

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Eligible Lists

See Page 14

# TRAVIA GIVES FULL SUPPORT TO STATE WORKER PAY RAISE

At Employee-Employer Relations Hearing

## Substitute Must Be Found For Strike, Shemin Says In Giving CSEA Proposals

By JAMES F. O'HANLON

It is more important for government to find a substitute for the right to strike than to merely repeal anti-strike laws, the Civil Service Employees Assn. contended last week at a public hearing on employer-employee relations in the public service.

Henry Shemin, chairman of the CSEA Labor Relations Committee, told a panel, appointed by Governor Rockefeller to recommend legislation in this area, that the Condon-Wadlin Law must be repealed. He declared that the central problem is, however, "not to find a substitute for Condon-Wadlin but a substitute for the strike."

To this end, Shemin outlined CSEA proposals that would guarantee the right of all employees working for either State or local government to join the employee organization of their choice; insure the right of independent organizations to represent workers; provide more extensive salary appeals, enforce grievance procedures and amend present disciplinary procedures.

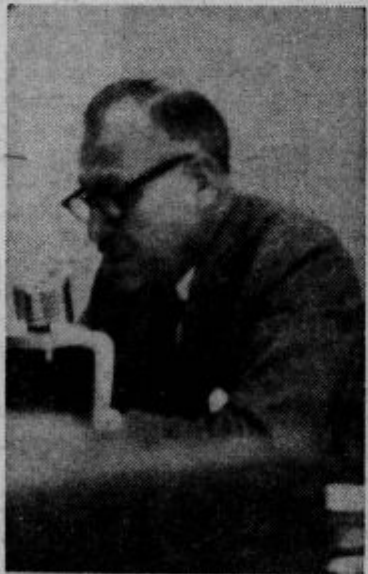
In another area, Shemin said the CSEA wanted to become more active partners of employers by having the right to have access to government salary studies and

other pertinent information concerning working conditions of public employees.

### Text Given

Because of the vital importance of this issue, the complete text of the CSEA proposals as presented by Shemin follows:

The Civil Service Employees' Assn. is composed of 135,000



HENRY SHEMIN Speaking at Hearing

members, 96,000 of whom are state employees and the remaining, employees of the political subdivisions of the State, but not including employees of the City of New York.

The Association is an independent organization, dedicated to uphold and advance the merit system of civil service. The Association, in its constitution, has renounced the use of the strike and we continue to maintain this position today. The structure of the Association historically is comparable in many ways to an industry-wide bargaining unit because we negotiate on behalf of all employees of the state and its subdivisions in one single cohesive unit rather than in a multiple of smaller segments.

### Accomplishments

The accomplishments of the Association throughout its fifty-five year history are of considerable significance. The enactment of the Feld-Hamilton Law, sponsored by the Association, established uniformed salary grades and a salary classification structure for the employees of the state which has been a pattern for

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## Flaumenbaum To Be Toastmaster At Annual Dinner

Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn., will be toastmaster at the annual dinner of the Employees Association on March 11 in Albany at which Gov. Nelson A. Rockefeller will be the principal speaker.

The business session of the delegates meeting will start on March 10 with an invocation by Rabbi Arnold H. Miller of Temple Beth Emeth, Albany.

At the dinner, the invocation will be given by the Most Rev. Edward J. Maginn, Apostolic Administrator of the Roman Catholic Diocese of Albany. Benediction will be by the Venerable Kenneth E. Nelson, Archdeacon of the Episcopal Diocese of Albany.

Some 1,000 CSEA delegates are expected to attend the two-day event.

## Court Action Planned To Force Counties On Welfare Aide Raises

ALBANY—The Civil Service Employees Assn. is prepared to take legal action to force Westchester, Erie and other counties to comply with a new provision of the Social Welfare Law which requires salary increases for social welfare caseworkers with graduate training. The Leader learned last week.

The Association's proposed action stems from the refusal of the counties to comply with the 1965 amendment to the law, which calls for local welfare departments to give 10 to 20 per cent salary increases to caseworkers

and other social service personnel with one or more years of recognized graduate training.

In a letter to Edward G. Michaelian, Westchester County executive, CSEA President Joseph F. Feily said that: "Unless the County of Westchester is prepared to have a proper hearing on the floor of the Assembly."

(Continued on Page 3)

## Majority, Minority Leaders In Both Houses Back Measure

ALBANY—Assembly Speaker Anthony J. Travia last week gave full support to passage of legislation that will provide all State workers with an eight percent, across-the-board pay raise effective April 1. In so doing, the Assembly majority leader said he was fulfilling a commitment made last year to the Civil Service Employees Assn.

Travia's pledge to back the pay bill now puts the support of the majority and minority leaders of

"I am pleased to announce my support for an eight per cent across-the-board salary increase for State employees this year. This fulfills my commitment of last year to the Civil Service Employees Assn. leaders and members that I would support an increase this session.

"This year, I purposefully refrained from commenting on the subject until now because a bill providing for a salary increase was not submitted to the Legislature by the Governor until a few days ago. While it was clear that it would be forthcoming, I wanted to be certain of its provisions before lending it my support.

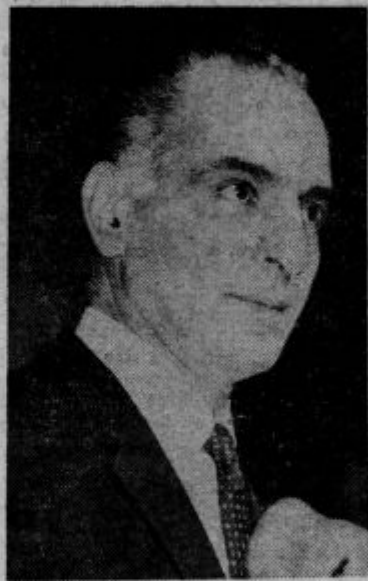
"Now that it has been submitted, I know it provides for the eight per cent increase, and not less, and I can give it my complete endorsement.

"The salary increase will enable those State employees in the lower grades to meet their family and personal financial responsibilities somewhat more easily. It will also better enable the State to fill key jobs at all levels that it has been unable to make attractive because salaries have not been competitive. I have high hopes for its passage."

### "Kept His Word"

In commenting on the Travia announcement, Joseph F. Feily, CSEA president, declared that "we

(Continued on Page 3)



ANTHONY J. TRAVA

both the Senate and Assembly behind the measure.

### Travia's Message

In a statement to The Leader last week, the Assembly Speaker declared that:

## Posner Bill Asks Written Reasons In 1-of-3 Choice

A bill has been introduced into the Assembly which would require appointing officers to give reasons in writing whenever an eligible is passed over under the one out of three rule, it was announced last week.

Sponsor of the measure is Assemblyman Seymour Posner (D-Bronx). The bill is due for consideration this week by the Assembly Civil Service Committee and its introduction number is 111.

Similar legislation was killed in committee last year. Assemblyman Posner urged interested groups to write now in support of the bill to insure that "this piece of important reform legislation at least be given the chance to have a proper hearing on the floor of the Assembly."

*Don't Repeat This!*

## Don't Count Javits Out Of GOP Race For Governorship

WITH all the speculation over whom the Democrats will nominate to seek the governor's chair this fall the natural assumption has been that the GOP candidates he will face will be the incumbent, Nelson A. Rockefeller. While all pres-

(Continued on Page 3)



# DON'T REPEAT THIS

(Continued from Page 1)

ent signs indicate Rockefeller's renomination there is some quiet talk going on in Republican circles that Sen. Jacob J. Javits may still zero in at the last minute for a grab at the top spot himself.

Furthermore, some Republican "pros" have told this column that they are certain Javits is thinking so seriously about trying for the nomination that he has even selected a running mate — former Assembly Speaker Joseph Carlino of Nassau County.

### A Better Base

This may come as a surprise to those who feel that Javits has his eye on the 1968 GOP nomination for Vice President and would not want to mar those chances by losing a convention fight. Reports have it, however, that Javits has done some serious thinking about the 1968 race and has finally come to the conclusion that any national ambitions would be better served in the long run from Albany than from Washington. And some anti-Rockefeller Republicans are saying that although Rockefeller is getting stronger in terms of re-election, he is still only a possible winner. They are telling Javits that he would be a sure winner for the GOP, should he take the nomination. While there are some obvious reasons why governors have the better chance for national nominations as a rule, the most important one as far as Javits is concerned is that it is usually a State's governor, not one of its Senators, that control convention delega-

tions.

This does not mean, at this time, that Javits is going to make any strong, public drive for the nomination against Rockefeller. The opening odds are in Rockefeller's favor for one thing, now that the powerful New York and Kings County GOP executive committees have come out strongly for him. But not all the convention delegations have arrived at a final conclusion on whom to support and if Carlino, who certainly would like to make a political comeback, could get the ball rolling for Javits by swinging the Nassau County delegation behind the Senator, or keep their endorsement open at the least, there could be some hefty maneuvering at the Republican convention.

Carlino's alliance with Javits would be a natural one since there is now no spot on the State GOP ticket except Comptroller, which Carlino has indicated he does not want.

### The Attractions

The pros point out that Javits has always had a huge draw in New York City and that Carlino's name would be highly attractive to the large bloc of Italo-American voters in the state. If Rockefeller doesn't have the convention vote sewed up before the nominations begin, they point out, the Javits-Carlino ticket might just be able to take over.

Another factor being considered is how voters will feel towards the Lindsay Administration in City Hall after the first months in office for the new Mayor. Despite Lindsay's statements that his

is a bi-partisan city government, there is no doubt that the average voter considers the Mayor's to be a Republican one. If his popularity stays up, the pros feel Rockefeller will be helped since the two men are aligned even if only philosophically, in most people's minds. But a bad GOP image in the City, they feel, would be a good argument for a man of Javits strong appeal here to save the vote for the Republican column in the gubernatorial race.

What all this means is that while most people are warming up to watching the Democratic fight over the Party's nomination for governor, the surprise bout may well come out of the Republican convention.

## Blind Commission Employees Honor Coupe at Luncheon

Donald T. Coupe, senior public information specialist for the New York State Commission for the Blind was given a testimonial luncheon last week by employees of the Commission's New York City office on his promotion within the Department of Social Welfare.

Some 50 persons attended the luncheon at the Beekman Restaurant for Coupe, who had directed both the publications and public relations of the commission since February, 1957.

He is being promoted to the assistant public relations director's position with the Department of Social Welfare under which the Commission operates.

Coupe was presented with an AM/FM radio by Rosemary Brigandi, his former secretary and hostess for the luncheon, on behalf of the employees of the Commission.

Dais guests at the luncheon included Edgar Clissold, supervising consultant for production and marketing service; Sanford Littenberg, vending service supervisor and Joe Deasy, Jr., city editor of The Civil Service Leader. Oscar Friedensohn, Director of the Commission was toastmaster.

## Signal Repairer Needed in Elmira

Applications will be accepted until March 16 for an examination for traffic signal repairman by the City of Elmira.

Salary in this position is \$4,584 to \$5,834.

For further information and applications contact the Elmira Civil Service Commission, Elmira.

## Miss Civil Service Contest Continues

Send in your pictures of nominees for the Miss Civil Service contest. Candidates may be employed in the State, Federal, City or local government in New York State.

Send entries to the Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City 10007.

## Your Public Relations IQ

By LEO J. MARGOLIN



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

## Wins 2nd PR Blue Ribbon

THE NEW York City Housing Authority today becomes the first public agency to win two of this column's Public Relations Blue Ribbons. The NYCHA earned its second PR Blue Ribbon for its 64-page illustrated 1966 Fact Sheet.

AS HIGHLY professional a result as one would expect from a government organization operating property worth more than \$2 billion—and housing more than a half million people—the NYCHA Fact Sheet wins the Blue Ribbon for Oscar Kanny, Director of Public and Community Relations.

THE PUBLIC relations performance of the New York City Housing Authority has always been consistently excellent. The Fact Sheet is the icing on the cake. It is the nearest thing to perfection for a Fact Sheet, and should serve as the classic example for all government PR professionals with a fact sheet in their futures.

THE PRINCIPAL reason for the PR Blue Ribbon award to the NYCHA and Mr. Kanny is the Fact Sheet's adherence to the principle of PRCom: what you do, why you do it, when and how.

PRCOM IS the PR technique evolved by Prof. Clarence A. Schoenfeld of the University of Wisconsin and expertly described in his 1963 book, "Publicity Media and Methods: Their Role in Modern Public Relations", an unusually valuable source book published by Macmillan.

AS EXPLAINED by Prof. Schoenfeld, "PRCom is short for public relations communications; the act of planning and producing the written, spoken, and/or pictorial message that form the pulse of a public relations program. PRCom may also be used to refer to the messages themselves."

IN RELATING an enormous story with impressive facts and figures, the NYCHA Fact Sheet should make every member of the civil service corps proud that a government agency—manned almost totally by civil servants—has performed so superbly in the public interest.

TO BUILD a fact sheet as successfully as Mr. Kanny constructed the one for the NYCHA, Prof. Schoenfeld suggests an outline such as this:

- What it is
- What it does
- Whom it's for
- How it's organized
- How it operates
- When it happens
- Where it's located
- Why it's offered
- What it costs
- How you can do (get) it
- Why it's good

YOU WON'T have to look too hard to find all bases covered in the NYCHA Fact Sheet with items such as: 145 developments in all five boroughs with exact locations, making the total NYCHA population equal to the nation's 29th largest city; seven developments with 2,668 apartments scheduled to open in 1966; 38 per cent of all apartments under construction or planned designed exclusively for the elderly; racial or ethnic composition of Authority residents in Negro, 40.8 per cent; white, 38.9 per cent; Puerto Rican, 19.4 per cent; Chinese, 0.6 per cent; other, 0.3 per cent.

AN INTERESTING sidelight to NYCHA Fact Sheet is that it is the first printed public document of a city agency to carry a special message from the new Mayor, John V. Lindsay. His message is of official recognition by the City's new chief executive that it take competent, experienced professionals to do the kind of public administration job performed by the New York City Housing Authority.

GOVERNMENT PR professionals and others who wish to use the NYCHA Fact Sheet as a guideline for one of their own, may obtain a copy by writing to Public Relations Office, N.Y. City Housing Authority, 250 Broadway, New York, N.Y., 10007.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

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## I Shut Up My Mother-in-law

The old lady really bugged me. She knew I quit high school at 16. Though she never said I didn't earn enough, there was plenty of poison in her hints.

One day, I'd had it up to here. I sent for a free home study booklet from National School. I admit it was a real eye opener. I decided right then and there to take a crack at getting my missing diploma. After I enrolled in the course, I found that studying was much easier than I thought.

National had me ready to pass the exam for my state-issued High School Equivalency Diploma in less time than I expected. Once I had a High School Equivalency Diploma, I was able to apply for higher paying jobs because business and Civil Service generally accept it as the equivalent of a regular full four-year high school diploma.

You can do the same. If you're 17 or over, just call or write Dept. CSL, at National School, 229 Park Avenue South, New York, 10003; OR 77390; (N.J. 201 BI 2-6100), Union Member? Inquire about a possible discount.



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still working?

FIND OUT ABOUT

# MEDICARE

★ Just about all people 65 and over  
(not only social security beneficiaries)  
are eligible for Medicare health insurance  
under social security

★ If you were 65 before January 1, 1966,  
and have not signed up, get in touch  
with your social security office

SIGN UP BY MARCH 31, 1966

to have medical insurance protection when the  
program starts in July 1966

## Mexico 'Festa' Tour Now Open

A 16-day "Mexican Fiesta" tour is now open to Civil Service Employees Assn. members, their families and friends. The tour, which will fly to Mexico by jet from New York City on July 30, is now open for bookings.

Highlights of this exciting vacation offering will include a stay in the glamorous capital of Mexico City with its glittering shops and night life and a seat at the bull fights. On the way down to the resort city of Acapulco, much of the beauty of old Colonial Mexico will be seen as well as spectacular landscapes that range from deserts to mountains to the Pacific Ocean.

The price of only \$545 includes most meals, all hotel rooms, round trip jet plane fare, sightseeing tours and such extra features as a picnic lunch at a famous beauty site and cocktail parties.

Immediate application may be had by writing at once to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11230. At 7:55 p.m., telephone (212) CL 2-5241.





**BARGE CANAL MEETING**

Representatives of the Barge Canal chapters of the Civil Service Employees Assn., met last week in Albany with officials of the State Department of Public Works to discuss a lengthy agenda of mat-

Shown standing, left to right, John Matthews, District Two Barge Canal East; Harold Kenyon, District Two Barge Canal East; and Edward Malone, Eastern Barge Canal. Seated left to right, George

Rock, Eastern Barge Canal; Louis A. Liuzzi, canal inspection, D.P.W.; Roscoe Stocker, District Two Barge Canal West; Dean Fleming, director of canal operations, D.P.W.; Joseph Ronan, administrative deputy, D.P.W.; Wendell French, center, executive chairman, canal chapters, CSEA; F. Henry Galpin, assistant executive director, CSEA; Frank Miller, assistant director of personnel, D.P.W.; Edward Hudowski, superintendent of operation and maintenance, canals, D.P.W.; and Joseph Stillato, assistant superintendent, D.P.W.

**CSEA Plans Court Action On Raises**

(Continued from Page 1)

pared to fully implement not only the spirit but the letter of this important legislation, we shall be required to seek immediate redress by the commencement of legal action to compel the county to honor the law."

**Seeks Repeal**

Michaelian had told the Employees Association that it was the position of the County Board of Supervisors, based on a ruling of the county attorney, that the amendments was discriminatory and unconstitutional and that the board would seek its repeal.

At a meeting in January, the state-wide CSEA's Board of Directors, at the request of the Westchester Chapter, had voted to take whatever steps were necessary to compel affected subdivisions to comply with the amendment, which became effective last January 1.

In addition to its action in Westchester County, the Employees Association has asked boards of supervisors in Erie, Niagara, Onondaga and Suffolk Counties whether they intend to "ignore the clear and express provisions" of the amendment, and that CSEA would "vigorously resist any effort of any group to repeal this law."

**CSEA Committed**

CSEA also made clear in its letters that it supported and endorsed the legislation last year and that it was committed to the principle of the amendment.

**Albany Bar Assn. Memorial Services Conducted In Court**

The Albany County Bar Association conducted its annual Memorial Service recently at the Albany County Courthouse for members who have passed away during the past year.

Among those honored was Harry T. O'Brien, Jr., who died on Jan. 12, 1966. O'Brien was an associate attorney with the Public Service Commission, with over 33 years of State service. He was also a long time member of the Civil Service Employees Association.

In justifying last year the need for the provision, the State Social Welfare Department had written that "It is the policy of the State . . . to encourage and/or mandate the training of employees of local welfare departments for the obvious purpose of enhancing the efficient administration of the State's public assistance program. This policy is frustrated," the department wrote, "when local employees, after obtaining graduate professional training, are forced to leave their employment with the welfare department because of higher salaries offered them by other agencies on account of their professional training."

**Scandinavian And Grand Tours Now Open For Bookings**

A tour of Scandinavia and a Grand Tour of Europe will both depart on July 19 for 22 days each and are open for bookings now to Civil Service Employees Assn. members, their families and friends.

The north country program will offer visits to Holland, Denmark, Sweden and Norway and will also include a visit to England and Scotland. In addition to visiting Scandinavian capitals of Copenhagen, Oslo and Stockholm there will be the popular three-day journey among the fjords of Norway. A full program of sightseeing in the other cities of Amsterdam, London and Edinburgh is also included.

Total price of the Scandinavian tour is \$899 and includes round trip jet air fare, all hotel rooms, most meals, sightseeing, land transportation, porter and guide service.

**Grand Tour**

The Grand Tour of Europe is designed especially for persons visiting abroad the first time. It will take CSEA members to Holland, Switzerland, Italy, France and England and offer scenery ranging from the Alps of Switzerland to the canals of Venice. Also

**Clara Boone Is Oneida Chapter Guest Speaker**

UTICA—Mrs. Clara Boone, president of the Utica chapter, Civil Service Employees Assn., was guest speaker at a meeting of the Oneida County chapter last week in the PLAV Home. Her topic was "The Role of the Chapter Members in the CSEA."

Mrs. Boone is vice-president of the Central New York Conference Workshop and is a member of the State public relations committee of CSEA.

Mrs. Helen Rauber, chairman of the salary committee for the Oneida County chapter, introduced the speaker and Roger F. Solimando, president, conducted the business meeting. Louis Eddy was chairman.

Lois Ann Minozzi, public relations chairman for the Central New York Conference Workshop, was a guest at the meeting. Refreshments were served.

**Nassau Meeting**

MINEOLA—The next general meeting of Nassau chapter, Civil Service Employees Assn., will be held at Police Headquarters here on Wednesday, March 16, at 8 p.m.

Irving Flaumenbaum, president, has announced that the principal speaker will be George W. Simmons, Jr., executive director of the Civil Service Commission. Simmons will discuss the new reclassification program which was recently released by the County Executive's office.

His talk will be followed by a question-and-answer period. All County employees are invited to attend this most important meeting. Flaumenbaum said he hopes for a large attendance as this reclassification concerns every County employee.

Included are visits to Rome, the French Riviera, Paris, London and Amsterdam. Total price is \$835 and includes all items mentioned for the Scandinavian Tour.

Application for either vacation trip may be had by writing to Claude Rowell, 64 Langslow St., Rochester, N.Y. Telephone (716)

**No Physical Needed**

**Join CSEA Group Plan Now If Under Fifty**

ALBANY—New applicants for Civil Service Employees Assn. group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1966.

Announcement of the month-long special enrollment period was made by Joseph F. Felly, CSEA president who emphasized that there are many advantages to the plan for those who qualify.

Among the inviting features are:

- No medical examination for applicants under age 50 who have not been previously rejected for this insurance on the basis of a medical examination.
- Premiums are waived if you should become permanently and totally disabled as described in the plan.
- Ten per cent additional insurance guaranteed until Nov. 1, 1966 without additional charge.

- Triple indemnity in the event of accidental death at no additional charge, as described in the plan.

- Low cost—much less than you can arrange through regular channels, regardless of whether your occupation is hazardous. The 30 percent additional insurance furnished prior to Nov. 1, 1961 is incorporated into the basic amounts issued under the plan effective that date.

- Payroll deductions make it easy to pay.

To date, nearly \$30 million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the ever increasing membership becoming insured. The total membership of CSEA is now more than 135,000

State police, prison guards and other members who have hazardous employment usually have to pay additional premiums for life insurance, but in the CSEA group Life Plan, cost to all members, regardless of employment is the same.

Any member of CSEA, or eligible employee who joins, employed by the State or any political subdivision or school district in which the low cost Group Life Insurance Plan is installed, can apply for coverage.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association Headquarters at 8 Elk Street, Albany and 11 Park Place, New York City.

This special offer is good only during March 1966. Members are requested to bring this matter to the attention of fellow employees.

**Smithtown School Unit Formed As CSEA Chapter**

SMITHTOWN — A newly formed unit of the Civil Service Employees Assn. held its installation of officers recently at the Bavarian Inn.

The new unit, Smithtown Central School District Number One, was also presented with its Constitution and By-Laws.

Officers of the unit are: President, Mrs. Violet Krispien; first vice president, Mrs. Gyda Pedersen; second vice president, Mrs. Jean Duggan; secretary, Mrs. Jean Mecionis; treasurer, Frank Paciella and sergeant-at-arms, George Ward.

Elected to the board of directors were:

Mrs. Barbra Kusick, Mrs. Ruth Gretchen, John Rielly and William McQuade.

School Board president J. Ulrich Lutonacer was the installing officer.

**Backs Raise**

(Continued from Page 1)

are extremely pleased that this important commitment has been made by Assembly Speaker Travia. It is necessary for the people of this State to understand that the responsible leaders of both chambers of the Legislature, as well as Governor Rockefeller, firmly and clearly intend to give salary justice to State employees this year on the merits of the case as presented by our organization."

Solomon Bendet, chairman of the CSEA Salary Committee who was a leader in last year's negotiations for a raise, said that "I am happy to say that Spaker Travia has kept his word with the Civil Service Employees Assn. and, in so doing, kept faith with the State's public employees."

The salary increase was proposed earlier this year by Governor Rockefeller following negotiations with the Employees Association.

**Mediterranean Cruise Open For Bookings**

Africa, Italy, France, Spain, Portugal and the islands of Sardinia, Gibraltar and Majorca will be the exciting ports of call during a 26-day cruise of the Mediterranean, which is now open for bookings by members of the Civil Service Employees Assn., their families and friends.

Sailing on the SS Atlantic, the on April 14 and return there on May 14. Cabin prices start at \$682 and the ship is your hotel throughout, with the exception of a side trip to Rome where hotel rooms are provided. Also included are meals, extensive sightseeing and a variety of shipboard entertainment.

A descriptive brochure of the cruise and application blanks may be had by writing to Mrs. Grace D. Smith, R.D. Box 1195, Waterford, N.Y.

**Lazar Family Says Thanks**

The family of the late Dr. Martin Lazar, director of Bronx State Hospital, wishes to acknowledge with thanks, the kind expressions of sympathy extended to them from his many friends and associates.



**No Change in Key**

No changes were made in the key answers for the written exam-

ination for principal labor-management practices adjuster. Fifty-four candidates took the test and two protested six items.

**HERE'S HOW TO ARRIVE IN '66 FINISH**

# HIGH SCHOOL

**AT HOME IN SPARE TIME**

If you are 17 or over and have dropped out of school, write for FREE Lessons and FREE Booklet. Tells how.

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## U.S. Service News Items

By JAMES F. O'HANLON

### Wage Demands Point To Need For Clarification Of Inflation Threat

The first spearheads of opposing assault forces are moving into battle formation on another front in the ubiquitous war about wages, inflation and breaches in commitment within the workings of our economy. As Rep. Udall of the House committee studying the wage demands of Federal civil servants opens this year's hearings, prospects for what em-

ployee spokesman would consider victory seem slim indeed. The Johnson Administration, so vociferous in its declaration of a 3.2 wage hike guideline in all labor-management negotiations in private industry this year, cannot possibly back down when taking care of the Federal workforce and expect it's wishes to be heeded by the captains of organized labor.

#### A Proper Concept

Federal employees have been put off steadily in their efforts to gain comparability with private industry in wages and benefits. This concept, first set forth during the Kennedy Administration, has been accepted by all parties as the goal in any wage negotiations between Federal workers and the Government since that time. Prospects for the concept becoming reality, after significant advances last year, seemed very bright right up until the announcement of the Johnson guns-and-butter budget in this year's State of the Union message.

The Federal employee may wonder where he stands and why.

Cries of inflation are becoming daily occurrences in the pages of the daily newspaper, resulting largely from the recommendations of the President's Council of Economic Advisors that the 3.2 wage-hike guideline be strenuously imposed on any upcoming salary talks in and out of private industry. The relatively conservative economic line being proposed by the Administration has been, at best, skeptically received on the labor-management front. Labor organizations are meeting the restrictions with scorn and, in most cases, carrying on with wage demands deemed reasonable according to standard operating procedure, the cost of living and the influence of affluence.

Department of Labor representatives are being faced with resentment in the usually pleasant confrontations of organized labor and a Democratic executive wing.

One union in Denver is demanding a 16.5 percent gain in benefits and wages over last year. That union's demands are an example of the feeling in craft unions throughout the country. The Labor department in this respect is considering turning down contractors for Government projects who have not stuck to the 3.2 guideline.

All this points out why the Administration should be preparing to vigorously oppose any wage-hike for it's own employees exceeding the guideline figures. And it should, point out the danger of inflation. But does it? Obviously not as far as the average American wage earner and his representatives at the bargaining table are concerned.

#### Inflation Talkout

The huge Defense budget, talk of outflowing capital, and warn-

(Continued to Page 15)

### Where to Apply For Public Jobs

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or if stated otherwise in the examination announcement.

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

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications should include a large size return envelope.

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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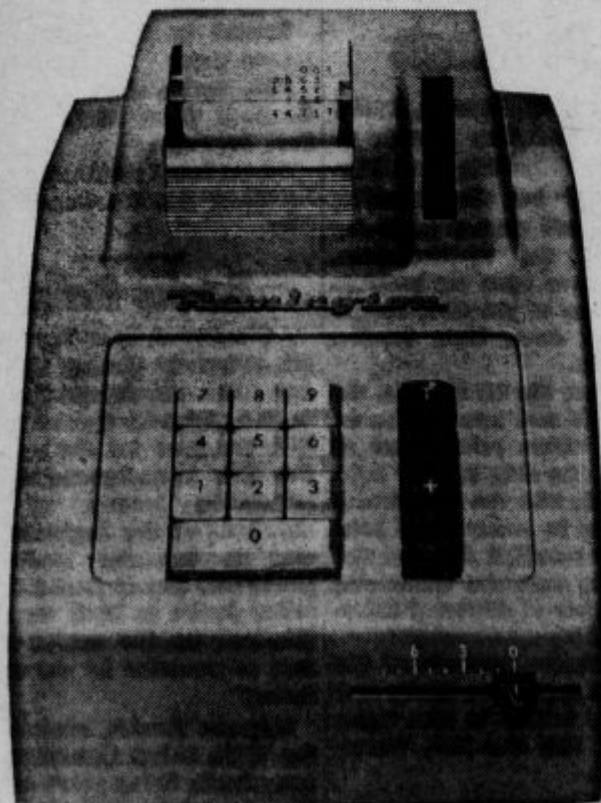
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# Summer Park Jobs Reopen For Filing; Close March 11

Filing for summer park jobs in New York City has reopened and applications will be accepted until March 11. The reason given by the Department of Personnel is that filing was lighter than had been expected because of the transit strike in January.

Applicants for seasonal employment will be considered in the order of filing applications. However, primary consideration will be given to applicants who had been previously employed by the Parks Department and had performed satisfactory service.

Applications will be issued and received at the Department of Parks main office in each of the five boroughs.

"Letters of recommendation are unnecessary," the department noted. "Applicants will be considered on the basis of their prior service or qualifications."

Listed below are details relative to each seasonal position:

### Seasonal Parkman

There are approximately 1,106 seasonal positions in the Department of Parks at salaries of \$12 per day. The employment period may extend from March 15 to Nov. 30 for a maximum of 200 days a year, not to exceed six days a week.

There are no formal educational or experience requirements for this position. Since this job requires extraordinary physical effort, applicants will be required to be in good physical condition.

Under close supervision, a parkman performs general park maintenance work at any park area, facility or building during seasonal operations, perform related work as required.

Open only to men who have passed their 18th birthday by the last date for filing of application but shall not have passed their 60th birthday on the first date for filing of applications.

### Seasonal Park Helper

There are approximately 1,857 seasonal positions in the Department of Parks at salaries not to exceed \$12 per day. The employment period may extend from April 1 to Nov. 30 for a maximum of 150 days a year, not to exceed six days a week.

There are no formal education or experience requirements for this position. Applicants will be

required to be in good physical condition. Men and women may apply.

Under close supervision, the park helper performs attendance and light maintenance work at any park area, facility or building during seasonal operations, performs related work, may make change and collect admission fees, direct cars to parking areas, and patrol park property.

This test is open to persons who have passed their 16th birthday by the last date for filing of applications. Minors under 18 years of age are required to obtain valid employment certificates or vacation work permits.

### Playground Assistant

There are approximately 779 summer seasonal positions from approximately June 22 through Sept. 8, at a salary of \$12 a day. Positions also exist for part-time employment at \$1.50 an hour after Sept. 8, not to exceed a maximum of 24 hours a week.

Graduation from a senior high school is required of playground assistants and either one summer season of experience as an instructor, counselor, or coach in an organized recreation program;

or completion of 30 credits toward a baccalaureate degree in an accredited college or university; or (3) a satisfactory equivalent.

First consideration will be given to those applicants who have completed 30 or more college credits.

Under supervision the playground assistant supervises or assists in supervising the program of recreational activities in a playground area, small neighborhood play area or similar unit; performs related work.

This position is open to per-

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### Cemetery Lots

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### Wanted, Newstand

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sons who are 35 years of age or under on the date of filing their application. Minors under 18 years of age are required to obtain employment certificates or vacation work permits.

### Issue of Applications

Applications will be issued and received until March 11 at the following offices of the Department of Parks:

ARSENAL BUILDING, 64th Street & Fifth Avenue, New York, N.Y. 10021.

LITCHFIELD MANSION, Prospect Park West & 5th Street, Prospect Park, Brooklyn, N.Y. 11215.

BRONX ADMINISTRATION BUILDING, Bronx Park East & Birchall Avenue, Bronx Park, Bronx, N.Y. 10462.

THE OVERLOOK, Union Turnpike & Park Lane South, Forest Park, Kew Gardens, N.Y. 11415.

CLOVE LAKES PARK, 1150 Clove Road, West New Brighton, Staten Island, N.Y. 10301.

Application forms will be mailed on request provided that a self-addressed, 9-inch envelope stamped 5 cents for return, is enclosed. The Department of Parks, however, will assume no responsibility for delivery when issuing applications by mail.

### Field Rep In Yonkers

The City of Yonkers will accept applications until March 22 for an examination for field representative, Commission on Human Rights. Salary to start is \$6,000 per year.

For further information and applications contact the Municipal Civil Service Commission, Yonkers.

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TUESDAY, MARCH 8, 1966



## For Good Police Relations Expand Operation Friend

THE poster showing a uniformed policeman with his hands on the shoulders of two children was a familiar sight to New York City residents several years ago. It was the mark of the Police Athletic League, a semi-official organization within the Police Department, supported by private funds and dedicated to the fight against juvenile delinquency.

While the sign is no longer as familiar as it was ten years ago, the PAL is still very much in business.

The picture portrayed trust in the patrolman on the beat — something that cannot be won by mechanization or statistical reports, two-way radios or surveys. It is a personal thing.

Police-Community relations in the 24th Precinct serving the Upper West Side of Manhattan dropped sharply when a neighborhood ethnic changeover occurred rapidly during the last decade. So fast was the changeover, the new residents did not have time to learn to respect and trust the policeman as did the former residents. The police, on the other hand, sensed the distrust and lack of respect and were accused of further alienating the community — now almost totally Spanish speaking.

But a group of policemen under the vigorous leadership of Precinct Captain Stephen Valle started to do something about the deteriorating relations. Voluntarily, they took courses in Spanish after working hours. A dozen men were given the opportunity of spending several weeks in Puerto Rico, studying the native customs of the new area residents through the cooperation of a neighborhood civic group and the Police Department.

Several children from Puerto Rico were brought to New York and lived for a week with patrolmen's families. Neighborhood children were occasionally brought home with the patrolman they knew on the beat in order that they could see for themselves that the "Man in Blue" was just like any other family man—regardless of his national origin.

Last week, a group of these children were treated to a sightseeing tour of New York City by the patrolmen from the 24th Precinct who donated their time and money for the project.

While the crime problem in this area has not decreased, it has not increased in the same proportion that it has in other sections and, more importantly, there is less crime committed by young people.

We hope and urge that the "Operation Friend" of the dedicated policemen from the 24th Precinct will soon spread to every precinct in the City. To residents of the Upper West Side, the policeman shown on the PAL poster could be any one of the men of the 24th—he's their friend.

## Pay Raise Support

MAJORITY and minority leaders of both the Senate and Assembly have now given full backing to legislation that would give all State employees an eight percent, across-the-board pay raise effective April 1. The measure was proposed by Governor Rockefeller after lengthy negotiations with the Civil Service Employees Assn.

With such hefty support it would seem evident that the salary legislation is assured of passage. It should be. But such an important matter is not to be left to chance and until the bill is actually passed, public employees everywhere should continue to let their legislators know they want them to vote for this pay raise.

## 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, 97 Duane St., New York, N.Y. 10007.

### Says Nurse Shortages Could Be Eliminated By Training Others

To eliminate the shortage of nurses at Brooklyn State Hospital, the Department of Mental Hygiene should give extensive psychiatric nursing training to qualified staff attendants and practical nurses. When they have completed this course, they could be given a test and appointed as graduate psychiatric nurses. These employees would be put in charge of a ward and given an upgrade to grade 10 or 11.

This would also place competent persons in these positions.

STAFF ATTENDANT,  
Brooklyn, N.Y.

### Supports Retirement Escalator Legislation

Editor, The Leader;

State Comptroller Arthur Levitt has proposed legislation to provide automatic supplementary cost-of-living increases in retirement benefits to persons covered by the New York State Employees Retirement System. The cost-of-living allowance would be geared to changes in the Consumer's Price Index and adjustments would be made whenever the C.P. Index had changed at least three per cent from the time of the last adjustment.

The Senate bill Intro No. 1743, Print 1792 has been sponsored by Sen. Edward S. Lentol, Chairman of the Senate Civil Service Committee, and Assemblyman Harry M. Lifset, Chairman of the Assembly Ways and Means Committee, is sponsor of the Assembly bill Intro No. 2460, Print 2510.

Everyone who expects to receive retirement benefits from the Retirement System sooner or later, but particularly those near retirement age, should be vitally interested in passage of these bills and should write immediately to the senators and assemblymen of their districts and to the members of above mentioned committees, requesting support for this legislation.

As we all know, prices are going up even faster than in the past and this makes adjustments of the retirement benefits essential for the same reasons that salary increases are needed periodically in order to catch up with inflation, only more so, if we want to live our retirement days in dignity.

THINKING AHEAD  
Albany, N.Y.

### Wants Promotion Test For Fingerprint Aides

Why doesn't the City of New York hold a senior fingerprint technician examination for the Department of Correction?

After working for the Department of Correction for over 10 years, I am looking forward to an advancement to this title. It is time that something is done in this regard. The cost of living is rising, yet the salary of a fingerprint technician is at a standstill.

PAUL F. CASTORINA  
Fingerprint Expert  
Bronx, New York

## Civil Service Law & You

By WILLIAM GOFFEN



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

### Unprotected Probationer

WHAT IS the right of probationer to an administrative hearing on his proposed disqualification? An Engineering Draftsman assigned to a New York City agency learned that he has no such right.

LIKE OTHER engineering draftsmen whose probationary period was about to expire, the employee was asked to appear for investigation by the Civil Service Commission and bring in a personal history sheet. He procured an adjourned date for the investigations on the grounds of illness.

TO THE employee's embarrassment, an investigator for the Department of Personnel of the City of New York testified at a subsequent Supreme Court trial of the issues posed by the disqualification that he observed the employee's participation in a civil service examination for architect during the period he contended he was disabled by illness. He attempted to rehabilitate himself with testimony that he really was sick, but took the examination anyway because an effort to postpone it was denied him.

ON THE day before the adjourned date for the investigation, the employee sent a telegram to the Commission for a second adjournment because his sister had died.

THE DAY before the new adjourned date, a telegram from the employee's physician for a third adjournment for illness was received by the Commission. At the subsequent trial, a Personnel Department investigator testified that his inquiry revealed that the doctor knew nothing about the telegram bearing his name. In an effort at rehabilitation, the employee testified the doctor gave him permission to send the telegram, but because of the doctor's advanced years this had slipped his mind. The employee's testimony as to why he used the doctor's name follows:

The whole thing was I wanted the verification. I knew that the Civil Service were tricky enough to try to get me. You will see it in my letters. So I simply sent a telegram, with the doctor's permission. Naturally, I put his name to it because I am not a doctor. That is how they contacted the doctor, through the telegram. Is that not right? Do you understand? The point I want to make is that I did not rely upon the photostat copy alone, or the original. I had to have some proof that I was ill and the only way I could put that proof across was by double check. I sent a telegram and I sent the doctor's certificates.

MEANWHILE, THE Personnel Director ascertained that the employee had been convicted of several crimes. Also, the employee had resigned from another civil service job while facing charges of incompetency and misconduct.

THE PERSONNEL Director then notified the agency that the employee's certification had been revoked. Given 10 days to submit his contentions in writing as to his proposed disqualification, the employee demanded an appearance.

THIS DEMAND was not honored. Instead, the Personnel Department told him he was marked not qualified and barred from City employment.

AS PERMITTED by the Commission's rules, the employee appealed from the disqualification to the Commission and was given a date to appear. Contending he had a job on that date, he telegraphed a request for a later date. The telegram was disregarded, and the Commission denied the appeal without hearing the employee.

IN HIS appeal to the Court, the petitioner's attorney did not argue whether the Commission's determination was justified by substantial evidence. As posed by the attorney, "the sole issue is whether the Commission in denying petitioner's appeal without a hearing, proceeded properly and safeguarded petitioner's rights in compliance with its own Rules and Regulations".

THE CORPORATION counsel contended that the Civil Service Law and the Rules entitled the employee to no more than an opportunity to make an explanation as to the disqualification. Moreover, the employee through numerous letters made his explanations which were considered by the Personnel Director.

THE COURT concluded:

(Continued on Page 15)





**CITATION** — The Leader and Michael Klion, associate editor, were presented last week with citations from the Brooklyn Metal Trades Council which represents the employees of the Brooklyn Navy Yard. At the ceremonies, from left, were: Pete Fazio, sergeant-at-arms of the Council; Charles Staffieri, recording secretary; Klion; James Dolan, president, who presented the citations; Nathan Mager, business manager of The Leader; Mike Rusinski, Council treasurer, and Patrick Fagan, vice president of the Council. The awards were made at Anselmo's Restaurant in Brooklyn.

## Citation Presented To The Leader For Brooklyn Navy Shipyard Series

The Brooklyn Metal Trades Council last week awarded citations to the Civil Service Leader and to Michael Klion, associate editor of the paper.

The Council, which represents the employees of the Brooklyn Navy Yard, presented the citations for outstanding public service.

### Editorial Support

"Since the announcement of the closure of the yard on November 19, 1964, The Leader has been our voice in trying to get the men and women here a fair shake in getting other jobs. We are proud to be able to present these awards," Jim Dolan president of the Council said.

Accepting the citation for The Leader was Nahtan Mager, business manager. He told the Council that the paper would always be their voice and that "you can count on us to help you in your endeavors."

Klion has written a continual series of articles dealing with the yard.

"The Leader supported and in

some cases initiated news coverage of proposals before the Federal Congress on benefits for our people," Dolan stated.

"They helped us achieve many pieces of legislation affecting the workers at the Yard. One of these is the severance pay which our people are now getting," the Council president concluded.

### Leader Citation

The Citation to The Leader reads:

"... For initiative and objectivity in its editorial coverage and in recognition for support of the interests of employees of the Brooklyn Navy Yard. During a period when factual information was heavily clouded by conflicting studies, The Civil Service Leader developed its own information and helped to restore the public perspective and influenced the vital legislation affecting naval installations..."

The citation to the associate editor reads:

"For exceptional initiative, in reporting, and in recognition for his industry and understanding of the problems of Federal employees in New York... Depending on his own resources, he undertook intensive, objective research to develop information which was vital to the presentation of legislation especially affecting employees of the Brooklyn Navy Yard."

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For Initiative And Objectivity In Its Editorial Coverage And In Recognition For Support Of The Interests Of Employees Of The Brooklyn Navy Yard. During A Period When Factual Information Was Heavily Clouded By Conflicting Studies, The Civil Service Leader Developed Its Own Information And Helped To Restore The Public Perspective And Influenced The Vital Legislation Affecting Naval Installations.

Presented By

James Dolan, President,  
Brooklyn Metal Trades Council

**LEADER AWARD** — Above is the Citation received by The Leader from the Brooklyn Metal Trades Council.

### Nassau Plant Operator

Nassau County will accept applications until March 16 for an examination for sewage plant operator. Salary in this position varies with location.

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

### Targum Named

Dr. Emanuel Targum has been appointed head of the Division of Business Administration and Associate Professor of Business Administration at the Borough of Manhattan Community College, according to Dr. Murray H. Bolck, president of the college.

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## Sr. Computer Programmers Needed In NYS

ALBANY — Computer programmers — the people who translate everyday facts and figures into machine language processes—are in demand by the State of New York. They are needed to fill jobs in Buffalo, Albany and New York City.

A civil service examination for senior computer programmer will be held April 30. Results from the examination will be used to fill jobs paying \$7,745 to start, with annual increases to \$9,375.

Applicants should have at least two years' computer programming experience. An associate degree in applied science in electronic data processing or a bachelor's degree in any major may be substituted for a year's experience.

Applications will be accepted through March 28.

For applications or more information write to Recruitment Unit 205, New York State Department of Civil Service, State Campus, Albany, New York 12226.

## Comp. Programmer Needed In Suffolk

Suffolk County will accept applications until March 30 for an examination for computer programmer (IBM). Usual County salary is \$276 to \$335 bi-weekly, but salaries may vary according to location in other jurisdictions.

For further information and applications contact the Suffolk County Civil Service Commission, County Center, Riverhead.

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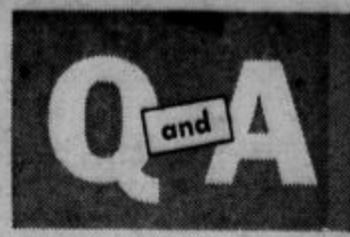
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## QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager, The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. My mother checked "no" on the card asking if she wanted Medicare medical insurance, the one that costs 3 dollars a month. We have decided she ought to take it. Is there any way we can change it now?

A. Yes. Contact your local Social Security office and ask for another enrollment card for medical insurance. Complete the card and return it to the Social Security office before March 31.

Q. My mother and father are both over 65. They do not receive social security benefits. Is it possible for me to enroll for them in Medicare without having to bother them about it? Can I pay their premiums?

A. Yes, you can. And if they are over 65 now, you should do it as soon as possible. Contact your local Social Security office for the necessary forms.

Q. I have an asthmatic condition and my doctor prescribed an air conditioner for our home. Will my Statewide Plan provide any coverage for the air conditioner?

A. An air conditioner is not the type of therapeutic appliance or device which is covered under the Major Medical portion of your Statewide Plan.

Q. I know the Major Medical part of my Statewide Plan covers drugs and medicines when I am not in the hospital. How do I show receipts for such purchases when my druggist only gives me a cash register receipt?

A. Just ask the druggist to write the name of the person for whom the medicine was prescribed and the number of the prescription on the cash register receipt. This is enough evidence of the expenditure to submit with your claim for Major Medical benefits.



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# Two More Career Employees Promoted By Sanitation Dept.

Commissioner Joseph F. Periconi has announced the appointment of two top aides in the Sanitation Department's uniformed force.

They are Joseph Lennon, 45, who is a new assistant chief of staff and Robert Lane, 49, who is a deputy assistant chief of staff. Both are Manhattanites and career men in the department.

Chief Lennon is a decorated veteran of World War II in which he served as a captain. He entered the Department in 1941, and has made a rapid rise through civil service ranks. Lennon achieved assistant foreman in 1947; foreman in 1952; district superintendent in 1954; deputy chief of staff in 1956, and deputy assistant chief of staff in 1959.

The Chief and Mrs. Marion Lennon are the parents of Dennis, 21; Thomas, 20; and Eileen, 18. Chief Lane, who entered the department a few days after Lennon, is a Navy veteran. He, too, has risen rapidly in the career service: assistant foreman in 1951;



**PROMOTED** — Two career employees of the Department of Sanitation were rewarded last week by Sanitation Commissioner Joseph Periconi. Left to right at the ceremonies are: Commissioner Periconi, Assistant Chief of Staff Joseph Lennon and Deputy Assistant Chief of Staff Robert Lane.

foreman in 1956; district superintendent in 1961 and Deputy Chief of Staff in 1964.

Chief Lane and Mrs. Helen Lane are the parents of Robert, 24, and Stephen, 17.

Both Assistant Chief Lennon and Deputy Assistant Chief Lane serve under Martin P. O'Connell, whom Commissioner Periconi recently appointed chief of staff of the Department. All three of the re-

cent appointments represent step-up promotions to fill vacancies created when former Chief of Staff John J. Trainor retired on December 31, 1965 after 39 years of service.

## Trainee Positions With CSEA Open Until March 15

The Civil Service Employees Assn. is accepting applications until March 15 for the position of research assistant (trainee) and assistant program specialist (trainee).

Appointment to each of these positions will be made at a salary of \$5,800 per year. The salary grade after one year of satisfactory service is then \$6,180 to \$7,535.

### Requirements

The minimum requirements for the position of research assistant includes graduation from a recognized college or university from a four year course with specialization preferably in mathematics, statistics or economics.

The requirements for the assistant program specialist are the same as for the research assistant except that no subject specialization is indicated.

A drivers license issued by New York State is necessary.

For further information and applications contact the Civil Service Employees Assn. headquarters at 8 Elk Street, Albany, New York.

## Rec Superintendent In Westchester Co.

Westchester County will accept applications until March 14 for examination for superintendent of recreation in the various towns of the County.

Salary in these positions vary with location.

For further information and applications contact the County Civil Service Commission, County Office Building, White Plains.

## Jr. Civil Engineer

The New York City Department of Personnel is accepting applications on a continual basis for the rapid placement examination for junior civil engineer. For further information contact the Department at 49 Thomas Street.

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## Curtiss Retires From State Post

Roy Curtiss, Director of the State Department of Social Welfare Bureau of Disability Determinations, in New York City retired on March 1, after 32 years of State, County and City service.

Heading up the Social Security disability program in New York State since its inception in 1955, Curtiss has guided his bureau in

its growth to an organization of 200 employees, including 22 consultant physicians, and a \$3 million budget.

Curtiss is a past president of the Albany Social Welfare Department chapter of the Civil Service Employees Assn.

Sidney Houben assistant director of the Bureau of Disability Determinations since 1958, will be

## Broadcast Traffic Assistant Exam To Close March 22

New York City will accept applications from now until March 22 for an examination for broadcast traffic

the new director. A career employee with the State Department of Social Welfare, Houben holds a masters degree in public administration from New York University.

assistant. Salary in this position is \$4,250 to start.

The requirements are: (a) Graduation from a senior high school plus one year of radio and television traffic experience in a radio or television broadcasting station licensed by the Federal Communications Commission; or (b) a satisfactory equivalent. However, all applicants must be high school graduates, or possess

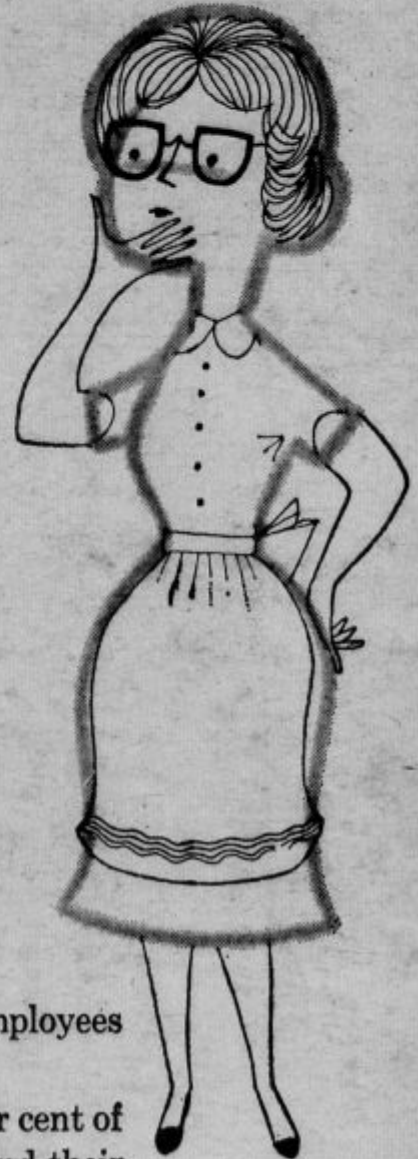
a high school equivalency diploma issued by a local board of education or a state education department, or possess an equivalent GED certificate issued by the Armed Forces.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, or local branches of the public library.



# A WORD TO THE WIVES

## and Husbands, Too!



The new health insurance benefits for retired City employees and their dependents start April 1, 1966.

Under a choice-of-plan program, the City will pay 75 per cent of the cost of basic medical and hospital coverage for retirees and their dependents until March 31, 1967. Thereafter the City will pay 100 per cent.

However, in the event the spouse or other dependents survive the retiree, the City *will not continue to pay for their health coverage.*

It is important, therefore, that in making a choice of medical plan you consider the kind of health insurance protection your surviving dependents can expect once they leave the City program.

H.I.P. takes pride in the fact that it is the *only* medical plan in which surviving dependents can continue by direct payment the same program of basic benefits they enjoyed while the retiree was alive. This means continuing benefits *for home calls and visits to family doctors and specialists*, which will not be available to them by direct payment under the other medical programs.

Both the retiree and spouse who are eligible for Medicare should enroll now for Part B of Medicare in order to have available the broad program of benefits that H.I.P. is developing to supplement the federal program.



## HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK, N. Y. 10022 • PLaza 4-1144



## Shulman Feted On Retirement After Forty Years of Service

Morris J. Shulman, Department of Highways liaison engineer with the Board of Estimate, City Council and other agencies, was feted by his co-workers recently at a testimonial luncheon on the occasion of his retirement after more than 40 years of service to the City.

Highways Commissioner Harry J. Donnelly was the key speaker, lauding Shulman's dedication, including his term as Acting Director of Highway Planning during most of 1965. First Deputy Commissioner Henry Levinson was toastmaster.

The career engineer began his City service with the old Board of Transportation upon graduation from NYU in 1925, and was on the staffs of the Borough

Presidents of the Bronx and Queens before joining the Department of Highways when it was established January 1, 1963.

Shulman, whose retirement was effective March 1, lives with his wife in Middle Village, Queens. His retirement hobbies, he said, will include retention of his posts as supervisory chairman of the Municipal Credit Union and a director of the New York State Credit Union League.

## Open Filing For Department Librarian In New York City

The New York City Department of Personnel will accept applications for the examination for department librarian from March 2 through March 22.

Salary in this position is \$6,050 to start.

Minimum requirements include a college degree and one year of study at a library school approved by the State Department of Education or a satisfactory equivalent.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street or any local branch of the public library.

## If Bill Passes—

# GHI Would Be Available To Upstate CS Employees

(Special to The Leader)

ALBANY—Nonprofit protection against the cost of medical care—with provision for payment in full for covered services without income ceilings when treatment is given by participating doctors but with free choice of doctor—will be available throughout all 62 counties of New York State if new bills introduced into the Legislature achieve passage, it was announced by Arthur H. Harlow, Jr., president of Group Health Insurance, Inc. (GHI).

Passage of the new laws would be of immediate interest to upstate civil service workers since it would be the first step in giving them an opportunity of choosing

among competing options of the State Health Insurance Plan. Civil service employees in the 18 southern counties of the State now have a choice of options.

The coverage will be offered by GHI, which is now limited, along with similar plans, to "any 18 counties of New York State." However, commercial health insurance companies and nonprofit dental care insurance plans may do business Statewide. GHI has been operating, since 1938, in the Greater New York City area, where it covers over 1,000,000 subscribers.

The bills (Senate Intro. 1997, Pr. 2050; Assembly Intro. 3825, Pr. 3912; and Assembly Intro. 3991, Pr. 4085) to permit Statewide expansion were introduced at the request of GHI. They have the bipartisan sponsorship of Senator Thomas J. Mackell (D.-Lib.) Queens, Assemblyman Orest V. Maresca (D.-Lib.) Manhattan, and Assemblyman Lucio F. Russo (R.) Staten Island.

## Inspectors & Investigators Needed In State

In April the State will test people who want to become inspectors and investigators in transportation matters. Those hired as a result of the examination will have the job of assuring consumers safe, adequate services at reasonable rates.

A civil service examination for three titles in the Public Service Department will be held April 30. Three will be openings for railroad inspectors, paying \$6,180 a year to start with increases to \$7,535; for motor carrier investigators, paying \$5,835 to \$7,130; and for transportation service inspectors, paying \$5,500 to \$6,740.

Four years' experience in transportation administration or investigation is needed to compete in the examination. Maintenance or driving experience is not appropriate for these jobs.

The written examination will test for knowledge of investigative techniques, the ability to prepare, and interpret written material, and the ability to analyze and evaluate information and evidence.

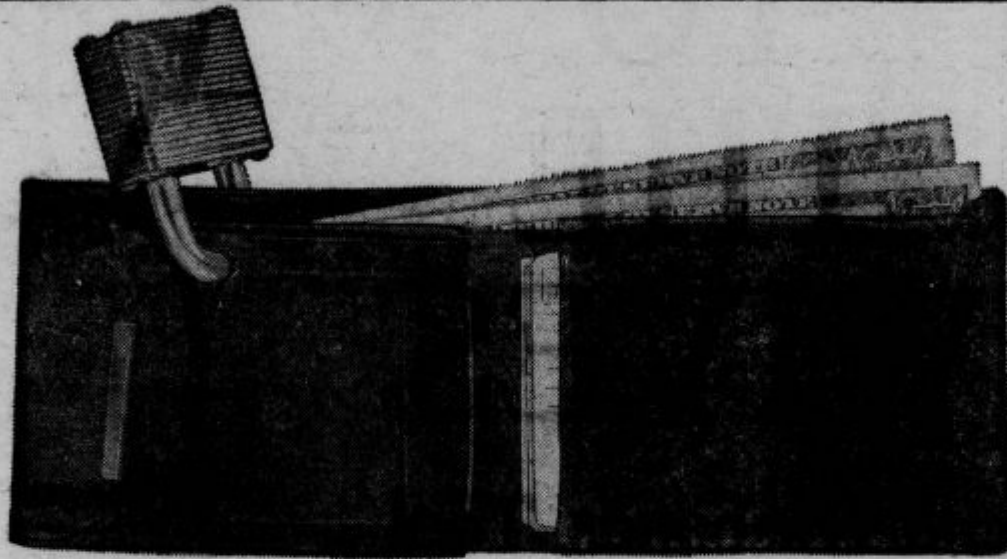
### Applications

Applications for the examination will be accepted through March 28.

Applications and additional information can be obtained by writing to Recruitment Unit 185, New York State Department of Civil Service, State Campus, Albany, New York 12226.

### NYC Public Health Nurse

The New York City Personnel Department is accepting applications on a continual basis for the rapid placement exam for public health nurse. For further information contact the Department at 49 Thomas Street.



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By Car: Gun Hill Rd. exit of Bronx River Parkway.

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**LEGAL NOTICE**

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent. To Attorney General of the State of New York: Universal Funeral Chapel, Inc., and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, who at the time of his death was a resident of 352 West 46th Street, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 22nd day of March 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 25th day of January, in the year of our Lord one thousand nine hundred and sixty-six.

Philip A. Donahue,  
Clerk of the Surrogate's Court

**Cambria Heights \$20,990**

**HURRY UP!**

Buy this beautiful DETACHED BRICK CAPE COD this week—4 large bedrooms, oversized living room, modern kitchen, dinette, Hollywood tile bathroom, magnificent finished basement—all appliances & extras included—40x100 garden lot, immediate occupancy. QUALIFIED GI'S NO DOWN PAYMENT — OTHERS ONLY \$600 DOWN ON CONTRACT.

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**Apts. - Co-op**

RIVERSIDE DRIVE at 158th St. to be erected, fabulous river view, efficiencies from \$90, one bedroom from \$105. Hudson View Plaza, Agent Homefinders WA 8-9450.

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a brick & fieldstone ranch bungalow in Cambria Hts with six rooms, finished 35x100 landscaped plot taxes \$330 for \$19,990-\$990 cash if you don't believe it call Homefinder 341-1950.

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| BAYCHESTER AVE | 1 fam | 6 RMS         | \$21,500 | \$1500 cash |
| WILDER AVE     | 1 fam | 6 RMS         | \$22,000 | \$1600 cash |
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**COMMUNITY SERVICE** — Police from the 24th Precinct continued their program of encouraging good relations between youth of the neighborhood and the partolman on the street last week as "Operation Friend" sponsored a sightseeing trip around New York City for children. The group, above, is seen as they left the United Nations Headquarters, one of the stops of their trip.

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

**Rec Supervisor In Westchester County**

Westchester County will accept applications until March 14 for recreation supervisors in the various towns of the County. Salaries in these positions vary with location. For further information and applications contact the County Civil Service Commission, County Office Building, White Plains.

**The Job Market**

By V. RAIDER WEXLER

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

**ZIPPER ASSEMBLERS** will earn \$30 a week. They will assemble sliders on zippers, cut zipper tapes using pinking machine, affix top stops to zipper tapes by automatic machine or cut spaces in zipper chains by automatic machines. A **HIGH DIE CUTTER** experienced in die cutting printed paper labels will get \$85 and up a week to die-out small paper tags and labels on up and down cutting machine. Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

**Auto Mechanics**

Needed in Brooklyn are **AUTO MECHANICS** to do general automotive repair. Work includes ignition, brake, front and rear end, some alignment, engine repair and drive train, clutch and standard transmission. Must have own tools and operator's license. The pay is \$90 to \$125 for a 5 to 6-day, 40 to 48-hour week. Experienced **AUTO SERVICE STATION ATTENDANTS** are needed to sell gas and oil, fix flats, some minor repairs, car lubrication. Must have New York State driver's license. The pay is \$85 to \$90 for a 6-day, 54-hour week including weekends.

Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

Needed in Queens are **ELECTRONICS MECHANICS** to test and service dictaphone equipment at different locations. Must have own car, good electro-mechanical background and be a high school graduate. The pay is \$78 a week to start plus 8 cents a mile for car. Also needed are **ELECTRONIC MECHANICS** with three years' experience to repair Hi-fi components, audio-tuners, amplifiers, pre-amplifiers and tape decks. They will use all test equipment. The pay is \$2.07½ to \$2.50 an hour to start. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**Medical Secretaries**

**SECRETARY - STENOGRAPHERS** with one to five years' experience and good skills are needed at various Manhattan locations. Salary ranges from \$80 to \$95 a week. Experienced **OFFICE PERSONNEL** with a knowledge of typing and ability to do figure work will earn \$70 to \$85 a week. Must be able to handle order processing and inventory control. Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan.

**BACTERIOLOGISTS** are needed in research and clinical pathology. Salaries for B.S. or M.S. degrees ranges from \$5,450 to \$6,500, and for Ph.D. are from \$10,000 to \$14,170. **MEDICAL SECRETARIES** will earn from \$75 to \$100 a week. They may do complete blood counts, EKGs and some X-ray work as well as secretarial duties. **DENTISTS' ASSISTANTS** will earn from \$65 to \$90 a week to do reception, typing and chair-side assisting. Apply at the Professional Placement Center, 444 Madison Ave., at 50th St., Manhattan.

**Engineering Aide In Watertown**

The Municipal Civil Service Commission of Watertown will accept applications until March 30 for an examination for engineering aides.

For further information and applications contact the Municipal Civil Service Commission, Watertown.

**Program Director In Suffolk County**

Suffolk County will accept applications until March 30 for an examination for economic opportunity program director. Salary in this position is \$12,000 per year to start.

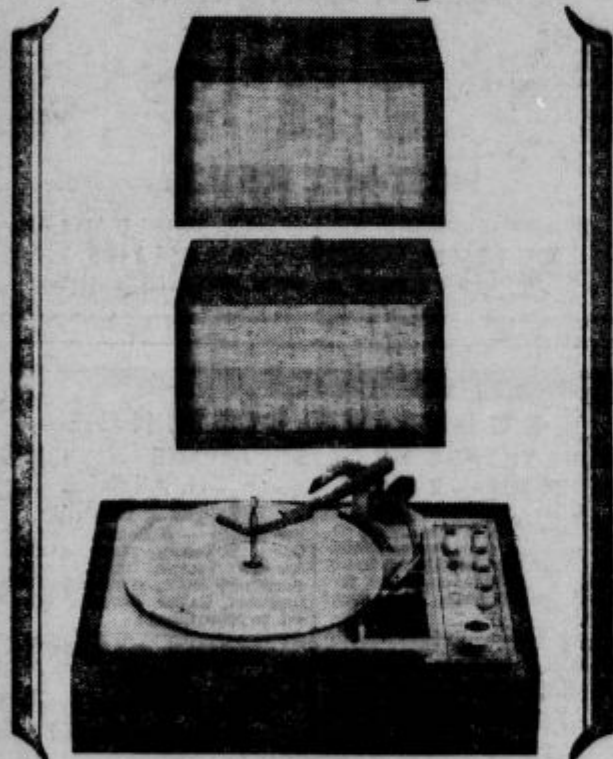
For further information and applications contact the County Civil Service Commission, County Center, Riverhead.

**Court Steno In Oneida County**

Oneida County will accept applications until March 28 for an examination for court stenographer. Salary in this position is \$5,146 to start.

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

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# The Veteran's Counselor

By FRANK V. VOTTO



## FHA Mortgage Insurance For Veterans

THE FEDERAL Housing Administration now has provisions in its basic home mortgage insurance program that make it possible for qualified veterans to buy homes for their own occupancy on special terms.

THE BENEFITS in the FHA program are similar to those in the GI home loan program of the Veterans Administration. The FHA program, however, is open to veterans who are not eligible under the VA program and to veterans who, though eligible, have not used that program.

A VETERAN wishing to use the FHA program must submit a Certificate of Veteran Status, VA Form 26-8261 with the FHA application form. A veteran's entitlement to special benefits under the FHA program does not expire after one use as it does under the VA program.

THIS ARTICLE describes mortgage insurance financing for veterans under the FHA plan.

THE TERM "veteran" as used here refers to:

### What Is Meant By Veteran

- Any person who served on active duty in the armed forces of the United States for a period of at least 90 days and was released or discharged under conditions other than dishonorable.
- Any person with less than 90 days of such service who is certified by the Secretary of Defense as having performed extra-hazardous service and was similarly released or discharged.

### What Veterans Are Eligible

ANY VETERAN may be eligible as mortgagor under the FHA plan if:

- He has not received any direct guaranteed or insured home loan under laws administered by the V.A.
- The mortgage to be insured covers property on which there is located a dwelling designed principally for a one-family residence.

### What The Mortgage Terms May Be

LIMITATIONS governing mortgage terms are as follows:

- Within a top limit of \$30,000, the insured mortgage amount for an eligible veteran who is going to own and occupy the home may represent 100 percent less \$200 of the first \$15,000 of FHA's valuation of the property (plus items of prepayable expense not exceeding \$200) plus 90 percent of the next \$5,000 of value; plus 85 percent of the value above \$20,000.
- If FHA approves the mortgage for insurance after construction of the house has begun and within a year after it has been completed, the mortgage cannot be more than 90 percent of \$20,000 of the appraised value plus 85 percent of the value above \$20,000.
- If the acquisition cost (sales price plus closing costs) to the veteran is less than the FHA estimate of value, the mortgage amount will be based on FHA's estimate of acquisition cost. Non-realty items that might be included in the sales price would be excluded in estimating the acquisition cost.
- The mortgage may be repaid in monthly installments over a term of 10, 15, 20, 25, or 30 years, but the term may not exceed three-fourths of the remaining economic life of the home.
- If the house is approved by FHA or VA before construction is begun and is inspected by either agency during construction, and if FHA finds that the owner-occupant mortgagor is unable to make the required payments under a shorter-term mortgage, the maturity period may be as long as 35 years.
- The interest rate and the FHA mortgage insurance premium are the same as those for other home buyers under the FHA program—five and one quarter percent interest, and one half of one percent mortgage insurance premium.

### Veteran's Cash Investment

FHA REGULATIONS require that the veteran's cash investment in a property be not less than \$200 of the total of the cost of acquisition up to \$15,000 and the items of prepaid expense. In addition, the cash investment must be 10 percent of the cost of the property between \$15,000 and \$20,000 and 15 percent of the cost in excess of \$20,000.

INITIAL PAYMENTS made by the veteran for future

(Continued on Page 15)

## Edna Clapper Retires From State Service

Edna Clapper of Niverville, retired recently after 22 years of service as secretary—sr. stenographer from Field Audit Section of Income Tax Bureau of Tax & Finance Department.

A retirement luncheon was held at Barrones Murray Inn in Albany to commemorate the occasion.

Department heads and executives attending along with the 100 guests were Jacob Bodian, John P. Donovan, George Fritschler, Marian Welter, Warren Brundige, Frank Mountain, A. Jack Cuttler, Sol Knee, Louis Vella and her immediate department head, L. S. Gifford.

A letter commending her service was read by Gifford from Edward Igoe, Director of the Bureau.

Topping the short comments by the department heads, Mrs. Clapper said a few concluding words with the remark that 22

years ago the Personnel Director told her she would go places in the Bureau because of her dedication to her job and those around her. She said, "Indeed, I did go places. I went from the State Office Building third floor, eighth floor, 119 Washington Avenue, back to State Bldg. fifth floor, first floor and then the State Campus Bldg. 8."

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SPECIAL WEEKLY RATES FOR EXTENDED STAYS

## Construction Sup. Exam Closes On March 22, Pay Varies

The New York City Department of Personnel will accept applications until March 22 for a promotion examination for superintendent of construction. This exam is open only to qualified candidates in the Board of Education. This is examination number 1357.

An open-competitive examination will also be held for this title. This is exam number 1364. Persons who wish to file for the promotion exam should file for number 1357.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

## Dietitian

The New York City Department of Personnel is accepting applications on a continual basis for the rapid placement examination for dietitian. For further information contact the Department at 49 Thomas Street.

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- MARCH 19 — Boston, Mass. — FLOWER SHOW — Transportation and Admission **\$10.75**
- MARCH 26—VERONICA'S VEIL PASSION SHOW, Union City, N.J. — Transportation and Admission **\$8.00**
- MARCH 27—SOMETHING DIFFERENT! A well-known Adirondack Resort, delicious dinner, heated indoor swimming pool, games, or just relaxing before an open fire. Trans. & Dinner **\$6.50**
- APRIL 3—PALM SUNDAY—Leave Albany Plaza at 8:00 A.M.; Leave Schenectady, Erie Blvd., at 7:00 A.M. (Visit New York Botanical Gardens, see the beautiful display of Easter Flowers, The Conservatory and Zoological Park, Stopping at Patricia Murphy's for dinner. Transportation **\$5.50**
- APRIL 17 — A Massachusetts Tour and Dinner Ride to VINCENT'S STEAKHOUSE.
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Eligibles on State and County Lists

SENIOR ENGINEERING TECHNICIAN, G-11 - PUBLIC WORKS

Table listing names and scores for Senior Engineering Technician, G-11 - Public Works, including Shaver P Jamestown (938), Debboli J Troy (916), and many others.

CHIEF, BUREAU OF SCHOOL PROGRAM EVALUATION G-28-EDUCATION

Table listing names and scores for Chief, Bureau of School Program Evaluation G-28-Education, including Wohlferd G Albany (800).

CHIEF, BUREAU OF DEPARTMENT EVALUATION, G-28-EDUCATION

Table listing names and scores for Chief, Bureau of Department Evaluation, G-28-Education, including Wohlferd G Albany (760).

SUPERVISING COMPUTER PROGRAMMER, G-23-INTERDEPARTMENTAL

Table listing names and scores for Supervising Computer Programmer, G-23-Interdepartmental, including Glasletter K Albany (929) and Corcoran A Rensselaer (885).

PRINCIPAL DRAFTSMAN (GENERAL) G-15-PUBLIC WORKS

Table listing names and scores for Principal Draftsman (General) G-15-Public Works, including Smolin W Troy (878) and Noeth R Nassau (848).

PRINCIPAL ACTUARIAL CLERK, G-12-AUDIT AND CONTROL

Table listing names and scores for Principal Actuarial Clerk, G-12-Audit and Control, including Pelletier A Schenectad (921) and Poyer V Albany (815).

SUPERVISOR OF DETENTION, WEST C.

Table listing names and scores for Supervisor of Detention, West C., including Salvatore E. Pt. Cheester (856).

COMPENSATION INVESTIGATOR G-11-W.C.B.

Table listing names and scores for Compensation Investigator G-11-W.C.B., including Salmonowitz M Bronx (920) and Voiges G Forest HI (795).

ASSISTANT HEATING & VENTILATING ENGINEER, G-19-PUBLIC WORKS

Table listing names and scores for Assistant Heating & Ventilating Engineer, G-19-Public Works, including Hoehn W Menands (813) and Washington A Westbury (774).

ASSISTANT BUILDING ELECTRICAL ENGINEER, G-19-PUBLIC WORKS

Table listing names and scores for Assistant Building Electrical Engineer, G-19-Public Works, including Kreamer W Troy (852) and Vandetta R Rensselaer (817).

POLICE CHIEF, TOWN OF CHEEKTOWAGA, ERIE CO.

Table listing names and scores for Police Chief, Town of Cheektowaga, Erie Co., including Kostrezewski B Cheektowag (855).

COMMERCE REGIONAL SUPERVISOR G-26-COMMERCE

Table listing names and scores for Commerce Regional Supervisor G-26-Commerce, including Baskind A Tarrytown (973) and Savage G Ogdensburg (888).

CHIEF BEVERAGE CONTROL INVESTIGATOR, G-23-DIV. A.B.C.

Table listing names and scores for Chief Beverage Control Investigator, G-23-Div. A.B.C., including Balsam S Jamaica (923) and Powers W Yorktown (796).

ASSOCIATE BUSINESS CONSULTANT G-26-COMMERCE

Table listing names and scores for Associate Business Consultant G-26-Commerce, including Savage G Ogdensburg (866) and Roznowski D Albany (823).

ASST ADM DIR OF EMPLOYEES' RETIREMENT SYSTEM-DEPT OF AUDIT AND CONTROL

Table listing names and scores for Asst. Adm. Dir. of Employees' Retirement System, Dept. of Audit and Control, including Sorenson E Loudonville (916) and Minnock K Albany (846).

ASST SUPERV OF CASE WORK (CW) WESTCHESTER COUNTY

Table listing names and scores for Asst. Supervisor of Case Work (CW) Westchester County, including Loscalzo I Mt Kisco (933) and Stewart C New Rochel (904).

PRIN STENOGRAPHER (LAW)-G-11, BANKING

Table listing names and scores for Prin. Stenographer (Law)-G-11, Banking, including Engram I Brooklyn (885) and Riley F Jamaica (763).

PRIN TYPIST-G-11, MOTOR VEHICLES

Table listing names and scores for Prin. Typist-G-11, Motor Vehicles, including avis E Pitcher (933) and Yanson O. Albany (872).

Table listing names and scores for various positions, including Holodak K Yonkers (808), Scanlon M Amityville (806), and many others.

ASSOCIATE PERSONNEL ADMINISTRATOR, G-23 - INTERDEPARTMENTAL

Table listing names and scores for Associate Personnel Administrator, G-23 - Interdepartmental, including Henderson D Albany (960) and Niles C Schenectady (926).

SENIOR RESEARCH ANALYST (EQUALIZATION AND ASSESSMENT), G-23 - OFFICE FOR LOCAL GOVERNMENT

Table listing names and scores for Senior Research Analyst (Equalization and Assessment), G-23 - Office for Local Government, including Wilson C Delmar (761).

ASSOCIATE PERSONNEL TECHNICIAN, G-23 (MUNICIPAL SERVICE) - CIVIL SERVICE

Table listing names and scores for Associate Personnel Technician, G-23 (Municipal Service) - Civil Service, including Loreh Barry Albany (871) and Rosenthal H Albany (820).

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ASSOCIATE COMPUTER SYSTEMS ANALYST G-23 - INTERDEPARTMENTAL

Table listing names and scores for Associate Computer Systems Analyst G-23 - Interdepartmental, including Glasletter R Albany (959) and Vermilyea N Selkirk (940).

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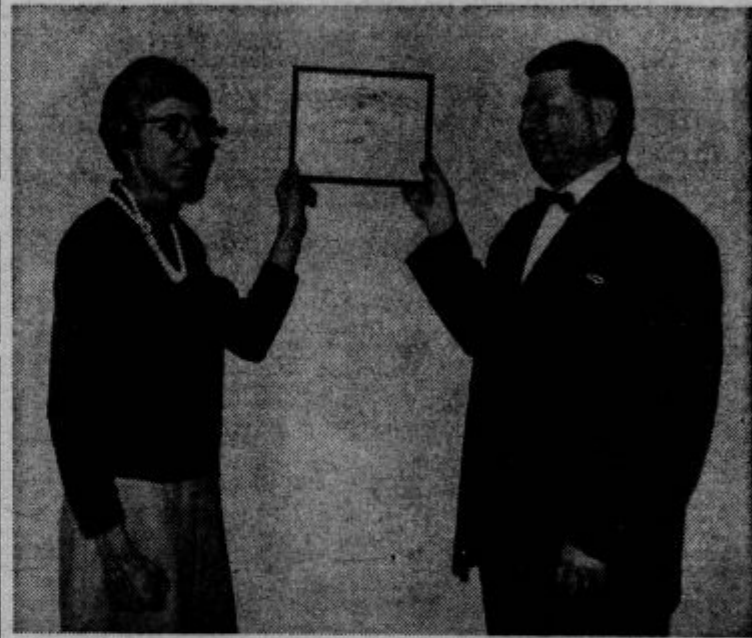
Table listing names and scores for Associate Personnel Administrator, G-23 - Interdepartmental, including Henderson D Albany (960) and Niles C Schenectady (926).

ASSOCIATE PERSONNEL TECHNICIAN, G-23 (MUNICIPAL SERVICE) - CIVIL SERVICE

Table listing names and scores for Associate Personnel Technician, G-23 (Municipal Service) - Civil Service, including Loreh Barry Albany (871) and Rosenthal H Albany (820).



STUDENTS HONORED - At a special luncheon in honor of a group of students at Eastern Correctional Institution who recently passed the New York State High School Equivalency Examination...



CHARTER - Hanging up the charter of the new Smithtown Central School District Number One Unit, Civil Service Employees Assn., is Mrs. Violet Krisplen, president...



AWARD - Charles J. Baker, second from right, is shown receiving an award for 44½ years of service from the Civil Service Employees Assn. chapter, Dutchess County...

City Planner In New Rochelle. The Municipal Civil Service Commission of New Rochelle will accept applications until April 20 for an examination for city planner. Salary in this position is \$10,095 to \$13,595. For further information and applications contact the Municipal Civil Service Commission, New Rochelle.



# NYS Public Welfare System Comes Under Civil Service Requirements For First Time

ALBANY — For the first time in 300 years of its existence, the State's public welfare system is now operating under a merit system with civil service requirements covering almost all jobs from office boy to commissioner.

State Social Welfare Commissioner George K. Wyman made this point at a recent meeting here of the New York Public Welfare Association.

A new State law calling for qualifications for local welfare commissioners went into effect Jan. 1.

"These qualifications assure the people of the State that the welfare executives who have responsibility for the administration of \$800 million of Federal, State and local welfare funds annually to more than 800,000 poor and needy men, women and children, possess the experience, training, and knowhow that such responsibility calls for," he said. "Until this new legislation, which the association supported, became effective, just about everyone in the local welfare departments had to be qualified for his job except the boss. Fortunately, the great majority of the 'bosses' were well equipped and are being reappointed under the new law."

Commissioner Wyman said that

the local departments started 1966 with some 4,000 more staff members, or a total of 18,000, to handle their increasing welfare loads and new programs than they had three years ago, and "never before has State and Federal aid for local welfare salaries been as high as it is today. That State and Federal reimbursement ranges from 50 percent to, in some positions, a full 100 percent, with 75 percent for a substantial number of jobs."

"With these levels of financial support, all local departments can have personnel adequate in number and in skill to see that all citizens eligible under State and federal law for the health and welfare services administered by these departments will receive those services promptly and effectively, whether those citizens live in a metropolis or a village," he said.

**BUY  
U. S.  
BONDS**

## What's Doing In City Departments

A public hearing on proposed grade reorganization in the City's school system will be held by the Board of Education on Friday, March 11, at 10 a.m. at Board Headquarters, 110 Livingston St., Brooklyn. Applications for speaking time should be filed with Assistant Superintendent Harold F. Hay, Secretary of the Board, Room 118 in the Headquarters Building, by the close of business on March 9.

According to Police Department statistics, less than one percent of the 1,792 sex crimes committed in the City last year were attributed to known narcotics users. Such crimes as burglary, grand larceny and criminal receiving (stolen goods), drew known-user participation of between 15 and 20 percent, however.

"Care of the Aging and Chronically Ill," a series aimed at upgrading the quality of care by

personnel working with the aged and chronically ill, is the latest addition to WNYC's broadcasting schedule. Presented in cooperation with the City's Department of Hospitals, the series, which will consist of 13 half-hour programs, continues WNYC's policy of cooperating with City institutions and Departments by televising valuable training operations. The first telecast of the new series was on Monday March 7. It will run every Monday and Thursday at 2 p.m.

As part of its continuing educational program, the City's Sanitation Department will begin screening a new educational film, "Invasion of Monsters", at public and parochial schools, and civic group meetings throughout the City. Commissioner Joseph F. Priconi considers the film "... an interesting, eye catching ..." one that "... will educate young citizens in good common sense clean city practices ..."

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**Real Estate License Course Open Mar. 31**  
The next term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property opens Thurs., March 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.

## U. S. Service News Items

(Continued from Page 4)

ings of inflation by the Council of Economic Advisors have seemingly had only a vague effect in national life, competing for air-wave exposure with cries of buy-now-pay later. It appears that what the danger of inflation needs is to be brought into open discussion on the national level, where facts may stir the nation to a point of cooperation — if the facts

## Law Column

(Continued from Page 6)

I agreed with respondent that the Rules do not require that petitioner be present when the Board sits to pass on the qualifications of a candidate. The same holds true that when the Civil Service Commission meets to pass on an appeal, it is not necessary that the candidate should be present.

**NO MATTER** how repugnant the prospect of confrontation with the Commission may seem, the employee facing disqualification should avail himself of the opportunity, or he may lawfully be disqualified without ever being heard.

## VETERAN'S COUNSELOR

(Continued from Page 13)  
taxes and hazard insurance premiums can be credited toward his required \$200 minimum cash investment.

**COUNSELING CONCERNING** FHA mortgage Loans for veterans, as well as other veterans benefits, is available at all local offices of the New York State Division of Veterans Affairs and Veterans Service Agencies.

stand up.  
Rep. Thomas B. Curtis of Missouri has suggested that a minority economic council be formed to bring another dimension into the study of the threat of inflation, and its resultant belt-tightening. The New York Times, in a recent editorial, considers this idea a good one which could only broaden the dialogue on the problem and, if necessary, "stir the nation."

As a footnote, reports from Israel lately, regarding private citizens, public figures, and citizen groups volunteering to take substantial cuts in salary in the face of that nation's inflationary tendency boggles the mind. Of course Israel is a young country ...

### EVENING COURSES FOR CITY EMPLOYEES

Municipal Personnel Program  
Long Island University  
College of Business Administration

There is still time to register for the following courses which are offered in the Spring semester starting Monday, March 14, 1966.

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# CSEA'S LABOR RELATIONS PROPOSALS

(Continued from Page 1)

local government, not only in this state but throughout the country.

It was the Association which advanced the so-called five-points program, which ultimately resulted in state employees and many employees of the political subdivisions have a non-contributory retirement system, and, most recently, the Association has concluded negotiations with the Governor and the Legislature which will provide an 8% salary increase this year for all State employees. Therefore we particularly welcome this opportunity not only to tell something of ourselves, but to advance the idea that the success of the employer-employee relationship within this state is not necessarily dependent upon the existence of dependent upon the existence of a variety of complicated formal procedures but rather one of effective and responsible representation.

The Association has an excellent staff, effective, well trained but small. Our dues are relatively low. Most of the effective committee work and leadership of the Association is voluntarily rendered. Its president and officers, committee chairmen and local chapter officers come from within the civil service itself and have gained their jobs through competitive examination.

We believe our organization contains an ideal political structure by which employees of all ranks and grades, from all areas of the state, may internally hammer out solutions to their problems and needs through a democratic process, resolve their own disputes as to policy, ultimately enabling the Association to present a united front to that government which necessarily constitutes our employer.

## Transit Strike

As a result of the transit strike of New York City, every affected individual and institution, from the man in the street to our daily newspapers, are now insisting, it would seem, that immediate and dependable safeguards against the hazards involved in public service strikes require immediate legislative action which would, it is urged, guarantee that no strike of public employees would ever again occur.

All insist upon immediate, fool-proof safeguards that strikes of public employees would cease for all time. It is our absolute and firm view that no such guarantees can be given, and certainly no such assurances can be given by any proposed law, statute or Executive Order.

No one can legislate a sense of responsibility upon the part of employee organizations, or, for that matter, political courage upon the part of public officials. Everytime a strike of public employees occurs, the dignity of the law and the stature of government

## Floyd Kniffen Sr.

NEW PALTZ — Floyd Kniffen Sr., 64, died unexpectedly at his home here recently.

Prior to his retirement two years ago, Kniffen was employed as a carpenter at the State University at New Paltz. He was a member of the New Paltz Fire Company, the New Paltz Rod and Gun Club and the New York State, New Paltz chapter, Civil Service Employees Assn.

itself are placed in jeopardy and disrepute.

## Hear! of The Matter

Our greatest difficulty in this general area is that almost all of the commentary in the field seems to urge that the complicated framework of the so-called collective bargaining taken from private industry, which, it is said, exists in the City of New York, somehow be fitted, as the minimum standard to the remainder of the State. What a tragedy this would be! It would be absurd to impose upon the very units of government where no such problems exist, the very structure and procedures which have failed so completely to head off strikes.

Gentlemen, the central problem today in government employer-employee relationships is not to find a substitute for Condon-Wadlin and its penalties, but to find a substitute for the strike.

The utilization of the "strike" no longer produces for employees the benefits that good faith, long-range negotiations can provide. Concededly, the utilization of the strike in public employment may have immediate short-term advantages and may indeed produce a growing awareness of an employee problem but not, in the long run, any real understanding and sympathy. Recourse to the strike by public employees is regarded by the public as disruptive, if not intolerable, and the strike may be, therefore, a dangerous anachronism. Some kind of alternative procedure to the strike seems to offer the only fair and reasonable solution to the problems facing us in public employment today. But what is it? No one thing perhaps, but a number of various responsible efforts to improve the climate of employer-employee relations in public service.

We believe that the Condon-Wadlin Law should be repealed. It has a bad name, it has proved unworkable and we should start anew.

The following outline is an attempt on our part to propose a workable alternative to the Condon-Wadlin Law which would both recognize the rights of public employees and, at the same time, help assure that strikes do not occur in the public service in the future.

## CSEA Proposals

We believe that legislation should be enacted in a single law unifying the present laws and orders relating to employer-employee relations in the public service, including the following three essential principles.

1. In consonance with the view contained in our own Association constitution, that public employees not strike; that in order to be recognized as an employee organization the employee organization and its members must renounce the use of the strike and subscribe to the principle that essential and vital governmental services must continue uninterrupted in the public service.

2. That public employees should be guaranteed by law the right to organize and negotiate with their employer as to salaries, fringe benefits and working conditions.

3. That the public employer must designate a person or responsible agency to meet with and negotiate in good faith all differences with its employees.

We believe that mandatory legislation should be enacted which sets minimum standards for all employer-employee relations in the public service. This would provide maximum flexibility to all units of government to set their own policies and move at their own pace in this area, but also to guarantee that when government acts in this area at least minimal standards, requiring even-handed treatment and reasonable criteria for establishing such formal arrangements, will be guaranteed.

Such an approach as applied to the political subdivisions would leave unmolested all pre-existing employer-employee relation structures, such as now exist in New York City, but would not impose upon the remainder of the State, the New York City employer-employee relations program, which has had such a notable lack of success.

## Minimum Standards

We believe that the legislation establishing minimal standards should contain the following basic principles:

a) Every public employee shall have the right to join an employee association or union without fear or reprisal.

b) Every public employee shall have the right to designate a representative organization to negotiate with his employer on matters relating to salary benefits and all other conditions of employment.

c) Every public employee shall have the right of access to adequate grievance procedures.

d) Every public employer shall provide a procedure whereby an employee organization may be designated the majority representative of employees on a statewide bargaining basis for State employees, and the largest possible basis at the local level.

e) Every public employer shall establish procedures for settling disputes as to "majority" status between competing employee organizations on a fair and equitable basis utilizing payroll deduction cards and examination of membership records as the primary device for such determination.

f) Every public employer shall provide a workable procedure to hear and resolve those issues where, for jurisdictional or policy reasons, grievance procedures do not apply or fail to resolve an issue.

g) Public employees shall be provided full and complete access to all matters relating to all salary studies in order that this information be in the public domain in the future.

h) All public employers shall provide reasonable time off for employee representatives to appear before government bodies or agencies to represent the interests of their members.

## Grievance Procedure

a) We believe that the grievance procedure for State employees should be placed in a statute; that grievance decisions should be binding on both the grievant and the employer and that a larger and, geographically, more available panel should be provided.

b) We believe that the grievance procedure for municipal employees, now in the general law, should be improved by requiring the appointment of impartial non-governmental members of the grievance panel at the final stage of the grievance.

## Disciplinary Procedure

We urge that Section 75 of the Civil Service Law be amended to provide that all procedures and disciplinary hearings be conducted by independent hearing officers, to be appointed pursuant to the Civil Service Law; that such determination be binding upon the appointing authority, and that the statutory authority be provided for individual political subdivisions to contract for the services of the hearing officers assigned by the State.

## Salary Appeals

One critical area of the law which requires review is the existing procedure which permits one agency of State government, the Civil Service Commission, to approve salary reallocation appeals, and, thereafter, another agency of State government to nullify such approval, the Division of the Budget, without stated reasons. This is a genuine source of frustration on the part of State employees which should be eliminated.

## Executive Order

We believe in the need for the promulgation on the State level of an Executive Order which would comply with the minimal standards contained in the above proposed legislation providing for the formalization of the existing practices of discussion and negotiation which have been so effective between the State and its employees.

## Exclusivity

With respect to the question of so-called "exclusivity", we do not demand, on behalf our members, either on the State level or on the local level, any rights which would prohibit any other public employee from filing his grievance or processing his claim on individual basis or on a group basis. We do, however, claim that we should be designated as a matter of public record, for one and all to see, the majority representative of State employees and employees of the political subdivisions where this can be shown by evidence of membership.

We believe the method of determining the "majority", in areas of disputes, should be determined by either a new agency of government or by the State Department of Civil Service. Payroll deduction cards and examination of membership records should be the primary device for determinations if we are to avoid constant labor strife.

## Conclusion

We must and shall fight hard against any threat to the continued existence of a free and independent employee organization such as ours. The shattering impact of any legislation which would split us into warring camps, with constant jurisdictional disputes as to appropriate bargaining units, are proposals we must necessarily vigorously resist. We are malleable to the times and aware of the need for change. Indeed, we believe that we have given the very ground rules for such changes as may be timely but of enduring value.

We have a great opportunity to make history in an uncharted field of law but we would hope that history, ten or fifteen years or a hundred years from now, will not find the proposals of today those of over-reaction to an immediate problem, namely the sad history of the transit strike of the City of New York.



**WELCOME** — Members of the Penitentiary Unit, Erie County chapter, Civil Service Employees Assn., gave a testimonial dinner recently in the Poplar Restaurant, Alden, for Louis Randazzo, new Penitentiary superintendent. Among the 100 persons at the dinner were, left to right, Stephen Rogacki and Al Marziale, co-chairman; Victor Zientek, head prison keeper; Randazzo; Felix Mindy, deputy superintendent; Clifford Miller, supervisor of maintenance mechanics in Erie County and a dinner speaker, and, on the far right, Daniel H. Idzik, chairman of the CSEA unit and dinner master of ceremonies.