

# Civil Service LEADER

America's Largest Weekly for Public Employees

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County News

See Pages 3, 18, 20

## CSEA Asks Immediate Office And Clerical Aides Reallocations

ALBANY—The Civil Service Employees Association last week called on Governor Rockefeller to take immediate action in raising salaries of clerical and office workers in State service.

In a telegram to the chief executive, CSEA President Joseph F. Feily said that recent reallocations for other titles "... have completely destroyed the internal relationship that existed among State titles and has created many serious inequities with respect to the present grade allocation of office and clerical titles."

He said that CSEA "applauded the favorable action ... in approving the recent upward reallocation of hundreds of State positions. However," he added, "this action is incomplete and cannot be terminated until clerical and office titles have been reallocated upward."

He said that "our membership in office and clerical titles throughout the State are demoralized and infuriated over the fact that their titles have been completely ignored in the recently announced upward reallocations." He said some are even to the point where they are "... threatening to walk off the job unless upward reallocations of their titles are announced within the

next two weeks."

Feily pointed out to the governor that "we have on file with the Director of Classification and Compensation formal requests for the upward reallocation of some 180 office and clerical titles in State service."

Feily requested the governor to take appropriate steps to have this problem promptly resolved.

### O'Brien Does Well Following Surgery

William G. O'Brien, manager of the Blue Cross-Blue Shield statewide health insurance plan, is recuperating in Albany Medical Center following minor surgery.

Well-wishers may send cards or letters to him at the hospital, where he will remain for the next three weeks.

### McLean Appointed

ALBANY — Bruce McLean of New Hartford is the latest appointee to the Board of Trustees of Mohawk Valley Community College.

### To Mental Hygiene Aides

## \$20,000 To Fight New Tax Threat

ALBANY—In order to carry its law suit against Federal taxation of maintenance and subsistence given State Mental Hygiene Employees who live on the grounds of institutions, the Civil Service Employees Assn. has voted \$20,000 for additional legal fees. Abraham Kranker, chairman of the CSEA Legal Committee, informed The Leader.

Nearly a decade ago, the Employees Association successfully fought a similar tax case against the U.S. Internal Revenue Service on the grounds that employees received such benefits for the convenience of the employer, not themselves.

### Rowell Filed Suit

Changes in the Federal tax laws have occurred since that time, however, and a new charge has been instituted by the U.S. Government. Claude E. Rowell, an employee of Rochester State Hospital and a former CSEA vice president, filed suit against the government over a year ago in behalf of all employees that would be affected by any new taxation and the Employees Association is now fighting the case in U.S. Tax Court.

Rowell asked that funds be allowed to carry the fight to the U.S. District Court should the CSEA get a negative ruling from the tax court. Kranker said that the Legal Committee and the Employees Association board of directors agreed to additional funds to defeat the attempt to make a new tax ruling on subsistence and maintenance.

### Double CSEA Victory

## Overtime Pay And Reallocations Won For Thruway Aides

ALBANY—A long drive by the Civil Service Employees Assn. to gain reallocations and overtime payments in cash for Thruway Authority employees resulted in a double victory last week with an announcement by the Authority

that 82 per cent of its workers would be reallocated and time and one half would be paid for overtime for all employees through grade 23.

In the meantime, the Employees Association emphasized it was continuing to press for across-the-board salary increases for all Thruway clerical employees.

In addition to the upgradings and overtime pay, effective Nov. 10, CSEA also won advancement of the payment dates for annual increments to January.

Below are new grades (and/or new titles) for Thruway employees:

Assistant bridge repair foreman, 13 to 14; assistant building equipment maintenance foreman, 13 to 14; assistant motor equipment maintenance supervisor, 14 to 15;

and assistant toll equipment maintenance supervisor, 16 to 17.

Bridge electrician, 13 to 14; bridge helper, 7 to 8; bridge operator, 12 to 13; bridge painter, 13 to 14; bridge painter foreman, 15 to 16; bridge patrol operator, 7 to 8; bridge repair foreman, 6 to 17; bridge rigger, 13 to 14; building equipment maintenance foreman, 16 to 17.

Carpenter, 11 to 12; carpenter foreman, 13 to 14; chauffeur, 6 to 7; construction equipment operator (heavy), 10 to 11; construction equipment operator (light), 7 to 8; crane and shovel operator, 11 to 12; electrician, 11 to 12; exhibits mechanic, 10 to 11; general mechanic, 11 to 12; janitor, 4 to 6, and laborer, 4 to 6.

Machinist, 11 to 12; maintenance supervisor, 14 to 15;

(Continued on Page 20)



**THANKS** — Comptroller Arthur Levitt is seen here with Joseph F. Feily, president of the 140,000-member Civil Service Employees Assn., after Feily handed the Comptroller a letter of thanks for his contributions to vast improvements in the State Retirement System and his support of other CSEA legislation. The expression of appreciation was voted by some 1,000 delegates attending a recent convention of the Employees Association.

*Don't*  
**Repeat This!**

## C. S. Well Organized For Constitutional Convention Action

**E**VERYBODY in New York State will have a stake in the results of the forthcoming Constitutional Convention but few sectors of the public are as well organized at this point to exercise their influence on the Convention as the civil service.

Public employees recognized quickly the possible threats to their job and retirement security that could result from changes in the constitution that are designed to insure the merit system in civil

(Continued on Page 3)



**APPRECIATION** — Gov. Nelson A. Rockefeller, left, is seen as he finished reading a letter of thanks presented to him by Joseph F. Feily, president of the 140,000-member Civil Service Employees Assn. Some 1,000 delegates attending a recent convention of the CSEA voted an expression of appreciation for the many benefits gained by State and local workers during the years of the Rockefeller Administration.



# DON'T REPEAT THIS

(Continued from Page 1)  
 service and which guarantee many pension rights. Some powerful, so-called taxpayer groups have made no bones about their desire to remove certain constitutional guarantees that insure there will be no diminishing of retirement benefits, for instance. Other groups want a semi-return to the spoils system by removing legal requirements that examinations and merit determine hiring and promotion practices for most civil service jobs.

**Determination**  
 Public employees are not only determined to hang on to what they have but also to improve civil service constitutional guarantees wherever possible. To this end, some 30 public employee organizations have joined in common cause in New York City under the direction of Captain Henry Fehling of the Uniformed Fire Officers' Assn. to get convention delegates seeking election committed to taking a protective stand toward civil service and being active in behalf of public employees when elected. An interesting note about the council is that

many of the 30 unions have been bitter enemies at times in the past but have put old disputes behind them in order to carry on the present task with unanimity.

There is every reason to believe that the efforts of this group, as well as the efforts of the 140,000-member Civil Service Employees Assn. which has been doing extensive research and work on the convention, will pay off. Hundreds of delegate candidates to the Constitutional Convention have actively sought civil service support. They have made innumerable appearances before public employee organizations around the State to pledge their support of the merit system and present constitutional guarantees. This attention results from the fact that the big civil service vote — including Federal, State and political subdivision employees — comprises some 20 percent of the electorate and is now a recognized political fact of life that has to be dealt with.

**FBA Campaigns**  
 The tremendous campaign of the Patrolmen's Benevolent Assn. for winning the public to its side against the City's Civilian Review

Board through a referendum next week to still another example of a well-organized, public employee drive to bring the voters to their point of view. At this writing, the PBA campaign has far outshone that of City Hall and other supporters of the Review Board.

The Constitutional Convention is something that will be occupying the attention of the public for months to come. Don't be surprised if the first positive results come from the efforts of public employees.

## Grants to State U. Faculty Members

ALBANY—Six research grants, having a total value of \$152,199, have gone to State University faculty members.

The winners: Dr. Curtis Hare and Dr. Theodore L. Hullar, both of Buffalo; Dr. Donald A. Gerber and Dr. Kwang S. Lee, Downstate Medical Center; Dr. Jerome J. DeCosse and Dr. Alfredo M. Garcia, Upstate Medical Center.

## Federal Awards Group To Meet

The Federal Incentive Awards Assn. of Metropolitan New York will meet Nov. 4 at 2 p.m. in the tenth floor conference room of the Veterans Administration Regional Office, 252 Seventh Ave., Sidney Resnick, program chairman, announced last week.

Paul Kyer, editor of The Leader, will be principal speaker.

FREE BOOKLET on Social Security; Mail only; Box 8, 97 Duane St., New York, N.Y. 10007.

## Your Public Relations IQ

By LEO J. MARGOLIN



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

## Good Salaries — Good PR

THERE IS NO better method of generating good public relations among civil servants than by building good employee morale through good salaries.

THERE IS A truism being recognized somewhat belatedly throughout New York State on all levels of government—City, State, county, village and township.

WE HAVE ALWAYS been puzzled by the attitude of many appointive officials, who could not understand how improved salaries were related to employee morale, employee motivation, and the general image of the civil servant.

PRIVATE INDUSTRY made the discovery long ago that an employee's image of himself was directly related to his location on the pay scale. If the pay was low, the employee's self-esteem was equally low—and not infrequently his performance reflected this lack of self-respect.

AS THE EMPLOYEE began moving up the pay scale as a result of better and better performance, his image of himself improved and so did his morale.

ALL THESE ITEMS are basics in employee relations and more specifically in human relations. Yet, there were many appointive officials, who failed to see the simple facts because many of them lacked training in business or public administration.

WE HAVE HEARD rumbles in the new Administration of the City of New York that some of the executive personnel are unhappy because of the pay scales. It seems that they are having difficulty making ends meet on salaries of \$20,000 and \$25,000 a year.

THIS WOULD CERTAINLY be a problem for anyone appointed to the public service from a private law practice or from a private industry who had been earning \$30,000 a year or more. (However, we know of some City appointees who were earning about one-third of what they are making now.)

WE CAN RECALL something said during the campaign a year ago about cutting expenses around \$100 million. Some of the very appointees who are now complaining were among those who did the most to circulate that \$100 million promise.

SALARIES ABOUT which these appointees are complaining are, in most cases, the same salaries paid to appointees in the previous City Administration. Now that the shoe is on the other foot, it is interesting to see how it pinches.

IT ALSO GIVES us an opportunity to reiterate our suggestion that courses in public administration for some of the new appointees would have benefitted the employees of their departments as well as the taxpaying public.

AS A MATTER OF fact, we'll settle for some of these commissioners taking single courses in employee relations and human relations. At least what they learn will add to their understanding that inadequate salaries on the lower levels hurt just as painfully as inadequate salaries on the very upper levels.

ONE MUST ADD still another public relations thought: in addition to the improvement of the civil servant's self-esteem, just think of what improved salaries will do for recruiting to fill the thousands of City jobs left vacant because private industry, as well as the Federal and State governments, do better for the individual in almost the identical jobs.

WE SAY GIVE THE Commissioners their raises, if for only one reason: this will raise the top pay ceiling, and when the top ceiling moves up, the ceiling on the lower rungs of the ladder moves up also.

20th CENTURY FOX PRESENTS  
**JERRY LEWIS**  
 "WAY... WAY... WAY OUT"  
 CINEMASCOPE - COLOR by DeLuxe

AT Showcase PRESENTATION THEATRES

<b>MANHATTAN</b> LYRIC 42nd ST. 87-89 4th Ave. LEWIS DRUMHUNTER 88-90 11th Ave.	<b>ROOSEVELT</b> LEWIS PARADISE 88-90 11th Ave.	<b>UNION SQUARE</b> LEWIS PARADISE 88-90 11th Ave.	<b>WEST 42nd ST.</b> LEWIS PARADISE 88-90 11th Ave.	<b>WEST 57th ST.</b> LEWIS PARADISE 88-90 11th Ave.	<b>WEST 86th ST.</b> LEWIS PARADISE 88-90 11th Ave.
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# Garrard

## THE NEW LAB 80 MK II AUTOMATIC TRANSCRIPTION TURN TABLE

Garrard has taken the magnificent Lab 80 and brought it to perfection. All the fabulous features remain plus the following new additions. A provision for automatic play of a single record. The new design also has safety rings which protect the stylus should the arm be lowered accidentally without a record on the turntable. A new anti-skating compensator with gram markings.



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 Exclusive super-sensitive magnetic trip, with Dupont Delrin® to offset friction.  
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# Erie CSEA Wins 1-60th Plan For Sewer Authority

(From Leader Correspondent)

**BUFFALO**—The Buffalo Sewer Authority, after amiable negotiations with Civil Service Employees Assn. representatives, on Oct. 18 adopted a non-contributory retirement plan for 245 employees.

"It's a real achievement," said Daniel Tattenbaum, president of the Sewer Authority Unit, Erie chapter, CSEA, "and it will mean a \$55,000 increase in take-home pay starting Nov. 4."

Mr. Tattenbaum and Alfred F. Neri, chairman of the Unit's Resolutions Committee, feel development will "mean a great deal" in the CSEA's continuing struggle with an AFL-CIO union that seeks to represent the Authority workers.

In addition to picking up the employee's retirement contribution, the Authority also agreed to provide more liberal retirement and death benefits.

They include retirement at half pay after 30 years instead of the present 36 and the death benefit will be three years pay after 36 years instead of two years pay.

Mr. Tattenbaum said the retirement change will mean about a \$17 increase in his bi-weekly pay check.

He and Mr. Neri stressed the "amiability" of negotiations for the benefits that the CSEA representatives enjoyed with Anthony

J. Naples, Sewer Authority chairman and other Authority members.

# Non-Contributory Pension System Won By Monroe CSEA

(From Leader Correspondent)

**ROCHESTER**—Over a few scattered objections, the Monroe County Board of Supervisors this week approved a new non-contributory retirement plan for the county's nearly 4,000 employees.

Under the plan, the county will be assuming full responsibility of financing the program, estimated to cost about \$700,000.

The new benefits, many proposed by the Monroe County chapter, Civil Service Employees Assn., includes:

A guarantee of half-pay retirement after 30 years of service for all employees whose service began on or after April 1, 1960.

For employees who were enrolled in the retirement system prior to April 1, 1960, a doubling of their pension benefits commencing on that date and giving all employees the benefits of the 55-year plan for their service prior to April 1, 1960.

An increase of 50 per cent at the maximum in the death benefit of employees who dies before retirement. Presently, the death benefit is the equivalent of one month's salary for each year's service up to 12 years, and the equivalent of a half-month's salary

## No Endorsements

# Candidates Accent The Positive In Poll By Long Island Conference

(From Leader Correspondent)

**MINEOLA**—All candidates who have replied to three questions posed by the political action committee of the Long Island Conference, Civil Service Employees Assn., last week came out with perfect scores.

With 37 candidates replying and 24 ignoring the questions put by telegram, the

State Legislative candidates came up with solid, bi-partisan support for CSEA objectives.

The poll was conducted by Mrs. Julia Duffy, first vice president of the conference and chairman of the newly-formed political action committee.

"A truly remarkable performance," she commented, adding that "the Conference will be alert to who is following his campaign promises and who is not."

The committee will not endorse any candidates, she said.

Candidates for State Senate and Assembly seats in Nassau and Suffolk Counties were asked:

- Are you in favor of collective bargaining procedures for all public employees?
- If you are elected, will

you be willing to sponsor and vote favorably for bills presented by the CSEA if they are proper and legal bills and advantageous to civil service employees even though the bills are not generally supported by your party?

• Are you in favor of broadening the merit system thereby bringing more options into the competitive class and reducing the number of patronage positions? "Every candidate who replied was in favor of all three questions," Mrs. Duffy said.

"On question number one, about half added that they are against strikes by public employees.

"On question number two, there were reservations expressed by the majority and that they would want the bills to be favorable to all citizens.

"And," she continued, "Every reply firmly stated that the writer would not vote according to party lines."

Replies were received from: In Nassau—All Senate candidates except Thomas Meehan (D.) and John Nigro (D). All Assembly candidates except Republicans John Bennett and Edward Yamin and Democrats Matthew Nizza, Eli Wager, and Edward B. Joachim.

In Suffolk—All Senate candidates in the Second District; Bernard Smith (R), J. Edward Raynor (D-L) and Joseph Lenihan (C). All candidates in the First District did not reply: Leon Guilfreda (R), Thomas Mallon (D-L) and Arnold Brown (C).

In Suffolk Assembly races replies were received from: Arnold Bayley (C) in the First District; Peter J. Costigan (R) in the Second District; Prescott Huntington (R) in the Fourth District; Leo V. Johnson (D-L) in the Fifth District and John G. McCarthy (R) in the Sixth District. All other candidates in those contests failed to respond by Thursday.

Conservative and Liberal candidates in the Nassau races were not polled because they could not be located by the committee in time to be included.

"We are glad of this support," Mrs. Duffy said, "but we feel that this unanimous answer that they would not go along party lines bears watching. We are going to watch. This is the first year that we have had a political action committee, and from now on we are going to be active."

Last week the Nassau chapter, CSEA, expressed pleasure with the stands taken by all candidates with the exception of the Liberal Party entrants and withheld any endorsements. Earlier, the Suffolk chapter endorsed the entire Republican slate of State Legislative candidates based on personal interviews on 10 questions and evaluations of answers.

## Some Christmas Cruise Space Still Available

There are still some cabins available for the Civil Service Travel Club 12-day Christmas cruise to the Caribbean aboard the Queen Anna Maria, it was learned last week.

For persons wishing to share triple cabins, bookings are available now for only \$390. Single and double cabins are at a higher rate and most of these have been sold out.

The gala holiday cruise will visit Puerto Rico, Jamaica, the Virgin Islands and Curacao, departing from New York Dec. 22 and returning on Jan. 3.

Remaining space may be had by writing to Carmelo Grillo, Knickerbocker Travel Service, 1212 Sixth Ave., or telephoning him there at PLaza 7-5400.

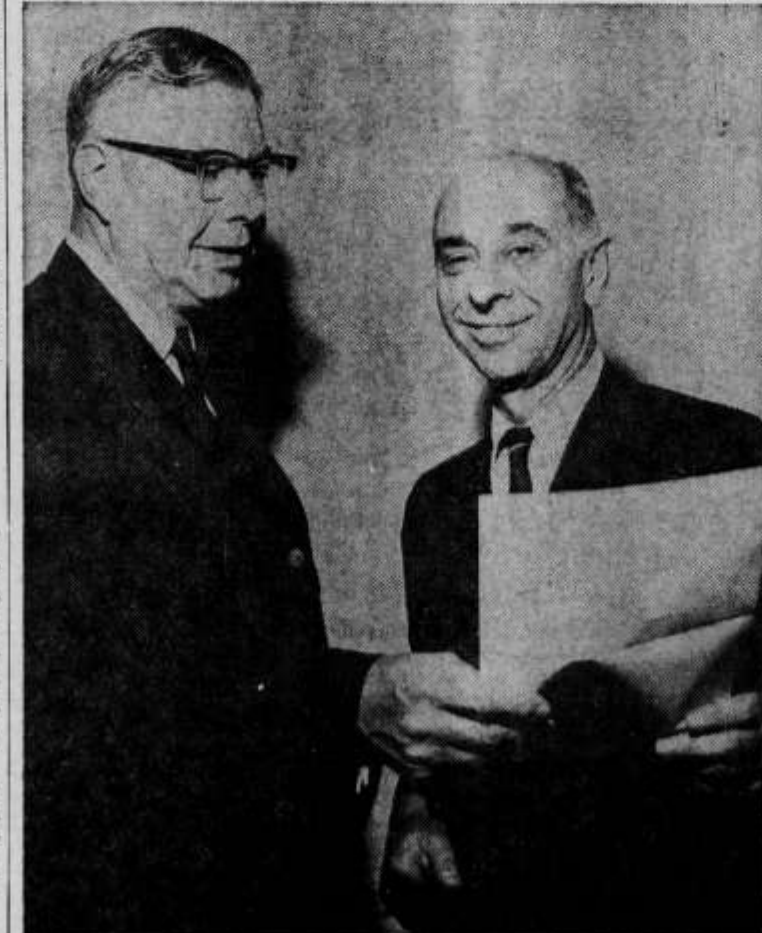
## Metro DE Sets Laurels Weekend

The Metropolitan Division of the Employment chapter of the Civil Service Employee Assn. is sponsoring a Veteran's Day weekend at the Laurels Hotel and country club on Lake Sackett, Monticello, on Thursday, Friday, Saturday and Sunday, Nov. 10, 11, 12 and 13.

For reservation contact your local office representative or call Mrs. Adele West at UL 2-5373 or CSEA headquarters, 11 Park Place, New York City, WO 2-3090.

## Advisors Named

**ALBANY**—A professional advisory group has been named to help the State Department of Mental Hygiene review and evaluate its programs for children.



**APPROVAL** — For his support of Civil Service Employees Assn. legislation during this past session of the Legislature, Attorney General Louis J. Lefkowitz, right, is seen receiving a letter of thanks voted by some 1,000 CSEA delegates at their annual meeting last month. Making the presentation is Joseph F. Felly, CSEA president.

## Dutchess Launches Drive For 1-60 Retirement Plan

(From Leader Correspondent)

**POUGHKEEPSIE**—William P. Schryver, president of the Dutchess chapter, Civil Service Employees Assn., is leading a drive to make mandatory for local government employees certain benefits that now are mandated for state workers.

Under such laws, Schryver explained, benefits that are automatic for state Civil Service employees are available to employees of political subdivisions and non-professional school employees only if local legislative bodies adopt them.

"The time has come when all affected local government employees in the state must organize within the CSEA to work with state employees and among themselves," Mr. Schryver declared. Mr. Schryver is also Dutchess County Commissioner of Jurors.

He cited a new pension law effective Aug. 19 as one he believes should be mandatory for all Civil Service employees throughout the state, regardless of the governmental unit employing them.

Under this plan, a member may retire at age 55 and receive a pension equal to 1/60th of his average salary for each year of service retroactive to April 1, 1960. This is in addition to an annuity paid from an employee's previous and permissive future contributions to the state's retirement fund.

The Dutchess County Board of Supervisors has not adopted the program but Nassau County has, the commissioner noted.

At a recent conference in Buffalo, attended by about 1,000 CSEA delegates, Mr. Schryver recommended creation of a committee to represent members in local government employ and to speak for them at the next association meeting in March.

Mr. Schryver said he expects to work through the CSEA's Southern District to achieve his goal.

Also attending the four-day conference was Matthew Netter, president of the CSEA County Unit and a member of the state association's Legislative Committee.

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



# U.S. Service News Items

## Nurses Walk-Out Threats May Affect Federal Pay

As mentioned here last week, strikes by civil servants in local government disputes are beginning to have a telling affect on the atmosphere of bargaining discussions among those involved in fixing the Federal pay scales. Most recently it has been reported that

nurses in the employ of the Federal government now stand a better chance for higher salary raises in the future because of the telling affect of nurses—government disputes such as the one New York City experienced last spring. By precipitating a major walkout and bring to the public eye the nature of their working conditions and diminutiveness of their compensation, not to mention the impending catastrophe if they ever did desert their duties, the City's nurses won a pay increase which brought them much closer to the

rates being paid by private hospitals. But more than that they pointed out for everyone to see what the extent to which whole communities could be crippled without the services of trained nurses; they opened eyes—and doors through which the needs of all hospital workers in the country can gain fresh entrance.

Now the Federal Civil Service Commission and the Veterans Administration are examining the possibilities of bringing the salaries of Federal nurses up to the new rates achieved by others in

their vocation who have chosen to work outside of the private sector where the pay scale is much higher.

One of the main problems for anyone needing a nurse these days is finding one who is qualified. The schools are turning out fewer nurses each year and fewer of these wish to serve the government. The attraction of higher pay in private hospitals is causing great understaffing problems in

municipal institutions throughout the country. Now may be the time for the Federal government to offset such dangers in its own institutions by raising the salary, especially the starting pay of its nurses. And this seems to be the idea that has caught on among Federal Administrators.

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## Where to Apply For Public Jobs

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

### CITY

**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 as 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

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

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

### FEDERAL

**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 6 p.m., Monday through Friday. Also open Saturdays. Telephone 264-3311, 9 A.M.-1 P.M.

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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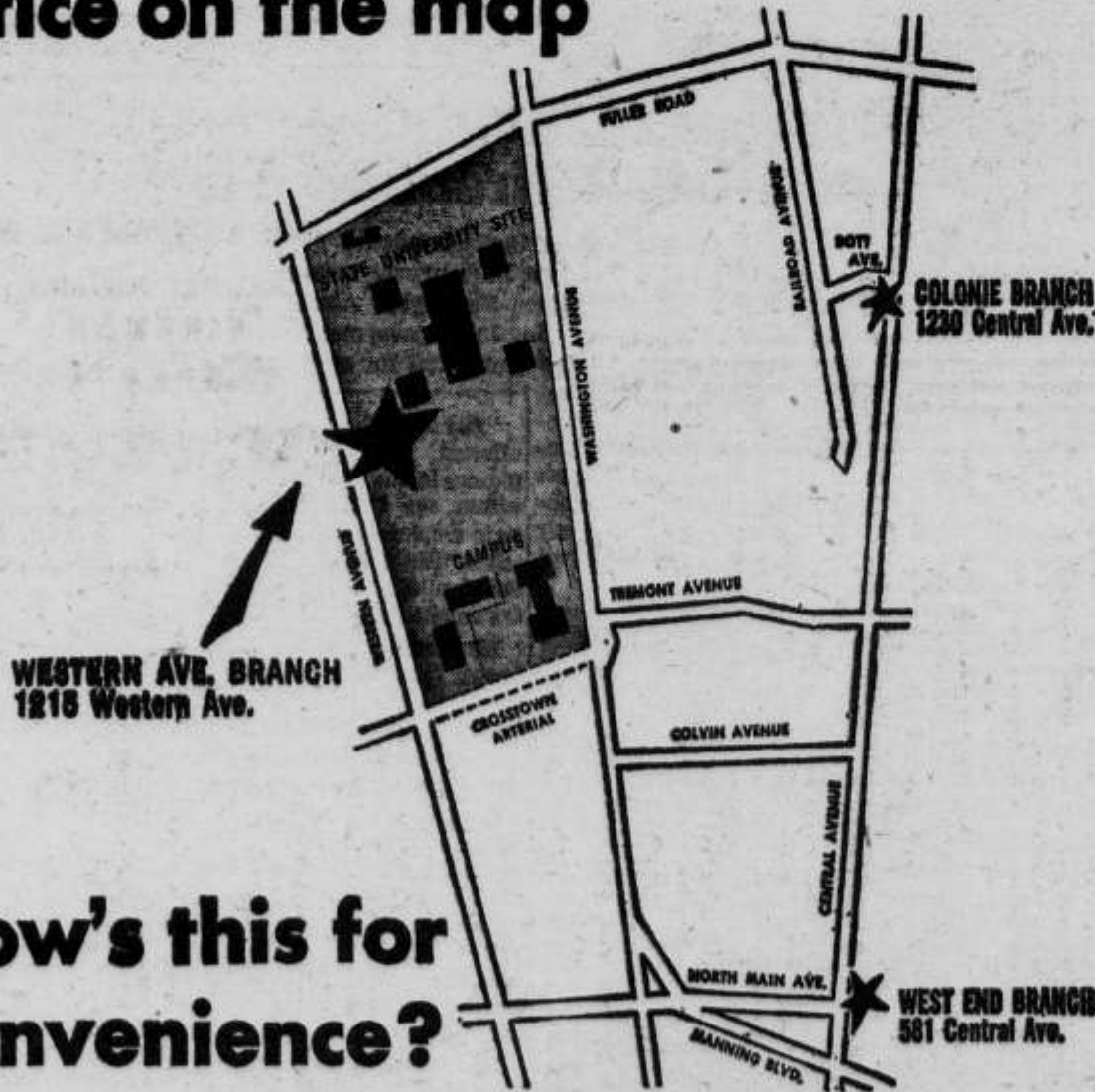
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So stop in and see us at the University Plaza building, 1215 Western Avenue. Tell us what you need in the way of banking service, and watch how fast we come up with it.

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Fri. 4:00 PM - 7:00 PM

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**WASHINGTON AVE. BRANCH:**  
405 Washington Ave.  
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**WEST END BRANCH:**  
135 So. Pearl St.  
Open Thursday eve. 5 to 8 P.M.

**DELAWARE AVE. BRANCH:**  
405 Delaware Ave.  
Open Fri. eve. 4:30 to 7:30 P.M.

**WEST END BRANCH:**  
581 Central Avenue  
Open Fri. eve. 4:30 to 7:30 P.M.

**COLONIE BRANCH:**  
1230 Central Ave.  
Open Thurs. and Fri. eve. 5 to 8 P.M.

**THE BROADALBIN OFFICE:**  
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# Special Housing Sergeant Key Answers Set

The New York City Department of Personnel has released the proposed key answers for the special promotion examination to housing sergeant which was given on Oct. 13.

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test. Such letters must be postmarked not later than Nov. 10 and must contain the candidates application number.

The request must be mailed to the Department of Personnel, 55 Thomas St., N.Y., N.Y. 10013 with the examination title written on the front of the envelope. Requests postmarked after Nov. 10 will not be considered nor will claims of manifest error in re-

spect to final key answers be accepted from candidates who have not made a timely request.

The official, proposed key follows:

1D; 2 B or D; 3C; 4C; 5D; 6C; 7B; 8A; 9A; 10B; 11B; 12C; 13D; 14A; 15D; 16D; 17B; 18B; 19B; 20 Delete; 21C; 22A;

23D; 24 C or D; 25D; 26A; 27B; 28A; 29C; 30A; 31A; 32A;

33C; 34C; 35C; 36B; 37D; 38D; 39D; 40B; 41A; 42B; 43C; 44B; 45B; 46B; 47C; 48A; 47B; 48A; 49C; 50D; 51D; 52C; 53B; 54A; 55A; 56A; 57 A or B; 58C; 59C; 60A; 61D; 62A; 63A; 64B; 65D; 66C; 67C; 68A; 69B; 70D; 71C; 72D; 73C; 74B; 75A; 76D; 77B; 78B; 79B; 80A; 81A; 82C; 83D; 84D; 85C; 86A; 87B; 88C; 89B; 90D.

POLITICAL ADVERTISEMENT POLITICAL ADVERTISEMENT

## One of the Best Friends Civil Service Ever Had in Public Office Congressman SEYMOUR HALPERN (6th Congressional District) Queens



### As a State Senator He:

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

### As a Congressman He:

- ... Co-sponsored the 1962, 1964 and 1965 Federal Pay Raise bills which were substantially enacted into public law.
- ... Advanced broad legislative programs to benefit civil service personnel and their families.
- ... Co-sponsored the 1964 Federal pay raise aimed at aligning the salaries of government employees with outside industry.
- ... Sponsored legislation increasing retirement annuities and consistently supported the subsequent drive for further cost-of-living pension boosts.
- ... Introduced bill imposing severe punishment upon persons intimidating or injuring Federal officers.
- ... Fostered legislation early in the 88th Congress to prevent the use of timing and measuring devices in Post Offices.
- ... Proposed that employees be permitted to designate another annuitant if the spouse predeceases the employee.
- ... Advocated law allowing government personnel to credit accumulated sick leave to the retirement fund, permitting such amounts to be used for purchasing additional annuity.
- ... Staunch advocate of full payment of premiums by the government for health benefits.
- ... Dedicated to renewal of fight for government employees' Life Insurance bill and will re-introduce at next Congressional session.

Sy Halpern has the Civil Service viewpoint. There is no doubt about it. He understands the needs of Government Employees. Re-elect a proven friend. VOTE FOR CONGRESSMAN HALPERN ON NOVEMBER 8TH.

## Shoppers Service Guide

**Get The Authorized CSEA License Plate** The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 5 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices.

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FREE LITERATURE  
Write to:  
Buddhist Publication Society  
KANDY, CAYLON

Henry M. Sloman, blind member of City Commission on Human Rights would be interested in joining a car pool from 27 W. 72nd St. to 80 Lafayette St. Call 566-7903 or TR 7-4200.

### Help Wanted

PART TIME messengers, morning or afternoon, 28 W. 81 St. One flight up.

### Cemetery Lots

BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

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POLITICAL ADVERTISEMENT POLITICAL ADVERTISEMENT

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ELECT

Arthur S.

# HIRSCH

Civil Court Judge — 8th District

VOTE 12A or 12C

Member Civil Service Employees Association

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PLEASE PATRONIZE OUR ADVERTISERS

## Power Cable Maintainer Filing To Open

Maintainer's helpers, group C, in the New York City Transit Authority can file from Nov. 2 through 22 for the March 13 practical test for promotion to power cable maintainer. Candidates must have served in the title for at least six months prior to the examination date, however.

This position pays from \$3.40 to \$3.72 an hour under present TA contract provisions.

Employees in this title maintain, install, inspect, test, alter, and repair the power feeder cable system above and below ground, splice single and three-conductor lead covered cable and replace faulty sections and perform inspection work on new equipment and material at manufacturing plants.

Performance and seniority will count for 50 percent of the final mark and the practical test will count for the other 50 percent. Seventy percent is required in each section.

Eligibles are required to pass a qualifying medical and physical examination given by the TA immediately prior to appointment. Candidates will be rejected for any deficiency or disease that tends to impair health or usefulness such as defective vision beyond 20/40 corrected.

For further information and applications contact the Department of Personnel's Application Section, 49 Thomas St., N.Y., N.Y. 10013 or call 566-8700.

### CASHIER

SUPPLEMENT YOUR INCOME

Opportunity for retired civil service workers as cashier in service dept. of large auto dealership. Interesting work. Days. Write in confidence to Charles O'Rourke, Kinney Chevrolet, 3108 Conner Island Ave, Bklyn, N.Y.

## National Arts & Antiques Festival

MADISON SQUARE GARDEN  
110 Ave. Columbus  
November 12-20



Admission 1000  
4 Special Events  
NOV 1-20 10:00 AM-5:00 PM



# Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

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TUESDAY, NOVEMBER 1, 1966



## The Need To Vote

WHILE it is always important for civil servants to vote, next week's election holds particular significance for public employees. In addition to a slate of statewide candidates, there are a number of important issues on the ballot and, of great concern to all in civil service, the selection of candidates for the forthcoming Constitutional Convention.

Many of those seeking office as delegates to that convention have assured public employees that the merit system will be maintained and strengthened should they be elected. It is absolutely essential that public employees check candidates for their stand on civil service. Pensions, appointments and promotions could be adversely affected by constitutional changes sought by parties opposed to the present guarantees provided in these areas.

The vote you cast next week will be a vote for the security of your own future.

## For Free Speech

IN recent weeks the Leader's Letters-to-the-Editor column has taken on a new glow and seems to be serving as a much more effective forum of debate between civil servants in the state. One of the main reasons for this, sadly enough, is that Leader staff decided not too long ago to begin printing some of the unsigned but meaningful letters which have always streamed into our office from disgruntled civil servants. With this new allowance the rate of incoming mail from such anonymous donors as "squeaking wheel" seeking an outlet for points of unrest in the administration of government throughout City and State has grown considerably. This is good for us and good for the government employee.

We wonder why, however, so many correspondents feel that they must remain anonymous to protect their positions, particularly in the State government. In a job protected by the merit system and in a society protected by the right of free speech there would seem to be no good reason for a public employee not to stand up and, short of slander, voice his views of dissent. Or is there? Wherever the problem lies the Leader would like to see many more signed letters in the future as an omen that this kind of fear has no place in government service.



## SOCIAL SECURITY Questions and Answers

"My only child is attending Memphis University. As he is only 20 he can get benefits on his deceased father's social security record. Can I receive mother's benefits? He lives with me.

No. You can get benefits only if you are 60 or over, or caring for a child under 18 or a child disabled before 1 . . .

I am a 56-year-old widow,

under doctor's care, and unable to work. I did not work under social security long enough to qualify for disability benefits. Can I receive my widow's benefit now?"

No. You do not have children under age 18 in your care who are eligible for benefits. Therefore, you must wait until you are 62 for a widow's benefit, or 66 for a reduced benefit.

## LETTERS

Letters to the editor must be 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,

### 'Squeaking' For Laboratory Workers

Editor, The Leader:

To further clarify my position and to calm an irate stenographer from Utica—I am not saying office employees don't deserve a reallocation. I am saying that if office personnel deserve a reallocation, so do laboratory personnel.

Clearly, then, piecemeal reallocation is not the answer for an organization like the OSEA which purports to represent all of its members.

"The Squeaking Wheel"  
Downstate Medical Center

### Constitutional Convention

Editor, The Leader:

I have read with interest your articles regarding the importance of the Constitutional Convention to every Civil Service employee.

My knowledge of the Civil Service System acquired as a State Senator and from seven years of service with the State, convinces me beyond doubt that the existing constitutional guarantees with respect to appointments based on merit and those with respect to the pensions and retirement should be preserved and strengthened.

WALTER G. MCGAHAN  
Candidate for Delegate to  
Constitution Convention  
Ninth Senatorial District  
Queens

### Poses Solution On 37½ Hour Week

Editor, The Leader:

Message to the Commissioner of Mental Hygiene—After reading in The Leader regarding the meeting at Buffalo of the mental hygiene committee of the Civil Service Employees Assn., it seems from the gist of the article that it is a problem as to how to resolve the 37½ hour week. This is a very simple matter.

It comes to approximately 16 extra days of work that the clerical staff gives gratis to the State every year, at the same rate of pay as other State agencies.

If by giving a 37½ hour week to the clerical staff it would decrease the efficiency of the mental hospitals, then all you have to do is increase the entire clerical staff one grade. You would not only not be losing anything but at the same time you would make the positions in the clerical staff more desirable for new employees. You must remember that all the institutions are not in the main part of town. They are on the outskirts, which also decreases the desirability of working for the Mental Hygiene Department. The only thing you have to offer is better pay, and at the grades that are established at present you would get no one.

But bearing in mind that this would not be included in the OSEA's efforts of having all clerical staff administrative increased as per an early addition to our great paper, The Leader. This would be in addition to above, and if granted the OSEA would have to revise their figures as

(Continued on Page 16)

## Civil Service Law & You

By WILLIAM GOFFEN



### Interest On Back Pay

A SUCCESSFUL Article 78 proceeding for wrongful termination of a Civil Service employee's position by the Board of Education raised an issue as to the back pay to which the employee was entitled. The proceeding entitled *Gordon v. Board of Education*, was resolved after a hearing. The hearing established that the employee did not earn anything from other employment following his discharge by the Board of Education. He was therefore awarded the full amount of salary payable to him during the period of suspension in the sum of \$28,897.78. If the evidence had been that he did earn money during the suspension, the earnings would have been offset against the sum.

MR. JUSTICE Murray T. Feiden, whose opinion in the *Gordon* case appeared in a recent issue of the *New York Law Journal*, was also confronted with an issue as to whether the petitioner was entitled to interest on the back pay awarded him. The petitioner relied upon Section 5001(a) of the Civil Practice Law and Rules. The right to interest is in derogation of the common law, and this statute which allows interest in certain situations must be strictly construed. One such situation is an award because of breach of contract.

THE COURT rejected the petitioner's contention that his proceeding was in breach of contract for violation of his tenure rights. The Court cited *Supreme Court Uniformed Officers Association v. McCoy*, a Federal Court decision that New York State Civil Service employees do not have contractual rights of employment. The employees' argument in the cited case was that the Administrative Board of the Judicial Conference violated the contractual rights of non-judicial Court personnel when it ordered a reduction in certain fringe benefits formerly enjoyed by Uniformed Officers of the State Courts. Such benefits referred to working hours, sick leave, paid holidays, etc. The impairment of such fringe benefits was an incident of court unification as authorized by State Constitutional Amendment of September 10, 1962. The Court stated that the Administrative Board was free to proceed as it had in carrying out the direction in the New York Constitution that there shall be a "Unified Court System for the State." As State Civil Service employees, the plaintiffs were subject to any changes made by the Legislature in their employment.

JUSTICE FEIDEN pointed out that the damages granted to the petitioner were not for breach of contract, but were incidental to the primary relief of reinstatement. He had no claim for back pay apart from the Article 78 proceeding for reinstatement. This is confirmed by the Education Law, Section 2573 (7) providing that in the event of acquittal, the employee "shall be restored to his position with full pay for the period of suspension."

THERE WAS NO New York precedent precisely in point. However, a California case, *Nilsson v. State Personnel*, considered the problem and found there is a distinction between a money judgment in a civil action and a judgment rendered in a proceeding akin to an Article 78 proceeding. The California court held that a direction for payment to an improperly dismissed Civil Service employee of salary for the period between dismissal and reinstatement does not include interest.

THE BOARD OF Education cited *Wells v. New York State Employees Retirement System* in support of its contention that the payment to the petitioner should be without interest. Wells sought review of the Comptroller's denial of his application for a discontinued service retirement allowance. He was successful and the Court remitted the proceeding to the Retirement System which paid the allowance, but without interest. Wells then sought to compel payment of interest. The Court ruled that he was not entitled to interest. In denying interest, the Court noted that the petition for judicial review did not specifically request interest. This was true in the *Gordon* case, too. It therefore seems important in an Article 78 proceeding for wrongful dismissal in the light of the *Gordon* decision specifically to demand interest on back pay.

GORDON'S CASE also involved the issue of the amount of his attorney's lien for services rendered. The attorney testified at the hearing that under the agreement with his client, the fee was to be one-third of the entire recovery. The petitioner claimed that the fee was to be one-third of a single year's salary recovered. The Court resolved this issue in favor of the attorney.



# A matter of first priority on November 8 re-elect State Comptroller **ARTHUR LEVITT** because:

- Arthur Levitt has consistently been a leader in the fight for improved civil service wages and working conditions.
- Arthur Levitt developed the non-contributory retirement plan for government workers.
- Arthur Levitt led the fight to increase survivor benefits, protect families of civil servants.
- Arthur Levitt pioneered the concept of early retirement for long-service government workers.
- Arthur Levitt brought civil service workers under U. S. Social Security coverage.
- Arthur Levitt was the leader in the battle to guarantee vesting benefits in the New York State Employees' Retirement System.
- Arthur Levitt was the author of the cost-of-living escalator formula for retired public employees—the plan that passed the Legislature this year but was vetoed by the Governor.



**There is still unfinished business in Albany for civil service employees.  
Your vote for Arthur Levitt is a vote that will help him to help you.**

# Half the crimes in the City of New York are committed by narcotic addicts

**Governor Rockefeller's Program  
will get addicts off the streets and keep pushers in jail.  
Yet Frank O'Connor is against this program. Why?**

Governor Rockefeller's all-out war on crime and drug addiction is going to get the addicts off the streets — for their protection *and yours*. Addicts will be given compulsory treatment, rehabilitation and after-care for up to three years. And the dope pushers — the true villains who sustain addicts and make new ones — will be hit with stiffer jail sentences.

Yet Frank O'Connor is against this program. Why?

Governor Rockefeller's Program deals with both the law enforcement side and the medical side of the problem. It is supported by:

- All 62 district attorneys in New York State.
- The State Medical Society and the New York County Medical Society.

- Overwhelmingly by Republicans and Democrats in both houses of the Legislature, and endorsed, in effect, by the U.S. Congress.

Frank O'Connor is against this program. He wants to keep on with the voluntary treatment program, even though 80% of arrested addicts refused treatment.

Frank O'Connor has recommended free drugs for addicts. Yet this very month, right in New York City a leading British authority predicted that the free drug approach will cause England to have 5 times as many addicts in the next 4 years.

If this were to happen here, it would mean 200,000 addicts on the streets of New York. That's what could happen under Mr. O'Connor's program.

Don't let Frank O'Connor stop Governor Rockefeller's all-out attack on addiction and crime.

**Vote to help make our streets, parks and schoolyards safe.  
Vote to protect our young people. Vote for a safer New York.  
Vote for **Governor Rockefeller****

Vote Row A on November 8: Rockefeller, Wilson, Lefkowitz, Lanigan  
Friends of the Rockefeller Team



POLITICAL ADVERTISEMENT

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# Independent Committee Of Civil Service Employees For The Re-election Of **NELSON A. ROCKEFELLER** As Governor **ARTHUR J. LEVITT** As Comptroller **LOUIS J. LEFKOWITZ** As Attorney General

We are writing this open letter on behalf of a newly formed Independent Committee of State Employees for the re-election of Nelson A. Rockefeller as Governor, Arthur Levitt as Comptroller and Louis J. Lefkowitz as Attorney General.

We have taken this important action because we firmly believe that we no longer can indulge ourselves in the luxury of alleged neutrality in such matters. This is a hotly contested election and these are our friends, proven and tested over the years, and they deserve our support and our vote as citizens.

All public employees face a very real problem of personal interest and public responsibility. Unlike private employers, our Chief Executive and our employer the State Legislature, are elected by the people of this State and we participate with every other citizen in their election.

Perhaps no other group of citizens have the natural interest in government that we have, nor the stakes that we have in the election of competent and qualified public officials.

We support Nelson A. Rockefeller for Governor because over the past eight years we have gained more under his administration than under any other Governor in the history of the State and we all know it. If we don't support this Governor, we believe public employees will be regarded by all as indifferent or unresponsive to fair and equitable treatment.

Salary raises were advanced by the Governor in years when even his own party opposed them; his Per Capita Aid program has permitted vital assistance to public employees in the political subdivisions, and even more importantly, the fundamental relationship between the Governor and the employees of this State is one which is sound and based upon mutual respect.

Our Committee also endorses and urges the re-election of Arthur Levitt for State Comptroller. He has achieved a liberal and progressive record in the administration of New York State Employees' Retirement System and in his views toward the Civil Service within this State, as shown by his sponsorship of the 1/60th issue this year.

We also urge your support of Louis J. Lefkowitz for Attorney General. He has shown human understanding and warmth in a difficult position involving the administration of the laws of this State and their enforcement. Again, he also has been a leader when it comes to the goals and aims of the Civil Servant.

We all know from personal experience that it is not always a popular public position to support the Civil Service. The fact is, however, that Nelson A. Rockefeller, Arthur Levitt and Louis J. Lefkowitz have a solid record during their terms in office. They are our friends. They deserve our support, not merely for actions that they have taken on our behalf, but even more importantly, for the steps that they have taken to elevate the dignity and the competence of the Civil Service of this State.

**Raymond Castle,**  
Dept. of Commerce  
Syracuse, N.Y.

**William Kuehn,**  
Dept. of Agriculture

**Claude Rowell**  
Dept. of Mental Hygiene  
Rochester, N.Y.

**Solomon Bendet,**  
Insurance Department  
New York, N.Y.

**Frank Carrk,**  
Taxation & Finance  
Albany, N.Y.

**Austin Crawford,**  
Div. of Youth  
Albany, N.Y.

**Vincent Alessi,**  
Judiciary,  
Monroe County,  
Rochester, N.Y.

**Thomas Purtell,**  
Mental Hygiene  
Long Island, N.Y.

**George P. Halbig,**  
Correction  
Napanock, N.Y.

**Abe Kranker,**  
Dept. of Law  
Albany, N.Y.



NELSON A. ROCKEFELLER



ARTHUR J. LEVITT



LOUIS J. LEFKOWITZ

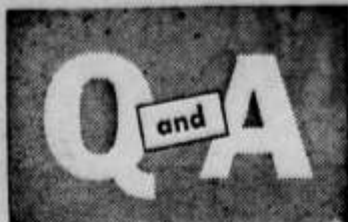


# A CAMERA EYE'S VIEW OF CSEA DELEGATES AT ANNUAL MEETING



HERE is another candid camera report of the annual meeting of the delegates to the Civil Service Employees Assn. Convention, held recently in Buffalo.





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, 1215 Western Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. Both Medicare and the Statewide Plan seem to require the original bills when submitting claims. How can I handle this?

A. Actually, I believe both Major Medical and Medicare will accept photostatic copies of bills with claims you submit. If you have two copies made of each bill, you can then have a copy to keep for your records also.

Q. When applying for paid-in-full benefits from a participating doctor, should I include my husband's social security income along with my salary?

A. Yes. The rule covering paid-in-full benefits provides that married couples should include annual income from all sources. This would include social security income.

Q. I am covered by both the Statewide Plan and Medicare. Please tell me how many days of fully paid hospital care I am covered for if I have to go to the hospital for an operation?

A. You are covered for 120 days of in-hospital care except for any extra charges for a private room from the 90th to the 120th day. Medicare covers the first 90 days and your Statewide Plan will cover that part of your expenses not covered by Medicare; that is, the first \$40 of your hospital bill plus the \$10 a day you are expected to pay for the 61st to the 90th day. You are then covered for an additional 30 days of fully paid care in a semi-private room under your Statewide Plan. Let me say, however, that this is not the total benefit you enjoy under the Statewide Plan. If you should have to stay in the hospital beyond 120 days, you would have benefits under the Major Medical portion of your Statewide Plan, with deductible and co-insurance applying.

Supervisor Of Motor Transport Exam Is Opening

Motor vehicle dispatchers in the Department of Public Works who

have served in that title for at least six months can file beginning this week for the promotion examination for supervisor of motor transport.

Filing for this test will open on Wednesday, Nov. 2 and con-

tinues until Nov. 22 at the Department of Personnel's Application Section, 40 Thomas St., New York, N.Y. 10013.

For further information and applications contact the above office or call 586-9700.

TBTA Lieutenant Test

Thirty-seven sergeants from the Triborough Bridge and Tunnel Authority were called for the promotion to bridge and tunnel lieutenant examination which was held last week.

POLITICAL ADVERTISEMENT

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POLITICAL ADVERTISEMENT

Attention ALL Civil Service Employees! ACTIVE AND RETIRED

THESE CANDIDATES FOR DELEGATE TO THE CONSTITUTIONAL CONVENTION ARE "PRO" THE AIMS OF THE CIVIL SERVICE COUNCIL ON CONSTITUTIONAL CONVENTION'S PROTECTION OF CIVIL SERVICE EMPLOYEES' PENSIONS . . . TAKE THIS LISTING TO THE POLLS AND USE IT AS A GUIDE IN VOTING:

CANDIDATES FOR DELEGATES-AT-LARGE

- Republicans: FRANK C. MOORE, Albany; INES G. NEUBACH, Poughkeepsie; WILLIAM WALSH, Syracuse
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# Let's look at the record Mr. Rockefeller

Let's see how much you really care about the livelihood  
of the Civil Service workers of the State of New York.

Assembly Intro-print #5342. A Bill to repeal the Condon-Wadlin Act.

**VETOED June 21, 1965**  
by veto message #135.  
**Nelson A. Rockefeller**

"I will use all the resources at my disposal to obtain the repeal of the Condon-Wadlin Bill and to establish procedures for collective bargaining between the State and its employees."

**Frank D. O'Connor**  
10/24/66

Assembly Intro-print # 2460 - 1966 (as sponsored by Comptroller Arthur Levitt). A Bill to establish an automatic cost-of-living escalator formula which annually would adjust retirement income to dollar purchasing power for members of the State Retirement System.

**VETOED May 3, 1966**  
by veto message #66  
**Nelson A. Rockefeller**

"As Governor I will sign a Bill to establish a cost-of-living escalator formula tied to dollar purchasing power as recommended by Comptroller Arthur Levitt."

**Frank D. O'Connor**  
10/25/66

Under Nelson Rockefeller, in one fiscal year alone—1965-66—personal income taxes went up 12%; consumer taxes (these are taxes on cigarettes, gasoline, beer, etc.) went up 69%, while corporate business taxes went down 18%, according to the Annual Report of Comptroller Arthur Levitt.

"I will do everything in my power to reconstruct the tax structure of the State in accordance with the recommendations made by Comptroller Arthur Levitt in his brilliant 'Study of Alternative Sources of Tax Revenues.'"

"I will work with Arthur Levitt as a teammate. Its time he had support from the Governor."

**Frank D. O'Connor**



### Dental Hygienists Sought in D.C.

Dental hygienists are needed in the metropolitan Washington area, primarily at military posts and hospitals. Starting pay ranges from \$4,776 to \$5,331 per year, depending upon experience. Applicants must have experience as a dental hygienist and be licensed by a State or the District of Columbia. For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Washington, D.C.

### West Point Seeks Sales Store Clerk

WEST POINT—The Board of U.S. Civil Service Examiners, U.S. Military Academy, West Point, has announced an examination for the positions of Sales Store Checker and Sales Store Clerk, GS-2, with a beginning salary of \$3,925 per annum. Applications must be

filed, at West Point, for positions at West Point and other federal agencies within a 35-mile radius of West Point.

### Senior Building Inspector Aide

The Schenectady Civil Service Commission is accepting applications until Nov. 1 for the Dec. 3 examination for senior building inspector aide. This position, in the Department of Engineering, pays from \$6,850 to \$8,830 per year.

Candidates must have been legal residents of New York State for at least one year prior to the date of the written test.

For further information and applications, contact the Schenectady County Civil Service Commission, 620 State St., Schenectady, New York.

### Building Inspectors Needed By Nassau

Nassau County is accepting ap-

plications until Nov. 3 for the Dec. 3 examination for building inspector. For positions open in the Town of North Hempstead, the salary ranges from \$6,495 to \$8,314; in the Village of Freeport, from \$6,495 to \$8,314.

Candidates must have been legal residents of Nassau County for at least one year prior to the test date.

For further information and applications, contact the Civil Service Commission, 140 Old Country Road, Mineola, N.Y., 11501.

### Safety Inspector

Applications for jobs as safety inspector with the Bureau of Motor Carriers of the Interstate Commerce Commission are being accepted on a continual basis by the United States Civil Service Commission. Positions are located in various cities of the United States.

For further information contact the Executive Secretary, Board

of U.S. Civil Service Examiners, Interstate Commerce Commission, Washington, D.C. and refer to announcement number 320 B.

### V.A. Has Jobs For Psychologists Now

A counseling psychologist is needed at the Brooklyn-New York Veterans Administration Regional Office, 252 Seventh Ave., New York City.

The position is either Grade GS-11 paying from \$9,221 to \$12,056 per year or Grade GS-12 from \$10,927 to \$14,338 per year. The GS-11 job calls for 60 semester hours of graduate credit in psychology plus two years of personal adjustment or rehabilitation counseling experience. The GS-12 title calls for three years of such experience.

Further information may be secured by contacting Mrs. Henriette S. Shirpser, telephone 212-620-6535.

### Broadcast Tech.

Applications for radio broadcast technicians are being accepted continually by the United States Civil Service Commission. Starting salaries for the job range from \$6,115 to \$7,779.

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Eleven Others To Remain Open —

Six Days Remain For 13 Competitive State Examinations

The State Department of Civil Service is accepting applications until Nov. 7 for the Dec. 10 open-competitive examination series. There are 13 examinations offered in this series.

Applications for 11 additional open-competitive examinations are being accepted on a continuous basis. These written tests are held frequently.

A complete listing of the Dec. 10 examinations follows.

Apprentice training representative (senior), exam number 21-165, \$8,825 to \$10,670.

Labor mediator (oral test & training & experience evaluation), exam number 21-174, \$11,490 to \$13,765.

Manpower utilization specialist, exam number 2-161, \$10,895 to \$13,080.

Manpower utilization specialist (senior), exam number 21-161, \$12,140 to \$14,505.

On-the-job training specialist, exam number 21-162, \$8,825 to \$10,670.

On-the-job training specialist (principal), exam number 21-163, \$12,500 to \$16,050.

On-the-job training specialist (senior), exam number 21-168, \$10,330 to \$12,430.

Parl-mutuel examiner, exam number 21-173, \$6,675 to \$8,136.

Soils engineer, (assistant), exam number 21-160, \$8,825 to \$10,670.

Soils engineer (senior), exam number 21-169, \$10,895 to \$13,080.

Workmen's compensation examiner (assistant), exam number 21-151, \$4,725 to \$5,855.

Workmen's compensation ex-

aminer (assistant, Spanish speaking), exam number 21-152, \$4,725 to \$5,855.

Workmen's compensation examiner, (assistant, Italian speaking), exam number 21-153, \$4,725 to \$5,855.

Further detailed information on some of the above examinations may be found in this week's Leader.

The following is a list of the frequently held open-competitive examinations:

Laboratory worker, exam number 20-100, \$3,810 to \$4,755.

Senior psychiatrist, exam number 20-120, \$13,283 to \$15,255.

Supervising psychiatrist, exam number 20-138, \$15,790 to \$18,635.

Histology technician, exam number 20-170, \$4,725 to \$5,855.

Electroencephalograph technician, exam number 20-308, \$4,725 to \$5,855.

Health service nurse, exam number 20-333, \$5,940 to \$7,280.

Legal careers, exam number 20-

350, Trainee year \$7,000.

Associate clinical psychiatrist, exam number 20-255, \$15,790 to \$18,635.

Supervising psychiatrist, (out-patient clinic), exam number Senior clinical psychiatrist, exam number 20-357, \$12,790 to \$15,255.

Staff psychiatrist (out-patient clinic), exam number 20-358, salary varies with location.

Wash., D.C. Seeks Nursing Assistants

Nursing assistants are needed at military hospitals in the Washington area. Candidates with experience can qualify for positions with a starting pay of \$4,269 per year. Openings at a lower grade, are available for applicants with six months experience or a high school diploma. For further information, write the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C.

Westchester Aide Launch United Fund Contribution Drive

WHITE PLAINS—Westchester County Executive Edwin G. Michaelian has launched the 1967 United Fund drive among the County's 3,350 employees. He recommended that each worker consider the merits of voluntarily participating in the County's new payroll deduction plan for the Westchester County United Fund.

Fifty-two payroll clerks from the County's offices and departments attended the "kick-off" meeting launching the campaign at the County Office Building recently.

Michaelian recalled how the United Fund was brought about four years ago to cover 125 participating agencies all at one time, relieving both residents and volunteer solicitors of repetitive individual drives. The drive among County workers will end Nov. 7.

REAL ESTATE VALUES

St. Petersburg - Florida FREE RETIREMENT GUIDE Wonderful 80 Page Color Book About Exciting St. Petersburg Florida's sunshine retirement center on the West Coast average 300 sunny days each year. St. Petersburg has the purest air and healthiest climate, breathtaking beautiful semi-tropical scenery, plus all modern conveniences designed to make your retirement the happiest time of your life. The FREE booklet — with maps and complete information in Homes, Apartments, Hotels, Motels, Guest Houses, Beaches, Restaurants, Attractions, Boating, Fishing, Swimming, or other active as well as Spectator Sports, Night Life, Schools, Churches, Hobbies and Retirement Activities — explains how you can enjoy semi-retirement or full retirement on a moderate income. FLORIDA HAS NO INCOME TAX! Write: C. J. Jenkins, Dept. L, Chamber of Commerce, Box 1371, St. Petersburg, Florida 33731.

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LEGAL NOTICES

CITATION.—File No. 6517, 1966.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Oscar Hills, Frieda Assendorf, Ely Hofmann, Egon Hofmann, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on November 22nd, 1966, at 10:00 A.M., why a certain writing dated July 13, 1966, which has been offered for probate by Christoph Augustin, residing at 30-14 87th Street, Jackson Heights, New York should not be probated as the last Will and Testament, relating to real and personal property, of Paula Ebeling, Deceased, who was at the time of her death a resident of 320 East 83rd Street, in the County of New York, New York. Dated, Attested and Sealed, October 11, 1966. HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk.

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: Artturi Kosonen, Ilmari Laine, Frank E. Campbell "The Funeral Church," Inc., Consul General of Finland, and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Carl Nurmi, also known as Kalle Nurminen, 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 Carl Nurmi, also known as Kalle Nurminen, 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 Carl Nurmi, also known as Kalle Nurminen, deceased, who at the time of his death was a resident of 244 East 77th 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 509, 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 6th day of December, 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. (Seal) WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 10th day of October, in the year of our Lord one thousand nine hundred and sixty-six. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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**LETTERS**

(Continued from Page 6)

far as the administrative staff of mental hygiene institutions.

**JOHN HARRISON**

Bronx State Hospital  
"Institutional Telephone Operator"

**Likes Rockefeller**

Editor, The Leader:

In reporting the appearances of Gov. Nelson A. Rockefeller and Frank D. O'Connor before the delegates assembled at the recent CSEA convention in Buffalo, the Civil Service Leader observed

that: "... the cordiality toward both candidates was about equal. I, am constrained to take issue with this statement.

My recollection is that while the delegates accorded Mr. O'Connor a very polite reception it could in no way compare with the tumultuous and enthusiastic

reception with which the delegates greeted the appearance of Gov. Rockefeller the day before, when he had to delay the start of his address as the audience gave him a standing ovation and shouted, "We want Rocky!—We want Rocky!" The accuracy of my recollection may be substantiated by

a perusal of all of the local newspapers reporting the proceedings of the convention.

The Civil Service Leader's report also emphasizes certain statements made by Mr. O'Connor in the last few seconds of his talk wherein he promised state employees relief from the pressures of inflation, collective bargaining, and betterment of their pension system.

May I say this. I spent three days in Buffalo talking with and listening to many of the delegates. From the conversations I had and the chit-chat I picked up here and there the consensus among the delegates seemed to be that any state employee who does not vote for Gov. Rockefeller "ought to have his head examined". That, of course, is a self-interest oriented view.

I am sure, however, that the majority of state employees supporting Gov. Rockefeller for re-election are also aware that in doing so, they are assuring the continuance of a state administration with a record of accomplishment that delivers the things that people care most about; education for their children; a climate where jobs and business flourish; getting the medical care they need, and having a wholesome, a safe and a stimulating environment for raising their families. The state employees know that in the Rockefeller combination we've got an Administration that puts New York State first and a Governor who puts people first in New York State.

**ALBERT D'ANTONI**  
New York City

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# St. Lawrence Salary Proposals A Problem To Jefferson County

(From Leader Correspondent)

WATERTOWN — The Jefferson County Board of Supervisors, seeking to avoid a general pay boost to employees in City of Watertown planning a major employee salary overhaul after an upcoming professional duty-responsibility study.

The Jefferson chapter, Civil Service Employees Assn., headed by Raymond Pacific, has been pressing the Jefferson board to move on salary increases and fringe benefits. Important among the benefits requests has been one the county board has avoided—making the employee pension program non-contributory.

### Seek 8 Per Cent

The Jefferson chapter is seeking an eight per cent pay raise for county employees and it is assumed the organization which

also represents city workers will be close to the city's new pay plan study.

New St. Lawrence county salary increase recommendations will go to a board vote next month for incorporation in the preliminary draft of the board of supervisors' 1967 budget.

The St. Lawrence board of finance committee has also recommended a \$500 a year pay increase for sheriff's office deputies working a 48-hour week.

The committee also recommends boosting the sheriff's pay to \$10,500 from the present \$7,500 level.

# CSEA Mental Hygiene Committee Gets Some Answers From Miller

ALBANY—The Civil Service Employees Assn. has disclosed receipt of State Mental Hygiene Commissioner Allan D. Miller's comments on five agenda items not covered at the last meeting of CSEA's special Mental Hygiene Committee with the department.

Dr. Miller, complying with CSEA's request following the meeting for the department's reaction on the proposals and the Association's supporting statements, said:

"As you requested in your letter of September 30, 1966, we have the following comments regarding items 26-30:

### 26. Uniform cap for Senior Attendants.

Your suggestion will be considered by our Office of Nursing Services when it reviews ward service uniforms and insignias.

### 27. Re-establishment of a two-grade salary differential for TB items.

We are not convinced a two-grade differential is warranted as on the basis of the hazards involved in working with TB.

### 28. Revision of Department of Mental Hygiene Grievance Procedure.

Your organization's suggestion will be carefully considered before our procedure is revised.

### 29. Ration of Painters to Maintenance Man (Painter) Items.

The agreed ration of Painter to Maintenance Man (Painter) is 1.2.

### 30. Establishment of more Barber and Beautician Items under post-staffing.

This is needed and is a logical part of post-staffing. We hope to eventually secure a more favorable ratio for these positions.

### Participants

Consideration of the above items, according to William J. Rossiter, CSEA fourth vice-president and chairman of the special Mental Hygiene Committee, was precluded at the group's meeting with the department because

of the session's unusual length. Completed minutes of earlier agenda items were presented as scheduled, however, to CSEA's Mental Hygiene delegates at the 56th annual convention of the Employees Association in Buffalo two weeks ago.

Other members of CSEA's special Mental Hygiene committee at the September 20 meeting, in addition to Rossiter, were: Pauline Fitchpatrick, Newark State School; Anne Bessette, Harlem Valley State Hospital; Marie Herbold, Rockland State Hospital; Charles Ecker, Syracuse State School; George Felkel, Pilgrim State Hospital; and Vito Ferro, Gowanda State Hospital.

Also present from the Employees Association, were CSEA President Joseph F. Feily; Joseph D. Lochner, executive director; Harry W. Albright, associate counsel; William L. Blom, director of research; Thomas Luposello, associate program specialist; and Joseph B. Roulier, assistant director of public relations.

John Staino Oct. 21

Representing the Department of Mental Hygiene were Commissioner Miller; Dr. Hugh LaFave, director of manpower and development; Dr. Philip Wexler, director of professional education and training; and Granvill Hills, director of personnel.

### Dr. Cons Named Head of Dental Health

ALBANY—Dr. Naham C. Cons of Delmar has been named director of the Bureau of Dental Health in the State Health Department at a salary of \$18,773 a year.

He succeeds Dr. David B. Ast, who has been appointed associate director of the Division of Medical Services.

# Retirement Dinner Honoring Wallack Set For November 6

A testimonial dinner honoring retiring warden Dr. Walter M. Wallack, Wallkill Prison, will be held at the Nevele Country Club, on Sunday Nov. 6.

Dr. Wallack will retire Oct. 31 following more than a quarter of a century of service as warden of the Wallkill medium security prison. Prior to coming to Wallkill as warden in 1940, Dr. Wallack was the first director of education of the New York State Department of Correction in Albany, serving in that capacity from 1933 to 1940.

The testimonial will include a cocktail hour, a ribs of beef dinner, entertainment and dancing.

Tickets for the affair, are \$10.50 per person and will include the cocktail hour, dinner, gratuities, incidentals, music, and a fund for a gift for Warden Wallack.

Anyone desiring to attend may obtain tickets until Nov. 2 from the Wallkill Prison Employees Recreation Committee Box G, Wallkill, N.Y. 12589. Orders for tickets should be accompanied by check or money order payable to the Wallkill Prison Employees Recreation Committee.

# Oneida Board Tables CSEA Program Request

UTICA — The Oneida County Board of Supervisors' ways and means committee has tabled action on a request by the Oneida County chapter, Civil Service Employees Assn., for a six-point program that includes a \$7 a week raise for all classified county employees and increased fringe benefits.

Roger Solimando, chapter president, presented the committee with statistics to support the chapter's request.

Solimando said the program, if adopted, would mean approximately 90 cents per \$1,000 of assessed valuation in increased taxes for the county.

### Low Pay

The 552 jobs pay between \$3,000 and \$4,000 a year; more than 350 pay under \$3,500; more than 300 are under \$4,500; 245 pay between \$5,000 and \$7,000 and 91 jobs are in categories receiving \$7,000 or more a year.

Solimando said that if the county were to assume another three per cent contribution to the retirement system, it would cost the county \$27,087, payable in 1968.

He noted that the five per cent contribution already assumed by the county would mean \$45,144 paid by the county during 1967.

# State Welfare Employees Hold Good Will Lunch

On October 20, the Good Will Fund of the employees of the New York State Department of Social Welfare held a 25th anniversary luncheon at Jack's Oyster House, Albany.

The affair was attended by 142 members and guests, which included 29 charter members and 5 retired members. Guest of honor at the luncheon was Helen Kilmartin Crowe, whose wedding to Thomas Croe, September 11, 1941 made her the first beneficiary of the Good Will Fund.

# Syracuse Aides Await Action

# Onondaga Aides' Salary Increase Survive Budget Cuts; Pension Contributions Cut Three Percent

(From Leader Correspondent)

SYRACUSE—Four per cent raises for all Onondaga County employees survived reductions in the salary portion of the 1967 budget.

Included in the decreases was a 50 percent cut in increases for the county executive and two other department heads and for the employees who were to receive eight percent boosts.

The one-sixtieth plan and \$100 across-the-board increases for City employees were still undecided this week. The proposals were tabled for two weeks and will not come to a vote until at least Oct. 24.

Onondaga chapter, Civil Service Employees Assn., which has both city and county workers as members, had asked for 10 per cent increase for all City and county employees who receive less than \$8,500 annually.

The Board of Supervisors' personnel committee unanimously approved the reductions last week during a last-minute study of the salary section of the 1967 budget. The budget, with the reduced increases was then approved.

County Executive John H. Mulroy's recommendations included a \$5,000 boost—25 percent—for himself to \$25,000, and other increases for department heads, some more than \$2,000.

The committee reduced this to \$2,500, and boosts for the mental health commissioner and director of animal disease control to \$300 and \$1,000, respectively, 50 percent less than recommended.

The committee cut to four percent, the same as other rank and file county workers are to receive, the eight percent boosts recommended for slightly fewer than 100 employees.

Also deleted were about \$11,000 in specific raises for other county department heads and a proposal to eliminate the first step in the executive salary plan and addition of another top step, given executives at the top of their grade pay boosts.

The recommendation to pay another three percent of employees' retirement contribution also remained intact after the committee's study. This brings to eight percent the total contributed by the county.

City employees won this added contribution early.

The county's hourly laborers were granted an 11-cent increase—to \$1.61 an hour.

The city's recommendations include payment of the final two percent of the retirement contribution.

If one-sixtieth plan is approved, Syracuse would become the first city in the State to adopt the State plan which permits retirement at one-half salary after 30 years of service.

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70 Rabideau M Morrisoni	820
71 Abbot D Ossining	820
72 Dubay M	820
73 Tessier F Elmira	820
74 Siskavich P Saranac	820
75 McLeod H Brooklyn	820
76 Puller D Plattsburg	820
77 Reor B Plattsburg	820
78 Golden J Whitehall	820
79 Lamher R Plattsburg	820
80 McDonald D Dover Plal	820

### NARCOTICS INVESTIGATOR

List A	
1 O'Sullivan D Yonkers	880
2 Power E Brooklyn	870
3 Blustein H Brooklyn	860
4 Salerno J Southtown	850
5 Colucciello M Schenectady	850
6 Cozzolino J Lindenhurst	850
7 Cisternin A Highland	840
List B	
1 Merlia E Brooklyn	920
2 Swift H Schenectady	910
3 Gilbert M Brooklyn	900
4 Ornesin M NYC	900
5 Osterweil M Little Neb	870
6 Dandrea R Brooklyn	850
7 Feitman S Forest Hills	850
8 Farlen A Fonda	840
9 Balch F Plattsburg	830
10 Jacobs R NYC	820
11 Metal R Pt Jefferson	820
12 Ginsburg M New Hyde	810
13 Evans B Brooklyn	800
14 Linon R Scotia	800
15 Prestigianmo P Richmond	800
16 Beckley N Far Rockaway	800
17 Giarratano C Great Neck	780
18 Evans P Brooklyn	770
19 Schaeffer W Mineola	770
20 Quarequo J Franklin	760

### ASSOCIATE HEALTH INSURANCE REP. G-23 — CIVIL SERVICE

1 McCracken T Goldens	808
2 Niles C Schenectady	790
3 Beninati J Albany	790
4 Wheeler J Latham	790
5 Quigley J S Bethlehem	790
6 Shafer H Schenectady	750
7 Kennan M Loudonville	750



# Repair Work Instructor;

The Manpower Development Training Program is accepting applications continuously for the position as electro-mechanical instructor, to teach the maintenance and repair of washing machines, clothes dryers, domestic refrigerators and air conditioners, toasters and broilers. The pay rate is \$8 per hour.

Applicants for this position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

Send resume of experience and education to Manpower Development Training Program, 110 Livingston St., Room 814, Department "P," New York 11201.

## Firefighters

Army and Navy installations in the Washington area need firefighters who will receive a starting salary of \$4,776 per year. Experience as a firefighter is needed. For further information, write to the Interagency Board of Civil Service Examiners at 1900 E Street, N.W., Washington, D.C.

# Senior Traffic Control Insp. Exam Opening

Traffic control inspectors in the Department of Traffic can now file for the Feb. 1 promotion examination for senior traffic control inspectors. Filing will open on Nov. 2 and continue until Nov. 22 at the Application Section of the Department of Personnel, 49 Thomas St., N.Y.C., NY 10007.

This position is open to employees in the eligible title who have served in a permanent capacity for at least six months by the examination date and is in salary grade 22 with a salary of from \$8,600 to \$10,000 a year.

Senior traffic control inspectors, under general supervision, perform supervisory work in the

conduct of inspections to regulate and control traffic. They supervise subordinate employees, confer with representatives of the public and other City department on parking and traffic problems, make re-inspections of difficult problem areas as well as conduct on-the-job training programs.

The written examination, weighed at 50 percent, is expected to cover practical inspection procedures and supervision practices and requires a 70 percent passing mark. Performance, weighed at

35 percent, requires a 75 percent passing mark while seniority is weighed at 15 percent.

For further information and applications, contact the Department of Personnel Application Section, 49 Thomas St., N.Y., N.Y. 10013 or call 566-8700.

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Caseworker	6,500
Personnel Technician	6,500
Planning Aide	6,500
Environmental Health Technician Trainee	4,628

For information on minimum requirements, salary ranges, etc., contact: Suffolk County Civil Service Commission, Riverhead, New York. Park 7-4700.

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## Flaumenbaum Announces Big Benefits Package

# Nassau CSEA Vows Militancy Against Union Attempts To Gain Strength With Long Island Aides

BALDWIN — "The Civil Service Employees Assn. intends to maintain a militant posture against sporadic attempts by labor unions to organize some County workers," Irving Flaumenbaum, president of the Nassau chapter CSEA since 1955, pledged during his installation speech at Carl Hoppl's Restaurant, recently.

"We have never resorted to a strike or a slowdown," Flaumenbaum continued. "We pledge to public officials that we will not adopt these policies and these officials must keep this in mind when dealing with other types of labor organizations."

Flaumenbaum and other chapter officers were installed by Joseph F. Felly, president of the Statewide Association.

Installed were: Edward Perrot, first vice-president; Francis J. Diviney, second vice-president; Charles Samansky, third vice-president; Frank S. Olkuski, fourth vice-president; Ralph Natale, fifth vice-president; Blanche Ruetz, secretary; Thomas Rooney, treasurer; Dorothy Jennings, corresponding secretary; David Silberman, financial secretary and Paul W. Gritman, sergeant-at-arms.

### Felly Lauds Package

Felly lauded the newly-won package of benefits as "better than we have been able to do in other parts of the State." The benefits referred to had been announced at the installation by Flaumenbaum and Nassau County Executive Eugene Nickerson.

The new benefits—including a cost of living increment, non-contributory 30-year retirement and unemployment insurance — were agreed upon by Nassau County and the chapter, according to Flaumenbaum and Nickerson.

The unemployment insurance coverage is the first provided by any county in New York State, he said.

The improved pension was approved by the county Board of Supervisors last week and the saving to county employees will appear in paychecks starting January 23, 1967.

### Cash Overtime

Also agreed upon was straight-time pay for overtime rather than compensatory time off. The entire package is to be effective at the start of 1967.

It was believed to be the best package of benefits ever granted by Nassau County in one year. The cost to the County is estimated at between \$3,700,000 and \$4,620,000.

Commenting on the package, Flaumenbaum said: "Our organization has reached maturity. We've got a team here, and I'm not worried any more." Flaumenbaum said that during negotiations it was made clear to county officials that the CSEA will "look with a jaundiced eye at any official who prefers any union to dealing with organization."

He noted that the Long Island Conference of the Employees Association representing public employees in both Nassau and Suffolk counties, had recently formed a political action committee to screen candidates for public office with regard to their views on Association objectives.

The cost of living adjustment—costing the county an estimated \$2,000,000 to \$2,500,000 a year—was the biggest economic item. Officials said the exact adjustment will be worked out when State and Federal cost statistics for the year are complete, but it was understood that the estimate was based on the expectation that the boost would be between three and four per cent. Nassau workers got a 4.9 per cent adjustment in 1965 and a four per cent adjustment in 1964.

The improved pension program, which is in accordance with the 1/60th amendment adopted by the State Legislature this year, provides retirement at half pay after 30 years service without any contribution by the employee. It is estimated that this benefit will cost the county \$600,000 to \$1,-

000,000 a year.

The unemployment insurance coverage will guarantee standard State joblessness benefits to any employees laid off. The county will not pay unemployment premiums, but will reimburse the State for any payments made to laid-off county employees. The coverage became an issue early this year after 167 Department of Public Works employees were laid off in an economy move. Almost all were subsequently rehired.

The final item provides straight-time pay for overtime. Formerly, workers were granted compensatory time off.

Nickerson described the package as a "major stride forward in employee benefits," which he said was "consistent with our program of attracting and keeping capable people."

## Broome CSEA Chapter "Optimistic" About Plan For County Paid Pension

### Leader Corresspondent

BINGHAMTON—Officials of the Broome County chapter of the Civil Service Employees Assn. are optimistic that the Board of Supervisors this year will approve a plan for fully-paid retirement benefits.

In a meeting with Henry M. Baldwin, board chairman, they urged the county to adopt the one-sixtieth non-contributory retirement plan initiated by the State in April.

Baldwin said it apparently would cost the county about \$100,000 a year to take advantage of the new plan, based on the current payroll.

The county has about 1,100 employees, and more than two-thirds are enrolled in the CSEA chapter.

Benjamin L. Roberts of Ithaca, CSEA field representative told Baldwin the plan would mean slightly higher paychecks for many workers and better retirement benefits for all.

Also attending the meeting were Stanley H. Jones, chairman of the board's finance committee, and Joseph Gabor, a member of the CSEA chapter's Board of Directors.

The cost to an employee for retirement benefits ranges from about seven to 11 per cent of his gross salary, depending on his age and when he joined the county payroll.

However, the county, four years ago, assumed a five per cent payment in behalf of each employee and last year it increased this to eight per cent.

The new plan would permit all employees to retire at 55, although their retirement pay would grow with each year worked after 55.

The new plan is based on this formula. A worker will draw upon retirement 1/60th of the average yearly pay he earned in his five highest-paid consecutive years,

multiplied by his years on the job or half pay after 30 years.

It would be retroactive to 1960, he said, so that any employee hired in that year already would have six years of service recorded under the formula.

Contributions made so far by a person who joined the system in 1960 or later would pay for additional annuities for that employee.

Roberts said county employees also would receive a higher death benefit. An employee now accumulates an in-service death benefit equivalent to a month's pay a year for the first 12 years, and a month's pay each two years for the next 24.

If he dies before retirement his estate gets a maximum of a two-year salary payment.

The new system provides a month's pay for each year up to 36 years, meaning a maximum death benefit of three years' salary.

The employee also would get a \$2,000 death benefit after retirements, Roberts said.

Roberts noted after the meeting with Baldwin that he believed there was a good chance the county will approve the proposal.

He noted that Broome County has been a leader in extending better retirement benefits to its employees in recent years. It is the first county in the area he represents to indicate a favorable interest in the new plan, he added.

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## State Promotion Test Series Closes Nov. 7

The State Department of Civil Service is accepting applications until Nov. 7 for the Dec. 10 promotional examination series. Each of the 15 examinations offered in this series is open only to permanent employees in the department or promotion unit for which it is announced.

A complete listing of exams follow:

### Insurance

CHIEF INSURANCE EXAMINER (life), exam number 32-341, \$20,585 to \$23,900.

### Labor

SENIOR ON-THE-JOB TRAINING SPECIALIST, exam number 32-349, \$10,330 to \$12,430.

SUPERVISING APPRENTICE TRAINING REPRESENTATIVE, exam number 32-352, \$10,330 to \$12,430.

### Labor - Div. of Employment

SENIOR EMPLOYMENT INTERVIEWER, exam number 31-623, \$8,365 to \$10,125.

EMPLOYMENT SECURITY ASSISTANT AREA DIRECTOR, exam number 32-355, 16,655 to \$19,590.

EMPLOYMENT SECURITY SUPERINTENDENT, exam number 32-356, \$14,225 to \$16,875.

### Labor - Workmen's Comp. Board

ASSISTANT WORKMEN'S COMPENSATION EXAMINER, exam number 32-097, \$4,725 to \$5,855.

ASSISTANT WORKMEN'S COMPENSATION EXAMINER (Italian Speaking), exam number 32-099, \$4,725 to \$5,855.

ASSISTANT WORKMEN'S COM-

### Western Conference Council Meets Nov. 9

ROCHESTER—A meeting of the executive council of the Western Conference of the Civil Service Employees Assn. will be held Nov. 9 at 1 p.m. at the Treadway Inn, Batavia.

Mrs. Melba Binn, conference president, also announced the host chapters for the next three regular conference meetings. In February Brockport Chapter will entertain the conference, in April the Western New York Thruway Chapter will be the host and in June the host chapter will be the one at the State Agricultural and Industrial School at Industry.

Dates for these meetings and for interim meetings will be announced later, Mrs. Binn said.

### Poughkeepsie CSEA Elects John Colbert

POUGHKEEPSIE—John Colbert, principal clerk of the Water Department, was elected president of the City of Poughkeepsie chapter of the CSEA at a meeting at the Dutchess County court house recently.

William Stevens, of City Hall, had been serving as temporary chairman of the newly-formed unit.

Others elected were: Daniel Kelly of the Department of Public Works, first vice-president; Ralph Bauerle of the Adriance Memorial Library, second vice-president; Lois Cunningham of the Welfare Department, treasurer; and Mrs. Rose Roglieri of the Welfare Department, secretary.

PENSATION EXAMINER (Spanish speaking), exam number 32-098, \$4,725 to \$5,855.

### Labor - State Insurance Fund

UNDERWRITER, exam number 32-354, \$5,940 to \$7,280.

SENIOR UNDERWRITER, exam number 32-351, \$7,475 to \$9,070.

ASSOCIATE UNDERWRITER, exam number 32-340, \$8,825 to \$10,670.

### Public Works

ASSISTANT SOILS ENGINEER, exam number 32-339, \$8,825 to \$10,670.

SENIOR SOILS ENGINEER, exam number 32-350, \$10,895 to \$13,080.

### State University

SENIOR CREDENTIALS ASSISTANT, exam number 32-346, \$4,465 to \$5,545.

## Reallocations

(Continued from Page 1)

ance man, maintenance man (carpenter), maintenance man (electrician), maintenance man (mechanic), maintenance man (painter), maintenance man (plumber) and maintenance man (welder) all 7 to 8.

Marine helper, 4 to 6; mason and plasterer, 11 to 12; motor equipment maintenance foreman, 13 to 14; motor equipment maintenance supervisor, 18 to 19; motor equipment repairman, 11 to 12; painter, 10 to 11; plumber and steamfitter, 11 to 12; principal storekeeper, 12 to 13; radio dispatcher, 10 to 11, and refrigeration plant mechanic, 11 to 12.

Section maintenance foreman, 13 to 14; section maintenance supervisor, 16 to 17; section mechanic, 11 to 12; section mechanic helper, 7 to 8; senior radio dispatcher, 13 to 14; \*\*senior thruway storekeeper, 8 to 9; \*\*\*sewage plant operator, 9 to 10; sheet metal worker 11 to 12; sign painter, 19 to 11; sign shop foreman, 16 to 17; sign shop worker, 7 to 8, and supervising toll collector, 11 to 12.

Thruway landscape technician, 11 to 12; \*\*\*\*thruway storekeeper, 4 to 6; thruway stores assistant, 7 to 8; thruway stores supervisor, 20 to 21; thruway toll collector, 8 to 9; Thruway tug captain, 10 to 11; toll equipment maintenance foreman, 13 to 14; toll equipment maintenance supervisor, 20 to 21; toll equipment repairman, 11 to 12; toll section supervisor, 15 to 16; toll serviceman, 9 to 10, and welder 11 to 12.

\* Reclassified and reallocated from thruway storekeeper SG-12

\*\* Reclassified and reallocated from senior mechanical stores clerk SG-8

\*\*\* Includes all positions in title of principal sewage plant operator

\*\*\*\* Reclassified and reallocated from mechanical stores clerk and stores clerk SG-4