday, January 26
 2:00 p.m.—The Big Picture—U.S. Army film series.
 3:00 p.m.—Your Lions Share—N.Y.C. Public Library program.
 3:30 p.m.—Daily Miracle—N.Y.C. Transit Authority documentary film.
 7:00 p.m.—Parents Ask About Schools—National Education Association film series.
 7:30 p.m.—On the Job—N.Y.C. Fire Department course.

Sunday, January 27
 1:30 p.m.—Your Lions Share—New York Public Library program.
 7:00 p.m.—The Big Picture—U.S. Army film series.
 8:30 p.m.—City Close-up—Weekly series of interviews with NYC officials.

Monday, January 28
 4:00 p.m.—Around the Clock—Unit training program of the Police Department. Inspector McManus and Sergeant George Mullins discuss "The Importance of the Attitude of the Patrolman."
 5:30 p.m.—Career Development—Police Department promotion course.
 7:30 p.m.—On the Job—N.Y.C. Fire Department training course.
 8:30 p.m.—Career Development—Police Department promotion course.

Assignments

(Continued from Page 5)

CAPTAIN LOUIS C. VIEHL has been reassigned as captain in charge of all training, New York State Police Academy, succeeding Captain George Ashley, who retired in September. His salary will be \$12,985 a year.

CAPTAIN CHARLES O. MINK has been reassigned as captain in charge of the Traffic Section at Division headquarters at \$13,715 a year.

INSPECTOR WALLACE R. SPELMAN has been promoted to captain in command of Troop "G", Loudonville, a post formerly held by Captain Viehl. The job pays \$12,965 a year.

LT. SUPERVISOR A. J. ROBSON, Troop "B", Malone, has been promoted to inspector and assigned to Inspection Staff, headquarters. He will remain temporarily, however, as acting troop commander at Troop B. Salary is \$12,400.

the vacancy created by the resignation of Rollin A. Fancher.

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TO BUY, RENT OR REAL ESTATE — PAGE 11

Keegan Promoted

ALBANY, Jan. 21—John L. Keegan of Garden City has been promoted to the position of hearing examiner with the Public Service Commission. His salary will be \$14,896 a year.

A member of the commission staff since Dec. 15, 1947, Mr. Keegan has been serving as a contract utility accountant. He is a graduate of New York University and a registered accountant.

LETTERS TO THE EDITOR

(Continued from Page 6)

Mayor and the Department of Personnel reconsider their stand. Just because there were so many protests does not mean they should all be thrown out of the window. Consider the morale of the civil servant and the devoted employee.

LILLIAN FRANK, Senior Clerk Department of Welfare

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Building new plants, laying miles and miles of new cable all takes time. Work we now have under way or planned for the next five years will cost a billion dollars.



Con Edison
POWER FOR PROGRESS

Bookings Now Open For March Caribbean Cruise; Iberian Peninsula Tour

More complete details have been released on the Caribbean cruise and Iberian Peninsula tour that will launch the 1963 travel program for members of the Civil Service Employees Assn. Both excursions are scheduled for March.

A 14-day cruise aboard the popular American Export Line ship SS Atlantic will depart from New York on March 29, the height of the Winter season. The ports to be visited will include San Juan, Puerto Rico; St. Thomas, Virgin Islands; Fort de France, Martinique; Port of Spain, Trinidad; Curacao, Netherlands West Indies, and Kingston, Jamaica.

Special Bonus

The cruise will be launched with a "Welcome Aboard" party and once underway there will be all forms of entertainment and relaxation available. Featured are a Meyer Davis orchestra and a native "novelty combo" for dancing;

a masquerade ball, bingo, games, free dance lessons, midnight buffets, in-between snacks, outdoor luncheons, professional Broadway entertainment and the use of one of the largest outdoor swimming pools afloat. All these activities are free and as a special bonus to CSEA members free shore excursions will be provided in San Juan, Trinidad and Kingston.

Prices for berths start at \$380. Because the cruise takes place at the peak of the season, fewer berths are available this year than last. To insure space, immediate application should be made either to Rebella Eufemio, Box 233, Pearl River, N. Y. (Telephone PE 5-2148) or Civil Service Travel Club, Inc., Time & Life Bldg., New York, 20, N. Y.—telephone JUdson 2-3616.

Spanish Tour

Only 25 seats are available for the tour of the Iberian Peninsula, which departs from New York on March 8 for 24 days via KLM, Royal Dutch Airline jet.

First stop will be Amsterdam, a beautiful city of canals, picturesque architecture and famous museums. From here, tour members will fly directly to Madrid, the famed capital city of Spain, and after three full days of sightseeing, will go on to renowned Toledo. A ride through the countryside will take the travelers first to Guarda in Spain and then on to Lisbon, Portugal, one of the most popular capitals in Europe.

A Visit to the Casbah

Returning to Spain, the group will visit Seville, probably the most celebrated city of Spain. A touch of the exotic will come into the program when the travelers next depart for the North African city of Tangier. (Yes, there will

be a guided visit to the Casbah.) After next going to Granada and Alicante, the famed island resort of Majorca will be visited. The last city in Spain to be visited will be Barcelona, one of the largest and most colorful ports on the Mediterranean, after which a fitting climax will come to the journey with a two-day visit to always-exciting Paris.

Where To Apply

Price for the entire tour is \$799 and this will include the round trip jet transportation, all hotel rooms, all transportation in Europe and Africa; most meals, sightseeing tours, tips and special entertainment.

It should be noted again that only 25 spaces are open for this tour, which is strictly limited to members of the Civil Service Employees Assn., and members of their household. Applications and descriptive itineraries may be had by writing to Celeste Rosenkranz, 55 Sweeney St., Buffalo, New York.

Craig Colony

(Continued from Page 3)

L. Falzone, F. Gullo, J. Cottone and B. Gullo.

Mrs. Evelyn Tubbs, decorating committee chairman, is already at work on some unusual decorations which will provide a colorful atmosphere for the ball. Her committee includes J. Russel, R. Hildreth, G. Gundsuh, G. Kysor, E. Scott, H. Kingston, J. MacIntyre, W. Donovan, M. Schuster, I. Wicks, M. Kawa, M. Terry and M. Buchanan.

Arthur Lawson, chapter president, recommended tickets be bought at an early date.

Suffolk To Represent Non-Teaching Aides In Connetquot District

A unit of the Suffolk chapter Civil Service Employees Association has been organized to represent the non-teaching school employees in the Connetquot Central School District. The Suffolk chapter has a membership in excess of 12,000.

John D. Corcoran, Jr. of Sayville, Long Island, representative for the CSEA, announced, "The Connetquot Central School District has been organized and a program for salary and fringe benefits will be submitted to the Board shortly."

James V. O'Reilly, a resident of Ronkonkoma, is serving as temporary chairman and is a candidate for president of the unit. Election of officers will be held on January 30 and installation will take place on February 13 at the Sycamore Avenue School.

Arthur Premm, Board President, has been invited to serve as installing officer and George Graham, District Principal will present the Constitution and By-laws. All department heads, board members, and non-teaching employees are invited.

Pass your copy of the Leader To a Non-Member

CORRECTION CORNER

By CHARLES LAMB

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

Tell Them What You Think

GOVERNOR ROCKEFELLER in his message to the Legislature stressed fringe benefits in state employment, but did not include a suggestion that the State pay rates be increased. Fringe benefits are nice, but will never be as palatable as bread and butter when you are hungry.

THE FIASCO THE Correction Officers went through with their reallocation request only points up more strongly that the present system the State uses in adjustment of salaries must be replaced. The patch work of labor relations programs used by the State has become so antiquated that each one must depend on the other to make them workable. Changes in labor relations are not coming, they have arrived and already are in operation in many public jurisdictions. What has happened to the great Empire State?

HOW WOULD you say State Labor relations compare with the following presently in use in the City of New York.

- **SANITATION** Officers receive 9.3% salary increase retroactive to April 1962 as a result of collective bargaining.

- **CAREER AND** Salary Appeals Board upgrades 67 titles in one week. Attornies salaries reallocated three grades as a result of collective bargaining.

- **DETECTIVE** Investigators have agreed to mediate with Budget and Personnel Directors.

- **ARBITRATION** Committee formed for city drivers. Committee has recommended a \$770 salary increase. Mayor Wagner stated the City would accept the committee's recommendations.

- **CITY LABORERS** negotiate a salary increase to \$5,720 per annum.

- **NEW YORK CITY** Police, Fire and Correction Departments receive substantial salary increases plus other benefits.

STATE EMPLOYEES on many occasions have said "What can I do." Well they have a grand opportunity to express their ideas and thoughts at a public hearing of the joint Legislative Committee on Industrial and Labor Relations, scheduled for January 22 in Albany in relation to changing the Condon-Wadlin Law. The Committee's eight members have agreed unanimously on repeal of this measure, but have not been able to agree on the details of a system of compulsory arbitration that could be used to settle grievances, which I presume would include the Correction Officers denial of reallocation as a Grievance. Anthony P. Savarese, Chairman of the Committee has introduced a bill with a plan for compulsory arbitration by a three man mediation board, but does not have the full support of his committee.

STATE EMPLOYEE representative groups have been calling for repeal of the Condon-Wadlin measure for years. Here is their chance to really put word and action to work where it will produce results.

THE APATHETIC approach of employees to appear at hearings, contacting their Legislators, or even writing a letter is the reason most legislators have indifferent attitudes towards civil service legislative programs. They feel you are satisfied or not interested or you would contact them. Assemblyman Savarese needs your help and support during this hearing to have a compulsory mediation board which is included in his bill, approved by his Committee.

A COMMITTEE such as Assemblyman Savarese is proposing is probably what the Correction Officers are looking for to prevent a repetition of their recent experience with the Budget Division.



PRESENTATION — Watkin Perry, retired motor equipment maintenance supervisor at Utica State Hospital was presented with a purse by members of the hospital chapter, Civil Service Employees Association recently. Shown during the presentation are, left to right: Edward Duernich; Mr. Perry; Lawrence Maxwell, hospital business officer and Stanley Mahaney.

CSEA Gives Views At Hearing On Condon-Wadlin

(Continued from Page 1)

member organization of state and local employees will declare that it is morally opposed to strikes by public employees and will point out that, in practical terms strikes are more and more being eschewed in private employment because the cost of victory through strikes is usually more than employees can afford.

CSEA's theory on the ineffectiveness of Condon-Wadlin is that the punishment must be administered by elected officials who must face the realities of political existence when deciding whether or not to invoke such harsh penalties upon employees. Another problem is that the law requires these officials to be both "prosecutors and judges" in strike situations.

"Political courage cannot be legislated," the Employees Association will declare. What CSEA would like to see is an anti-strike law that, to a great degree, is "self-executing."

Caution To Be Asked

On the issue of modern personnel practices, the organization will caution the committee on attempting to legislate any rigid, over-all code for public employees throughout the state. "The problems of the City of Malone and New York City differ enormously, for example, and what works for one city will not necessarily be effective for the other," the CSEA will declare. This issue is, perhaps, the greatest concern to the Employees Association, which will point out that it's own experience as an employee representative has shown that dealing with state and local governments requires a flexibility of method suited to the area of governmental operation.

The CSEA will urge the committee to recognize that repeal of the Condon-Wadlin Law is not the only issue before it and that the committee must also set itself to the "greater task" of finding the basic means of correcting short-comings in public employment, mainly through modern personnel practices.

CSEA proposals on both Condon-Wadlin and public personnel policy are expected during the current session of the Legislature.

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William Mulroy Dies At 71

William A. Mulroy, Sr., a retired State unemployment insurance claims examiner, died recently in St. Elizabeth Hospital at the age of 71. Mr. Mulroy was a claims examiner for the New York State Unemployment Service for 17 years and was a member of Our Lady of Lourdes Church and the Utica chapter of the Civil Service Employee Association.

He was survived by his wife, Veronica Mulroy; their three daughters, Joyce, Ann and Veronica; and their son William Jr.

Engineer Filing

There were 70 applications received for the promotional examination for the position of electrical engineer (Railroad Signals—NYC TA) by the New York City Department of Personnel during the November filing period.

Postal Worker Pins Awarded

(Continued from Page 4)
Schaum, tour supt; Jeremiah M. Twomey, dist. clerk.

More Than 25 Yrs. in Nov.
Harry Abramowitz, city carrier; Adam Bartolomucci, distribution clerk; Francis J. Bergen, dist. clerk; Harry Blacksin, window clerk; Umberto A. Cella, supt. transport; James Costantino, general clerk; Charles Fratello, postal mach mech.; Abraham Greenberg No. 2, mailhandler; Harry Hertzenson, time & atten. clerk; Herbert Lazarus, dist. clerk.

Isaac I. Litvin, injury comp. clerk; Frank T. Mangini, veh. oper. analyst; Henry Miller No. 1, motor vehicle operator; Felix Morales, custodial laborer; David Osborn, dist. clerk; Shearl R. Paige, motor veh. operator; Herbert Pieper, foreman; Anthony C. Rinaldini, time & attend. clerk; Jack Roifer, foreman, mails; Jacob Roman, window clerk; George Rotberg, mail req. clerk; Juan R. Sanchez, window clerk; Dominock P. Trimarco, window clerk.

Less Than 25 Yrs. in Nov.
Gertrude Emig, telephone operator; Harry Finkelstein, distribution clerk; George W. Friedman, distribution clerk; Margaret Greany, charwoman.

More Than 40 Yrs. in Oct.
Mortimer Cohen, dist. clerk; Edward C. Gregg, window clerk; Morris Grossman No. 1, asst. station supt.; Frank J. Helnowitz, dist & window clerk; William White No. 1, mailhandler.

More Than 25 Yrs. in Oct.
Isidore Beldes, general clerk; Jacob Carmen, window clerk; Joseph Ciese, laborer/custodial; Junius P. Coles, mailhandler; Jose Cruz, elevator mechanic; Lynwood U. Devonish, window

clerk; Ramon M. Fontany, city carrier; George H. Hansen, distribution clerk.

Louis F. Klein, window clerk; Aniceto Mazario, guard; Faustino O'Farrell, distribution clerk; Gennaro Pasquale, city carrier; Arthur J. E. Short, window clerk; Solomon Silverstein, distribution clerk; Nathan Stein No. 3, time and attend. clerk; Patrick A. Sullivan No. 2, distribution clerk; Louis Tromm, acct. clerk.

Less Than 25 Yrs. in Oct.
Julius Ash, distribution clerk; Harvey Barnett, city carrier;

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Real Estate License Course Open Jan. 31

The Winter term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property, opens Thurs., Jan. 31, at Eastern School, 721 Broadway, N.Y. 3. AL 4-5029. This 3 months' evening course is approved by the State Department of Licenses as equal to one year's experience towards the broker's license.

Insurance License Course Opens Jan. 23

The next term in Insurance Brokerage for men and women who want to qualify for state license opens Wednesday, Jan. 23, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029.

This evening course is approved by the State Insurance Department as fulfilling the requirements for admission to the state examination for insurance broker's licenses. No other experience or education is needed.

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'Death Gamble' Question Posed By CSEA Under Study By State Retirement System

ALBANY, Jan. 21—Joseph F. Feily, President of the Civil Service Employees Association has been assured that further consideration would be given to a letter from the Association to the Comptroller Arthur Levitt concerning the new "Death Gamble" law.

The assurance came from Deputy Comptroller Leon Braun at a recent meeting attended by Feily, members of his staff and representatives of the State Retirement System.

The letter, carried in the December 25 issue of the Leader, referred to the "Death Gamble" bill won by CSEA during the 1962 legislative session, and to insurance premiums paid on loans from the Retirement System being paid by members who have reached retirement age.

The Problem

In certain cases, where the death gamble benefits exceed the regular death benefits, the beneficiary of the member who dies in service after having reached retirement age, gets no benefit from the insurance premiums paid.

At the meeting, Braun assured Feily that further consideration would be given to the matter after which the Comptroller's representatives would again confer with CSEA representatives to discuss some feasible remedy or improvement which might be developed by the Retirement System.

Feily said he is hopeful that some announcement will be made on the matter in the near future.

CSEA Aids In Rockland's New Attendance Rules

The Rockland County Board of Supervisors adopted Uniform Attendance Rules at a meeting of the board on January 8 and the rules are effective as a January 1, 1963, it was announced last week.

The rules were drawn up by the County Personnel Officer, James K. Anderson and his staff in conjunction with meetings held with the committees of the local Civil Service Employees Association chapter and suggestions of department supervisors. The rules are the first major step in uniform personnel practices in the county.

The rules will establish the basic work week, office hours and working hours and will equalize,

Completed Years of Continuous Service	Additional Vacation Credits
2	1 working day
3	2 " days
4-5	3 " "
6-7	4 " "
8-9	5 " "
10-12	6 " "
13-15	7 " "
16-18	8 " "
19-21	9 " "
22-25	10 " "
26-29	11 " "
30-33	12 " "
34 & over	13 " "

In addition sick leave was granted to the employees, and may be accrued at the rate of one day per month, and unused sick leave may be accumulated up to a maximum of 180 days. The newly adopted rules also

Walkkill Credit Union Votes 4 1/2% Dividend

WALKKILL, Jan. 21 — Walkkill Prison Employees' Federal Credit Union held its 27th annual meeting at the American Legion Hall, Walkkill recently. The union declared a 4 1/2% dividend for the past year.

Election of the directors and credit committee was held after the group heard Louis Zipperman, district director of the New York State Credit Union League, speak.

Mandatory Retirement Age Pondered By Binghamton

(From Leader Correspondent)

BINGHAMTON, Jan. 21—A plan to impose a 70-year mandatory retirement on all Binghamton city employees will be aired Feb. 4 at a public hearing before City Council.

At present, most city employees are subject to a 70-year retirement age because they are members of the New York State Retirement System.

Some Not Affected

There are, however, some 190 city employees—many of them in the Public Works Department—who are not members of the

retirement system and thus not subject to any mandatory retirement age.

In this group is 69-year-old Police Chief Michael Hanifin. The chief has indicated he plans to retire, but that his plans are indefinite. For a time the administration of Mayor John J. Burns had considered setting the mandatory retirement age at 65. Mayor Burns said a study indicated that if the lower age were used, the city would have difficulty in finding replacements for persons in several jobs, especially in the Public Library.

Garden City Unit Seeks Fair Play

(Continued from Page 1)

president of this general village unit.

McVeigh was elected president of the first department unit in a recent election. Other officers are Donald Riley, vice president; Phillip Green, secretary-treasurer; and Carl J. Pumo, delegate.

Irving Flamenbaum, president of the Nassau chapter, declared that for more than a year the CSEA had unsuccessfully been trying to get the village to consider its unit's program.

Stand Called Unrealistic

"We feel," he said, "that village officials are not realistic and do not understand that they should consider employee problems with the employees when such a request is made."

"We feel," he said, "that the Village of Garden City is the only municipality in Nassau County that has refused to deal with their employees. The village has shown a cold indifference. It is a sad commentary, in this day and age, that any municipality should be burdened with officials who have this view."

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Rome Grants CSEA Membership Rights

(Continued from Page 1)

of CSEA will concentrate on raising the salaries of city employees to a level comparable to that paid in private industry.

He said anyone who is on the payroll of the city is eligible for membership, including employees of Murphy City Hospital, police and firemen, school employees, clerical, administrative and public works employees.

Onieda Chapter Helps

Donnelly and Ruth C. Mann, president of the Onieda County chapter, expressed confidence that the current membership drive would reach the 400 mark in a few weeks. Mrs. Mann gave assurance that the 900-member Onieda County chapter will give full backing to the Rome unit in the current drive.

The new city mayor is a former member of the Onieda County Board of Supervisors and past president of the Rome Common Council, and more recently was employed as an industrial engineer for the Revere Copper and Brass Co. in Rome. Wood became mayor last November succeeding Charles Lanigan, who was elected to the post of Onieda County executive.

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

Don't Stand Back

FULL SCALE participation in the ordinary operations of American society for Negroes will be attained only when mutual acceptance between the average Negro and average white takes place. Many prejudices, habits, ambitions, fears and attitudes will have to change on both sides to effectuate this objective.

PROGRESS IS gradually being made that will help the Negro to assume his rightful place in our every day living. Advances are slow—much has to be surmounted but the Negro must begin to shoulder a greater share of community and social responsibility in order to help himself. He must work to be elevated from that low place on the economic totem pole. Whites know that the Negroes need a great deal of help to overcome the cultural lag that has been imposed on them either by the majority or self imposed by the minority.

HISTORY HAS recorded that many nationalities and peoples in the United States and throughout the world have been discriminated against. Every Negro understands this. Let us be reminded that the Emancipation Proclamation is now 100 years old.

WE ALL HAVE MANY shortcomings—this is our make-up. But one cannot demonstrate irresponsible behavior on one hand and not expect social ostracism and this applies to all strata of American life. In this vein of thinking when people don't vote because they believe that their decision will not have any definite influence on government—they are wrong. It has been implied by a number of Negroes that they do not attend civic meetings because they are afraid that they may be ignored or insulted. It is hoped that the American Negro will realize that the door is to open to them.

THE CIVIL SERVICE Employees Association chapters throughout the State conduct regular and special meetings as required. One of the complaints in mental hygiene institution chapters concerns poor attendance at meetings. Membership is good and actually at an all time high but members, as a whole, just don't attend meetings. And this is very true of Negro employees, only to a greater degree. However, the record shows that some Negro members have been active and successfully so.

IN THE NEW YORK State Department of Mental Hygiene a sizeable segment of our employees consist of Negroes and most of them are C.S.E.A. members. It is difficult to reason why more do not attend meetings, serve on committees and run for office. Mutual respect and understanding must travel in many avenues.

RACE RELATIONS are improving but regardless of color, the American way of life must continue to progress. There should be no place for discrimination in the Civil Service Employees Association's fight for improving the lot of its members and there should be no place for discrimination because of race, color, creed or national origin.

IF THE NEGRO employee, who is a civil servant and a member of CSEA, wishes to sincerely help himself and others and is anxious to take part in democratic processes, let him not stand alone, but rather be united with his fellow workers in the common objective—the betterment of themselves, their jobs and their place in society.

Broome CSEA Hears New Onondaga Civil Service Plan Has Aided Problems

(From Leader Correspondent)

BINGHAMTON, Jan. 21—The establishment of an executive form of county government in Onondaga County has helped solve some personnel matters, according to Onondaga officials.

John Mulroy, Onondaga County's newly-elected executive, and his deputy, David V. O'Brien, asserted this in a recent appearance before Broome chapter, Civil Service Employees Association.

O'Brien Explains

O'Brien told the Broome Chapter members that the establishment of a county executive in Onondaga had led to solving several grievances and an insistence that promotions and ap-

pointments to available jobs be made to existing employees within various departments.

The two Onondaga officials, during a two-day visit at the invitation of the Broome chapter, also discussed the executive form of government before the Broome County Charter Commission. The commission is studying the possibility of establishing an executive form of government in Broome County.