

Civil Service LEADER

America's Largest Weekly for Public Employees

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Conference Reports

See Pages 3 & 16

CSEA DEMANDS MEDIATOR TO SETTLE CLERK APPEAL

Governor Signs Bill

New Public Employees Fair Employment Act Replaces Condon-Wadlin

ALBANY—More than 600,000 State and local government employees will be covered by a new "Public Employee Fair Employment Act" that was signed into law by Governor Rockefeller last week. The measure replaces the Condon-Wadlin law, but still forbids civil servants the right to strike.

The act shifts penalties for public employee strikes to unions rather than individual employees. While many segments of the bill have received favorable reaction, the retention of a no strike pledge has caused considerable bitterness, particularly among New York City public employee unions.

Nevertheless, the bill had the backing of the Democratic majority in the Assembly and the

Republican majority in the Senate. The legislation was adopted along lines proposed by a study committee appointed by Governor Rockefeller last year.

In summary, the public employee fair employment act:

- Repeals the Condon-Wadlin law;
- Provides for the first time a charter of basic rights for public employees that have been pre-

viously unrecognized in the law;

- Prohibits strikes by public employees;
- Provides for workable, realistic collective negotiation procedures through which public employees can advance their objectives in the terms and conditions of their employment;
- Departs from the inflexible, automatic—and largely impractical—

(Continued on Page 2)

Robert Villa Is Named New President Of Suffolk Chap.

BRENTWOOD—Robert Villa of Peconic, new president of Suffolk County chapter, Civil Service Employees Assn., last week received the solid support of all 11 chapters of the Long Island Conference with its 29,000 members.

Villa, who took over after the resignation of Thomas Dobbs, was pledged "the full resources of the conference," according to conference president Irving Flaumenbaum. Flaumenbaum arranged a special meeting last week of the heads of all chapters and all officers of the Suffolk chapter to back Villa.

"This includes manpower, material and financial help as needed," Flaumenbaum added.

Two newly-hired field representatives have been temporarily assigned to the Suffolk chapter and Nassau's field representative, Arnold Moses, is on temporary loan to assist Suffolk field representative John D. Coreoran Jr.

"Villa has a tough job picking up the pieces," Flaumenbaum asserted. "There was a lack of leadership. But Villa will have any aid he needs to get the chapter's affairs in order without delay." Flaumenbaum termed the Dobbs resignation "a blessing in disguise." Dobbs quit his post to take a job as a paid organizer for a labor union, catching chapter officers by surprise and leaving chapter affairs hanging.

Solidly endorsing a fast action

under Villa were all officers of the chapter: William Stoothoff, Paul Winglar, Norman Bohrer, William Collins, Felix Livingstone, Edward Valder and Nancy Schaeffer.

Also, the presidents of brother chapters: William Kempey, State armories; Louis Colby, Long Island State parks; Phillip Ferrato,

Long Island State Park Police; Thomas Purtell, Central Islip State Hospital; Natale Zummo, Kings Park State Hospital; Julia Duffy, Pilgrim State Hospital; Ted Anderson, District 10, State Department of Public Works; Joseph Lavelle, Melville State School, and Flaumenbaum.

Erie CSEA Wins \$5 Millions For County Aide Pay Hikes

(From Leader Correspondent)

BUFFALO—A vigorous campaign by the Civil Service Employees Assn. on behalf of 7,000 Erie County workers ended successfully April 18 when the Board of Supervisors approved pay raises totaling \$5 million a year.

The pay hikes, urged by Erie chapter, CSEA, are effective April 22 and will appear in May 12 paychecks. The raises average 12½ percent.

"I want to thank all members of the chapter who came personally to the Board of Supervisors

meeting where the pay raise was discussed," said chapter president Neil Cummings, personal appearances like that help a great deal."

Praise

Cummings also put in a good (Continued on Page 16)

Reallocation Turndown Stirs Angry Protests

By PAUL KYER

ALBANY—As angry State clerical employees from all parts of the State poured in protests on a rejection of their bid for higher salaries to the Civil Service Employees Assn. headquarters here last week, CSEA leaders were pressing Governor Rockefeller to accede to their demands that a title reallocation for these workers be determined by an impartial mediator.

The CSEA request for a mediator came after the State Civil Service Commission turned down an appeal prepared by the Employees Association that would upgrade some 28,000 persons in the State's clerical titles.

Joseph F. Feily, president of the 146,000-member CSEA, told the Governor that "the flat rejection by the Commission was a heartless action and a drastic blow to the already flagging morale of these workers."

Demands Fact-finding

He said the turn-down "gives us clear and simple evidence of the ineffectiveness of the Commission and its inability to face up to the realities of the State's position in today's labor market."

Feily told the Governor that "in view of the recent action of the Legislature, with your public support, in establishing new bargaining procedures for the public employees of this State, we demand that you show your faith in this legislation by immediately setting into action that provision of it which provides for fact-finding and mediation in impasse disputes between employees and employers."

Public Hearing

CSEA had filed for the extensive reallocations last September. Following a denial of them by the State's Director of Classification and Compensation in December CSEA appealed to the Commission which held a public hearing almost two months ago.

Utica State Chap. Elects Officers

The new slate of officers for the Utica State Hospital chapter of the Civil Service Employees Assn., are: Joseph Umstetter, president; Edward Zucker, 1st vice-president; Joyce Jewell, 2nd vice-president; Mrs. Jessie Vega, recording secretary; Mrs. Judith Bennett, corresponding secretary; Mrs. Helen Peon, treasurer; Mrs. Ethel Brazie, alternate delegate; Leverette Lancaster, alternate delegate.

The reallocations were based on the existing misalignment in the State pay structure; the disparity of salaries between State titles and comparable titles in private industry; the general erosion of past general salary increases; increased responsibilities and scope of clerical positions; the alarming vacancy and turnover rate in office positions, especially in State mental and other institutions, and the difficulty in recruiting competent personnel.

Mrs. Ersa Poston, Civil Service Commission president, said the upgrading were turned down because "it was not sound planning," to permit reallocations of certain classifications that would distort (Continued on Page 16)

Gov. Vetoes Hearing Officer Legislation

Governor Nelson A. Rockefeller last week vetoed a measure that would have provided an independent hearing officer for handling disciplinary proceedings against public employees.

The Governor said the bill was disapproved because of policy, and administrative and technical problems raised by the measure.

Don't Repeat This!

Recruiting Campaign

Merit Appointments—Travia's Policy For Convention Aides

ANTHONY J. TRAVIA is a winning compliments from all over the State for putting "merit" into staff appointments for the Constitutional Convention.

The Democratic Assembly Speaker and president of the convention has come up with a staff- (Continued on Page 8)

New Employment Act Provisions

(Continued from Page 1)

...el strike penalties of the Condon-Wadlin law aimed primarily against the individual public employee, such as automatic dismissal from his job and severe penalties upon his reinstatement;

• Shifts the responsibility for the consequences of violating the law to employee organizations rather than to the individual employee;

• Permits the assessment of penalties, after court hearings to determine culpability, against employee organizations whose actions disrupt or impair the central government services;

• Permits flexibility to the vari-

ous sectors of public employment in devising local solutions to matters of employee representation and collective negotiations;

• Establishes a State public relations board to insure fairness and equitability of these matters.

Conference Opens

ALBANY — The 63rd Annual Health Conference opens in Buffalo May 21.

Federal, State and local health experts will address the meeting, which includes a tour of Roswell Park Memorial Institute.

Offset Press Operator Jobs

Headquarters, Eastern Area, Military Traffic Management and Terminal Services, First Ave. and 58 St., Brooklyn, N.Y. and Stewart Air Force Base, Newburgh, N.Y. have vacancies for offset press operators starting at \$2.15 to \$3.15 an hour with excellent fringe benefits. Applications for this position will be accepted until May 8.

Applicants will be rated on the basis of their experience.

Further information is contained in announcement No. NY-7-20, which is available at the Inter-agency Board of U.S. Civil Service Examiners for the Greater New York City area, 220 East 42 St., New York, N.Y., 10017, and at the Civilian Personnel Offices of the hiring agencies.

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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.

Libel And Slander

OUR READERS have a perfect right to ask: what in the world has libel and slander to do with our official duties as civil servants and the public relations of the total civil service corps?

THE ANSWER is found in an excellent 405-page book, "Libel" (Macmillan, New York: \$7.95) by Robert H. Phelps, Washington news editor of "The New York Times" and E. Douglas Hamilton, a New York lawyer who teaches at the Graduate School of Journalism of Columbia University.

THE AUTHORS' reply to our question is that a significant number of cases for libel and slander with public officials as plaintiffs, have been adjudicated in courts throughout the United States.

AS WE HAVE explained on many occasions, working and living in a fishbowl is one of the many occupational hazards of the civil service corps. They must always be on their best behavior, both publicly and privately. Such is the nature of the civil servant's life.

ALTHOUGH REFERRING to the standards imposed on an elected official, a recent article in "The New York Times Magazine" about Congressional ethics is a fairly close parallel to what we are discussing:

"AND A GREAT slice of the public judges Congress by a private standard: A businessman with money is respected, a politi-

cian with money is suspected; a businessman driving a hard bargain is wonderfully shrewd, a politician driving a similar bargain is abysmally crooked; a plain citizen in church is attending his faith, a politician in the same circumstances is grandstanding for votes."

TO ILLUSTRATE the closeness of the relationship of civil service and the legal problems arising from libel and slander, we cite the most important legal decision in more than a century arising from these sticky areas, which was the result of a law suit brought by a Southern police chief against "The New York Times."

THE NEW YORK TIMES rule, as laid down by the U.S. Supreme (Continued on Page 5)

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FLANKED BY PRESIDENTS — Albert P. Dexheimer, outgoing president of the Binghamton chapter of the Civil Service Employees Assn., on the left, and Theodore Modrzejewski, the chapter's new president, on the right, flank Paul

Kyer, The Leader editor, after his remarks at the recent Central Conference meeting for which the Binghamton chapter played host. Kyer spoke to the assembled conference members about the new role of "affluence and influence" in the civil service community.

Leader Editor Tells Central CSEA Conference Of Their New Influence

BINGHAMTON—Civil Service workers are destined to become "a class of influence and affluence" in American society, Paul Kyer, predicted in a speech here.

Kyer, editor of The Civil Service Leader, told 250 persons at the annual spring meeting of the Central New York Conference of the Civil Service Employees Assn. that increased demands for government services will bring corresponding growth in the ranks of public employees.

Programs such as Medicare and Medicaid and Gov. Nelson A. Rockefeller's proposed transportation bond issue of nearly \$2,500,000,000 will generate an increasing need for more and better qualified civil service workers, he said.

As examples of areas where government employees in general already have entered the era of increased "influence and affluence," he mentioned Washington and Detroit.

Kyer, The Leader's editor since 1955, also described what he called the emergence of a new rivalry between state and local governments, competing for Federal aid.

He said some writers are predicting that state government "could develop into a minor form of government" and that "towns just may feel that state governments aren't helping them any more."

The Leader editor spoke of one conflict which is of double-edged importance to civil servants due to their role in the operation of government. He mentioned that at a recent conference of editors it was agreed that the issue of most concern to the majority of voters today is the rising of taxes. The conflict is produced by the emergence of so many new government programs such as Medicaid, which, he said, "are not the road to socialism as some claim, but the road to progress."

The need for qualified and talented public employees to administer the new government programs will continue to grow, the editor predicted.

Projections show that by 1980 20 per cent of the persons employed in the United States will be civil service workers, he said. But already the "civil service vote," including the families of public employees, is about 20 per cent, Kyer added.

Kyer was the main speaker at a dinner-dance at Schrafft's Motor Inn April 15.

Theodore C. Wenzl, first vice-president of the CSEA, extended greetings from Joseph F. Feily, president, who was unable to attend.

Wenzl told the audience that CSEA members "are on the threshold of a very beneficial year, and I'm most anxious to get into it." He said the past session of the Legislature proved disappointing to him "but it is going to make us stronger in the future."

Another speaker was Sen. Warren M. Anderson, chairman of the Finance Committee of the Senate, and a resident of Binghamton.

Earlier in the day, the Conference approved the following telegram sent to Gov. Rockefeller in protest of the Greco Bill:

"The Central New York Conference, CSEA Inc., representing chapters in 22 Central New York Counties and some 27,000 members in State and sub-division employment, approved a resolution requesting a veto of the so-called Greco Bill.

"The effect of this proposed bill is to limit the power, to fix pay rates, sick leaves, vacation, working hours and other employment conditions for employees on local payrolls even if the State pays part of their salaries.

"Approval of this bill would constitute a severe setback to public employees in political subdivisions.

"We strongly urge a veto of this measure."

It was signed by Clara Boone, of Utica, who is Conference president.

During the dinner the following new officers of the Binghamton chapter took the oath of office: Theodore Modrzejewski, succeeding Albert P. Dexheimer as president.

Stanley Yaney, first vice-president, succeeding Alice K. Dondon.

Harvey Coloney, taking over as second vice-president from Ralph Hutta.

Hutta, third vice-president, a new post.

Reelected treasurer was Doris Campion and Florence A. Drew was returned as secretary.

Dexheimer, who was president for four years, received a gift in appreciation. He will be executive secretary this year.

Melville State School Clerks Get 37½ Hours

MELVILLE—Clerical workers at the Melville State School have been granted a 37½-hour work week, but are appealing insistence that they take a longer lunch hour rather than a shorter work day.

Unit president Joseph Lavelle said he filed an appeal with the State Health commissioner on the ruling of Dr. Edward J. McGuinness, superintendent of the school. Lavelle said the school shortened the workday for some persons in the clerical series, such as storekeepers and recording clerks, but not for the other clerical workers. The clericals were directed to

CSEA Bids State To Upgrade Counselors

ALBANY—Arguments supporting requests to upgrade titles in the State's rehabilitation counselor series were presented by the Civil Service Employees Assn. at a hearing last week before the State Division of Classification and Compensation.

CSEA joined its efforts with supporting statements from officials of the State Education Department, which initiated the current appeal after an earlier bid by the Employees Assn. had been turned down by J. Earl Kelly, director of classification and compensation.

At the close of the session, Kelly indicated that a decision on the appeal—which calls for boosts of from two to five grades for eight titles in the rehabilitation series—should be forthcoming early in May.

The Employees Assn. was represented at the hearing by James Ramseur and Paul Wright, rehabilitation counselors; Charles Ernest and Mary Brady, senior rehabilitation counselors; William Spinelli and Harry Certner, associate rehabilitation counselors; Robert B. Carruthers, president of CSEA's Education chapter at Albany; and Thomas Coyle, research analyst, CSEA staff.

Education Department representatives included Ewald B. Nyquist, deputy commissioner; John R. Clark and Adrian Levy, assistant commissioners; and William Livingston, chief, bureau of personnel.

Huntington CSEA Wins Its 1/60th Retirement

HUNTINGTON—The Huntington Town Unit, Suffolk County chapter, Civil Service Employees Assn., has won implementation of the 1/60th amendment, it was announced by unit president John Panaseny.

The benefit, arranged in meetings by Panaseny and field representative John D. Corcoran Jr. with town officials, was voted by the town board. Huntington is the second township to adopt the improved retirement plan, following earlier action by Brookhaven Town.

Panaseny is arranging a meeting at which members may hear a representative of the New York State Retirement System explain the benefits of the new program.

In another major matter, the

Huntington unit's campaign for reclassification was nearing fruition. Panaseny was notified by the Suffolk County Civil Service Commission that a study is near completion.

The Huntington Town Board earlier had indicated that any salary adjustments called for would be made retroactive to Jan. 1.

The town also arranged for CSEA to canvass members for group life insurance coverage, in accordance with the request of members.

Onondaga Chapter Starts Militant Membership Drive

SYRACUSE — Onondaga chapter of Civil Service Employees Assn. is heeding the words of Joseph Lochner, CSEA executive director, in its new membership drive.

"Be militant" in seeking new members, Lochner told chapter representatives at a recent meeting to kick off the new campaign.

"We're being militant," said Miss Leona Appel, chapter president last week. The chapter has representatives in all Syracuse and On-

ondaga County departments, beating the drums for CSEA, she said. Employees of the city and county are about equally divided among the chapter's 2,500-plus members.

Lochner told the members who are conducting the campaign that the new State law slated to replace the Condon-Wadlin Law will permit public employees to determine what organization will represent them as a bargaining agent.

The issue might have to be decided in an election among employees of a governmental unit, he explained.

Thus, he said, CSEA chapters must be "militant" in obtaining new members to maintain their strong position among public employees.

Miss Appel said membership campaign workers are pointing to the various benefits obtained for employees by the chapter as inducements to join the group.

One of the newest benefits, the State Health Plan for City employees is expected to become effective by June 1, she said. First

(Continued on Page 14)

Detention Home Counselors Sought

Onondaga County is accepting counselor. The salary for this position applications until May 3 for an examination for detention home counselor. The salary for this position ranges from \$5,590 to \$6,812 yearly.

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In addition to the above requirements, candidates for the senior institution teacher position are required to possess a permanent certificate issued by New York State for the teaching specialty for which he is applying, and must have two years of satisfactory teaching experience.

Further requirements are necessary for appointments to the senior position in the Departments of Health, Mental Hygiene and Social Welfare.

For applications, and additional information, contact the State Department of Civil Service at the State office buildings in Albany, New York, Buffalo or Syracuse.

Clerical Positions In Brooklyn, N.Y.

The Subsistence Regional Headquarters, Defense Personnel Support Center in Brooklyn, N.Y. urgently needs applicants to fill the following vacancies: clerk typist, GS-322-3; freight rate specialist, GS-2131-7; supervisory procurement agent, GS-1102-12; procurement clerk, GS-2020-4; procurement clerk (typing), GS-2020-4; contract assistant, GS-1112-7; digital computer programmer GS-331-9; and EAM operator, GS-359-5.

Applicants for most of these positions must have civil service status. However, for the GS-322-3 and the GS-1102-12 positions applicants with this status will be given temporary appointments.

For further information, contact Miss Carol Butler or Thomas Golonbski, Office of Civilian Personnel. Phone 788-5000, ext. 331 or 555.

Retiring Psychologist State School

On Thursday, April 13, a luncheon was held at the Top-of-the-Hill Restaurant in Syracuse, New York, honoring Mrs. Sarann Denegan, who is retiring as Head of the Psychology Department at the Syracuse State School.

A gift from the group was presented to Mrs. Denegan by Mrs. Alice Carlyle, Chief Supervising Nurse of the Institution. Dr. Byron Ward, present Head of the Psychology Department also spoke, praising Mrs. Denegan's work at the school.

Eighteen staff members were present at the luncheon, including Mr. and Mrs. Charles Ecker, Ecker, Senior Colony Supervisor, president of the Syracuse State School branch of the Civil Service Employees Assn.

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, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. 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 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Room 600, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday 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 9 a.m. to 1 p.m. Telephone 573-6101.

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



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U.S. Service News Items

By JAMES F. O'HANLON

Pay Raise Will Be Poured Over In Congress This Week

Hearings are due to get under way this week in the House of Representatives on the 1967 Federal employees pay bill. The House Compensation subcommittee, headed by Rep. Morris K. Udall of Arizona will consider the major proposal so far, offered by the Administration and calling for a 4.5 over-all pay raise.

The bill has been introduced twice, once by committee chairman Udall as H.R. 8263 and again by Rep. Thaddeus J. Dulski, New York Democrat and chairman of the House Post Office and Civil Service committee as H.R. 8261.

The proposed effective date of the 4.5 raise, which is considered a shoo-in in the voting, is Oct. 1. This may be the only area for

date for the new raise possibly as early as Jan. 1 of this year.

One rationale for this move, according to employee spokesman, is that the figures on which the Administration has based its projection of this raise as a step toward comparability were based on a Bureau of Labor Statistics survey which end with the period of October of last year through the beginning of last January.

One of the major objections of the Federal employees organizations to the Federal pay bill syndrome in the past years has been the way the Bureau of Labor Statistics figures are used by the Administration in its wage proposals. As one employee leader put it last week, if the statistics were lined up realistically against the concept of comparability a raise of 15.8 percent retroactive to March 1, 1966 would be necessary to reach that elusive goal this year.

debate. Federal employee organizations have argued as vociferously against it as they have against the inadequacy of the projected raise. Congress will probably make up for going along with the Administration on the raise by causing a stir in favor of an earlier effective date.

Many unions are getting ready to push for a retroactive starting

HIP Marks 20 Years Of City Service

Health Insurance Plan of Greater New York celebrated its 20th anniversary of the start of prepaid medical service for City employees. On the anniversary date 750,000 members were enrolled.

H.I.P. medical groups began serving over 9,000 City employees and dependents on April 15, 1947. Today the non-profit group practice plan has a membership of more than 350,000 City employees and dependents.

H.I.P.'s 400,000 other enrollees include employees in private industry and the Federal and State governments, as well as members of union groups covered through industry-wide labor-management welfare funds.

When the plan opened its doors, 23 medical groups of family doctors and specialists were ready to provide medical care. These groups were in Manhattan, Brooklyn, Queens and The Bronx. H.I.P. now has 31 affiliated medical groups, including one in Staten Island and two in Nassau County.

H.I.P. was the brainchild of Mayor Fiorello H. La Guardia who recognized the need for a health insurance plan that would cover the cost of medical, surgical and specialist care in the home, doctor's office and hospital without the extra charges and the gaps in coverage found in the plans then available. He also sought a plan that would maintain quality safeguards.

After H.I.P. was developed to the point where it was ready to provide service, Mayor William O'Dwyer signed a contract in 1946 providing for a 50 per cent City contribution toward the cost of a combined H.I.P.-Blue Cross program for employees and their families. The City now pays the full cost and offers its employees a choice among three medical plans.

Although H.I.P. has continued to expand its services, it has had only three premium increases for its basic coverage over the last twenty years.

City employees enrolled in H.I.P. will soon have the opportunity to elect an expanded optional benefit program that will include a combined service and indemnity drug program, private duty nursing payments, anesthesia indemnities, increased emergency care indemnities and 120 Blue Cross full-benefit days.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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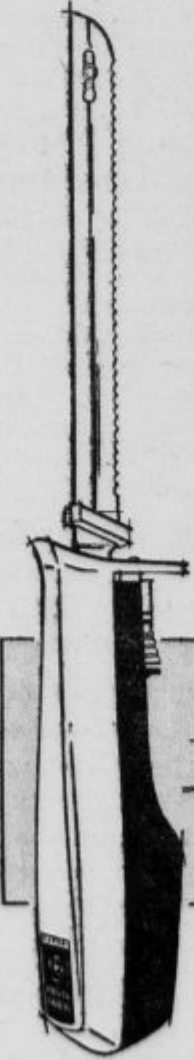
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P. R. Column

(Continued from Page 2)

Court, is proof enough of the difficulty of being a civil servant or an elected official:

"THE CONSTITUTIONAL guarantees require, we think, a Federal rule that prohibits a public official from recovering damages for the defamatory falsehood relating to his official conduct unless he proved that the statement was made with 'actual malice'—that is, with knowledge that it was false or with reckless disregard of whether it was false or not."

THE WHOLE LEGAL field of libel and slander is so fraught with fine lines and delicately shaded meanings, that even some legal specialists in the field find it difficult to explain at all to the layman.

FOR THIS REASON alone the Phelps-Hamilton literary-legal effort is a gem. It is the first book we've seen on libel and slander which is readable, understandable, knowledgeable, and totally valuable.

ITS VALUE TO the hundreds of civil service information officers, who turn out thousands of words of informational prose, is still another dividend. We can testify to the accuracy of a blurb for the book—"and how to communicate maximum information

with the minimum of risk."

THIS MEANS THAT civil service information officers, representing some of the more sensitive agencies of government, will undoubtedly find this book "a new right arm."

WE THINK "LIBEL" is so good we wish it had been written 40 years ago, so that we could have saved ourselves a few nightmares in the early years of our career in journalism.

Correction

Due to a typographical error, the incorrect price was reported for the Standard Periodical Directory last week. The correct price is \$25.

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

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TUESDAY, APRIL 25, 1967

Mediation Needed

A SALARY reallocation appeal that would have raised the salaries of some 28,000 employees was turned down last week by the State Civil Service Commission. In the past, this would have meant the end of the road for these hard-working employees, but the Civil Service Employees Assn. has given prompt notice that it is not yet finished with the fight.

Immediately following the Commission's decision, the Employees Association wired Governor Rockefeller demanding that a mediator be called in to settle the issue. The CSEA call is based on the fact that a new labor relations law signed by the Governor last week provides for fact-finding in wage negotiation impasses and the Employees Association does not consider the present reallocation bid at an end but at an impasse.

Strong evidence has been presented proving that clerical employees in private industry receive more benefits and do their equivalents in civil service. The rejection of the CSEA appeal appears to be based not on this fact but on the theory that such a mass reallocation salary would upset the present State salary schedule.

Too bad. Justice demands that if the clerical employees deserve a pay increase now they should get it now. An impartial mediator could settle the issue and we ask the Governor to respond to the CSEA demand for this kind of action at once.

Port Authority Thinking

COLLECTIVE bargaining, fact-finding, arbitration, mediation—these are terms familiar to public employees in the light of the present policies of government.

This enlightened outlook started a few years ago and was strengthened by the passage of the new Public Employees' Fair Employment Act governing public employee relations.

But one governmental agency still considers itself the paternal guardian of its employees and doesn't know the meaning of the terms—The Port of New York Authority.

Following months of communications between the Patrolman's Benevolent Assn. and the Port Authority, the executive director of the Authority gave the patrolmen a raise—\$442 annually with an additional \$207 a year on Dec. 1.

This will bring the salaries of patrolmen to \$9,022 a year—compared with the New York City patrolman's salary of \$9,383.

The Port Authority refuses to meet with the president or officers of the PAPBA. It has mandated raises. It has acted in a paternal manner. To them it has fulfilled its obligation.

But has it? Did it take into consideration a promise made several years ago to maintain parity with New York City police in salary matters? Did it take into consideration that Port Authority patrolmen are not only policemen but also must be trained in firefighting techniques dealing with airplane disasters? Did it take into consideration that their policemen are peace officers in both New York and New Jersey? Did it take into consideration that salaries of executives of the Port Authority are the highest in the nation? Austin Tobin, executive director of the Authority, by the way, receives a salary second only to the President of the United States as a governmental official.

The Port Authority, weakly, we think, excuses itself by stating that they have a responsibility to the communities in New Jersey that pay their policemen less than the P.A. does. They say that the communities would be angry if their policemen left for better paying jobs with the Port Authority.

We say that the Port Authority has a first responsibility to its employees and then to the communities. It didn't look into the salaries of the various mayors and other elected officials of these communities when it fixed its own executive salaries.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Sunday, April 30

6:00 p.m.—Human Rights Forum — "Open Housing: Property Rights vs. Human Rights."

Monday, May 1

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30 p.m.—Profile — Paul Manacher interviews people in the news.

5:30 p.m.—New York Report — Lester Smith hosts interviews with City officials.

6:00 p.m.—Community Action — "The Constitutional Convention Thus Far." Ted Thackrey moderates.

7:30 p.m.—On the Job — N.Y.C. Fire Department training program.

Tuesday, May 2

3:30 p.m.—Human Relations Skills for the Hospital Manager—An in-service training series presented by United Hospital Fund.

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30 p.m.—Community Action — Ted Thackrey moderates program.

7:30 p.m.—Human Rights Forum — William Booth, City Human Rights Commissioner, moderates.

Wednesday, May 3

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30-5:30 p.m.—United Nations Special Session (when held).

4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.

6:00 p.m.—Lee Graham Interviews (live)—"Making the Most of a High I.Q."

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:00 p.m.—In the Law Library—"Problems of Delinquency and Neglect."

Thursday, May 4

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

4:30-5:30 p.m.—United Nations Special Session (when held).

4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:30 p.m.—City Government in Transition—"The City Council, Board of Estimate and Borough Presidents: Institutions at the Apex" Solomon Hoberman hosts discussion.

10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, May 5

4:00 p.m.—Around the Clock — N.Y.C. Police Department training program.

Medicare Payments

The Internal Revenue Department has ruled that Medicare premium payments, \$3 a month, made by employers to retired employees and their spouses under a pension plan, are exempt from Federal income taxes.

Civil Service Law & You

By WILLIAM GOFFEN



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

Two Important Bills

THERE ARE TWO bills among the thirty-day bills of particular importance to civil service employees. Such bills must be signed by Governor Rockefeller by May 2, 1967 or they are considered vetoed.

A BILL INTRODUCED by then Assemblyman Garcia (now Senator Garcia) would require civil service departments to permit participants in civil service examinations to take the question papers with them upon completion of the examination.

THE OTHER SIGNIFICANT civil service bill, introduced by Assemblyman Wemple, would amend the Civil Service Law to provide that hearing officers in disciplinary proceedings be designated by the Civil Service Commission from among persons who are not under the jurisdiction of the agency for which the employee works. The decision of the hearing officer would be binding on the agency.

THE CITIZENS UNION has endorsed the Garcia bill. It would correct the current practice of the State Department of Civil Service which prevents candidates from seeing the question papers, their own answers and the official answers at the same time. Therefore, meaningful judicial review of examinations is effectively frustrated. The procedure imposes the unnecessary burden upon the candidate of seeking a judicial direction permitting examination of the question papers just so that he may determine whether administrative or judicial protest of the examination itself is then warranted. This situation is well illustrated by the Paonessa case which was the subject of last week's column.

ASSUMING THAT THE Civil Service Department does not intend to frustrate judicial review, its objection to releasing examination questions may be because it may want to use the same questions again and again. However, desirability of judicial review to assure the appointment of the best qualified personnel is a more vital consideration. Also, the very fact of judicial review may make the Commission cognizant of poor questions which in no event should be reutilized without correction.

THE OTHER THIRTY-DAY bill I mentioned, the Wemple bill, would go far toward remedying a serious defect in disciplinary proceedings. An employee charged with incompetency or misconduct is tried by a hearing officer who is a subordinate of the agency head. Frequently, the relationship makes it difficult for the hearing officer to reach an unbiased recommendation free of the desires of his own superior officer. Moreover, there have been instances when the agency head has disregarded the hearing officer's lenient recommendation and substituted a harsher punishment including dismissal.

THE WEMPLE BILL would remove the hearing officer from possible domination of the agency head. It would also take away the power of the agency head to disregard the hearing officer's decision.

THE JUSTICE OF the present relationship of the hearing officer to the department head is obvious. Yet, few agency heads have voluntarily corrected the situation as did New York City Buildings Commissioner Charles G. Moerdler. He has adopted the practice of designating distinguished lawyers having no connection with the department as hearing officers in disciplinary proceedings involving building department personnel.

AS ALREADY NOTED, the Wemple bill would go beyond Commissioner Moerdler's innovation to assure fairness of disciplinary proceedings in that the hearing officer's recommendation would bind the agency head. Apparently, this aspect of the Wemple bill has led the Citizens Union to oppose it on the ground that the Commissioner's authority over discipline of his staff would be unduly hampered. However, the Commissioner would retain the unfettered authority to institute charges. All that would be lost to him would be the authority to act as Judge as well as accuser.

Certifications For New York City Jobs

Elevator Operator

The New York City Department of Personnel has released a list of persons certified for appointment to the position of elevator operator. Included on the list are some 120 names which follow.

Alfred A. O'Neill, Elizabeth Haverty, Thomas H. Hammond, Rocco Capto, Clementine Keller, Mildred E. Jones, Alphonse DeClet, Charity R. Davis, Pamela T. Henry, Marjorie Solomon, Ruth V. Spain, Max Vinnik, Thelma T. House, Florence Gadsen, Anna D. Spivey, Emily M. Mitchell, Harold E. Chatterton, Margaret Lakes, John L. Demalo, Della Martinez, Louise Howard, Elizabeth Williams, Alvin L. Gregory, Raymond H. Cossey, Janet C. Weng, Benjamin Dollinger, Earl J. Simmons, Angelina Tonovitz, Lillie M. Dawson, Joseph J. Vallone.

Rose Klein, Henrietta Rowe, Anthony Nole, Matilda A. Kaff, Lillian T. Brown, Alice Davis, Dorothy M. Mclean, Beryl S. Dowdige, Angela Perez, Carletha M. Bridges, Charles L. Jones, Frances A. Harper, Edith Hill, Calvin I. Francis, Emmett L. Jenkins, Wilfred D. Bergland, John L. Holland, Leslie Holmes, Aimeme A. Matthias, Catherine Basham, Romeo Ruffin, Alma R. Payne, Amy E. Carter, Donald Curry, Hector M. Juarbe, Amelia F. Williams, Peter J. Sgrizzi, Raymond Greene, Lenorris Goodlett, Mary L. Howard.

Elena Carmona, Luis Allen, Teresa Gardella, Edward J. Schilling, Robert W. Jones, Lucille A.

Goins, Ralph E. Villano, Rocco J. Cavaleri, Domenic Iulo, Minerva L. Brown, George A. Stepney, Evelyn Shuler, Joseph B. Kuczynski, Joseph Kleinman, James A. Barrow, Walter N. Nicholls, Louis Martinez, John Duckett, Jimella Lewis, Dorothy M. Settle, Lillian I. Gallop, Peter M. Cannizzo, Josephine Bennett, Laura Holmes, Mary L. Singletary, Anne R. Bradshaw, Bernard F. McGuire, Mary E. Hudec, Ruth B. Haigler, Winston D. Guile.

Mary A. Lynch, Annie B. Smith, George Ortiz, Aubrey E. Brooks, Jimetta E. Robinson, Macdonald Fashaw, Ellen S. Fladger, Paul J.

Evans, Richardd Ruiz, Henry E. Cheatham, Gordon W. Parris, Michael J. Zecca, Lillie M. Daniels, Maurice J. Gregg, Angelina Willette, Ethel Snipe, Alene Terry, Marie Woods, Harold E. Lee, Mary E. Robinson Dorothy M. White, Joyce M. Jones, Betty J. Holland, Hubert A. Blake, Willie Bright, Elizabeth Reives, Margaret A. Stennett, Louise E. Williams, Whitcliff Lovell, Herman L. Lewis.

Supervisor I

A list of some 118 persons recently certified for promotion to the position of supervisor I in the Welfare Department has been re-

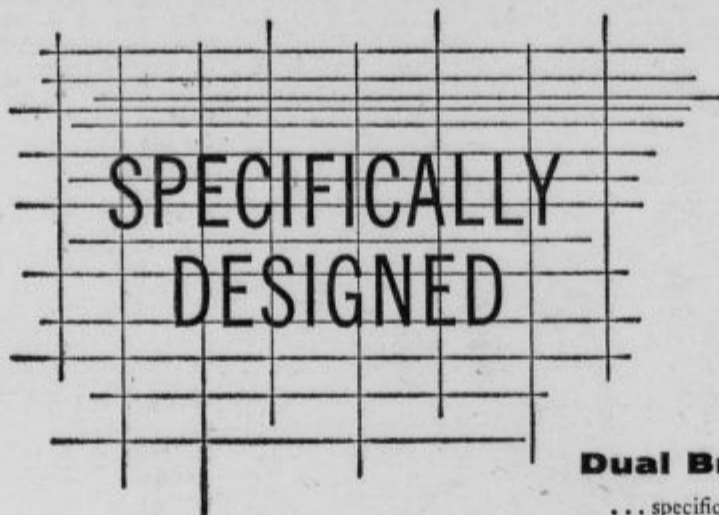
leased by the New York City Department of Personnel. The names follow.

Esta Rein, Herbert K. Goldstein, Elizabeth Berson, Patricia L. Spier, Bruce P. Aaron, Maureen G. Malone, Bernard Wynn, Alane Kurland, Countess Metcalf, George W. Poole, Laurence Youell, John W. Brittain, John J. Cataldo, Russell S. Cheney, Jean R. Fox, Nathan Elbaum, Rhoda T. Grossman, Leonard E. Epstein, Beatrice P. Wynn, Rosly Ruzycki, Richard F. Dreyfuss, John A. Nicholas, Leonore Glaser, Nancy H. Bruno, Allen J. Elias, Adrienne J. Mirra, Mildred Schachinger, Lavrene

Whiton, David Fisch, Linda Kaufman.

Alvena G. Baum, Barbara S. Cohen, Leonard R. Glotzer, David L. Steinberg, Andrew E. Walack, Lester Berman, Albert T. Carlson Jr., Fred J. Finkelstein, Charles L. Nudelman, Joan B. Pakkin, Peter Bensen Jr., Cynthia A. Curran, Catherine Rothenterger, Daniel Rosich, Margery L. Loeb, Joseph A. Gutterman, Isabel P. Lent, Nils E. Roest, Helen H. Abt, Bettie A. Wilson, Mandy Austin, Joel A. Terrace, Lianne Fredericks, John Jablonski, Marie E. Richardson, Luc-

(Continued on Page 8)



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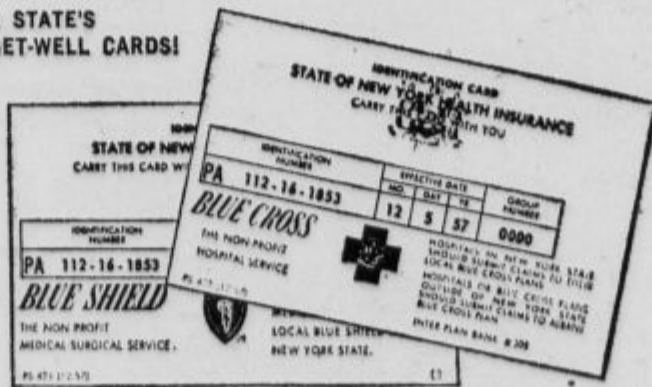
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City Certifications

(Continued from Page 7)

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Herbert Brandwein, Nancy D. Smith, Rosetta Thomas, John V. Cummings, Jhon G. McCabe, Jennifer Sachs, Anita B. Schnaps, Louis J. Costello, Florence R. Humphrey, George Saunders, Rae Tattenbaum, Vincent J. Dassaro, James A. Dorazio, Richard L. Fulgoni, George J. Morfogen, Helen J. Joyner, Sam Parmit, Barbara S. Marzano, Robert Reed, Jeremiah Healy Kenneth, O'Loughlin, Harriet Goldberg, Libby S. Levy, Arthur H. Liebs, Emily S. Wildman, Lillian Colon, Norma V. Ho-

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(Continued from Page 1)

ing program that includes:

1—A committee to recruit professionals as volunteer, part-time workers for the convention, which is headed by Mrs. Marietta Tree, who is associated with the United Nations.

2—A student internship program run by Fordham University and supported in part by the Ford Foundation.

3—Use of college professors to screen all persons seeking posts with the convention.

Most important of all, however, appears to be his insistence that the executive directors for key

convention committees be chosen on ability and without regard to partisan politics.

Here are those named to the top job with convention committees:

Howard F. Miller, Secretary of the New York State Assembly Ways and Means Committee presently on leave as Professor of Political Science, Syracuse University, has been appointed executive director of the Committee on State Finances.

Donald R. Gilmore, senior economist for the Committee for Economic Development, New York City, has been appointed execu-

tive director of the Committee on Economic Development.

John V. Connorton, Executive Vice President of the Greater New York Hospital Association, has been appointed executive director of the Committee on Health, Housing and Social Services.

Elbert K. Fretwell, Jr. Dean for Academic Development at The City University of New York, has been appointed executive director of the Committee on Education.

George Dorsey Braden, consultant on Community and Government Relations Service for General Electric Company, and former Professor of Constitutional Law, Yale University Law School, assigned to the Committee on the Legislature.

John W. MacDonald, Professor of Law, Cornell University Law School, and chairman of the New York State Law Revision Commission, assigned to the Committee on Style and Arrangement.

Michael O. Sawyer, Professor of Political Science, Syracuse University, assigned to the Committee on Bill of Rights and Suffrage.

David Sive, attorney, assigned to the Committee on Natural Resources and Agriculture.

Louis R. Salkever, Charman of the Economic Department, State University of New York, and former Associate Director of the U.S. Wage Stabilization Board, assigned to the Committee on Labor, Civil Service and Public Pensions.

Professor Jack B. Weinstein of Columbia University Law School,

(Continued on Page 12)



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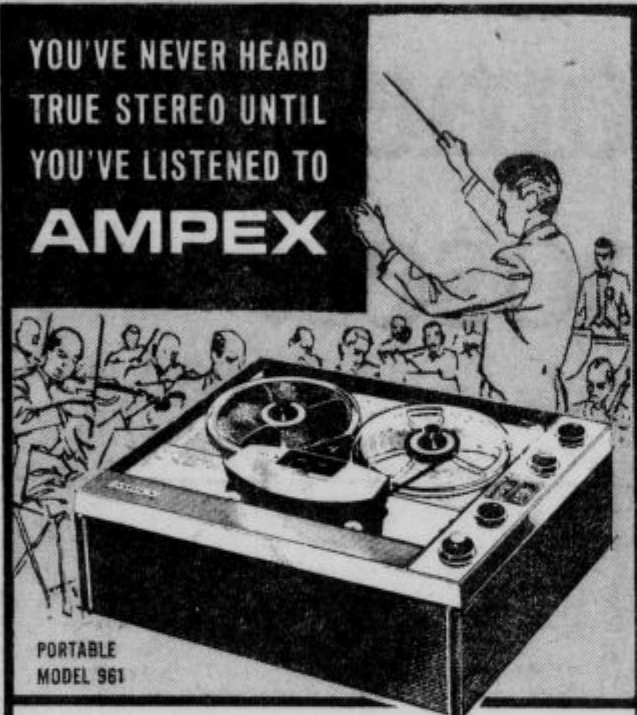
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Nassau Offers Youth Group Worker Jobs

The Nassau County Welfare Department has vacancies for youth group worker I and youth group worker II, with starting salaries of respectively. Applications for the June 3 examination for these positions are being accepted until May 4.

Candidates must have been residents of Nassau, Queens, or Suffolk Counties for a least one year immediately preceding the exam date.

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

U.S. Naval Lab Needs Temp. Clerk Typists

The U.S. Naval Applied Science Laboratory needs clerk typists for temporary appointments, not to exceed one year. The positions pay \$7,925 to \$4,269 per annum, depending upon experience.

Applicants must be U.S. citizens and high school graduates, or have one year of appropriate experience.

Interested applicants should report to the Civilian Personnel Office, Flushing and Washington Avenues, Brooklyn, N.Y., for an interview and a written test. For further information, phone Main 5-4300, ext. 491 or 489.

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NEW SKI RUN MAKES WINTER SALES AT ARROWHEAD LAKE

The idea of building a ski slope for property owners at Arrowhead Lake off Route 940 in the Poconos, started to pay off when it was announced last summer. A number of purchasers said that was their reason for buying. Designed by Ken Nichols and equipped with modern rope tows, the two runs and three trails were completed and went into operation on February 1st, exclusively for the use of property owners and their guests. The new ski course has been well patronized by owners from New Jersey, Pennsylvania and New York and a number of their guests purchased homesites. Having skiing right at home is changing the complexion of house construction. More and more year 'round homes are being ordered and the developer All American Realty Company, is building all summer homes with an eye to the easy addition of desired cold weather facilities at minimum cost. Now open for inspection, models start price-wise at \$3,495 for a 2-bedroom, custom-built summer home complete with plumbing, electric fixtures, aluminum sliding windows, paneled living room, streamlined kitchen with built-in wall cabinets and carport. \$3,495 is for the house only. Home sites start at \$1,640 with small down payment.

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Westchester Has Stock Clerk Jobs

Applications are being accepted through April 28 for a civil service examination for the position of stock clerk at the Westchester Joint Water Works. The salary ranges from \$4,300 to \$5,500 per year.

The examination will be held on June 3. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test. Preference in appointment may be given

to successful candidates who have been legal residents of either the Village of Mamaroneck, the Town of Mamaroneck or the Town of Harrison for at least four months immediately preceding the date of the written test.

Further information and ap-

plications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

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

Don't Repeat This!

(Continued from Page 8)

Committee on Judiciary; Dr. Arch T. Dotson, Professor of Government at Cornell University, Committee on Intergovernmental Relations; Professor Herbert Rosenbaum, Chairman of the Political Science Department, Hofstra University, Committee on Local Government and Home Rule, and Professor Guthrie S. Birkhead, Chairman of the Political Science Department, Syracuse University, Committee on Executive Branch.

The Travia program to recruit volunteer help will be aimed at getting political scientists, economists and lawyers to help the convention on a part-time basis. Many of these people could not afford to give up their regular positions for the brief duration of the convention, which is expected to end in September.

Mrs. Tree, also a delegate to the convention, will be chairman of the committee. She is a personal representative of the Secretary-General of the United Nations.

In announcing the student internship program, President Travia said: "the convention will afford a unique opportunity for outstanding undergraduate, graduate and law students to participate in the convention."

About 58 students will be named. They will receive a total of \$1,200 for pay and living expenses for two months—July and August, and will be assigned to the various convention committees for research work.

The Rev. James C. Finlay, S.J., chairman of the Political Science Department at Fordham's campus in The Bronx, will direct the program.

College students may apply by writing Box 588 Fordham University, Bronx, N.Y. 10458, for an application form. Applications will close May 12.

Dr. Alan K. Campbell, a delegate-at-large to the convention and professor of political science at Syracuse University, headed the special committee to review applications for convention jobs.

He has worked closely with President Travia in the selection of staff as well.

From Convention Minority Leader, Earl W. Brydges, came this praise at the convention's most recent session:

"This is the best organized convention in New York State history."

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

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Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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Dr. Limberg To Sneak At Dinner

Herman Limberg, senior man-Administration, Office of the Mayor of the City of New York, will

be the speaker at the meeting of the Federal Association of Management Analysts in the General Services Administration Confer-

ence Room, 10th floor, Veterans Administration Regional Office, 252 Seventh Avenue, New York City, Tuesday, May 2, at 1 p.m. Anthony R. Aliffi, the Association's president, has announced.

Dr. Limberg is a specialist in organization, management information systems, work simplification, and management training development. He is the Mayor's liaison with the New York Federal Executive Board and consultant to the Metropolitan Regional Council. He has conducted management studies and programs in every City and County agency. His recent studies include the administration of the Anti-Poverty program and the City's eligibility for Federal Aid.

nual vacation of at least 28 consecutive days.

Rockefeller said firemen now are guaranteed vacations of at least 14 consecutive days after one year's service and 21 days after five years of service.

"Now that this basic standard has been established Statewide for these worthy public servants," the Governor declared, "further adjustments should be left to the localities which have adequate authority to adopt local legislation for this purpose."

The Governor added that some cities in the State already had granted even more liberal vacations for their firemen.

The bill was sponsored by Senator Theodore Day, upstate Republican.

Firemen Vacation Bill Is Vetoed

ALBANY—Governor Rockefeller has vetoed a bill giving firemen a guaranteed annual vacation of 28 days.

The measure would have required cities to provide firemen, with 15 years of service, an an-

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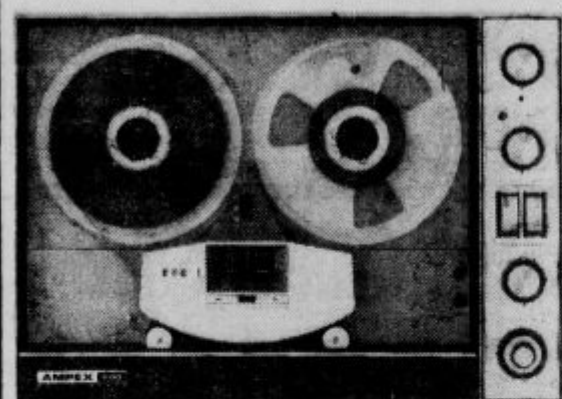
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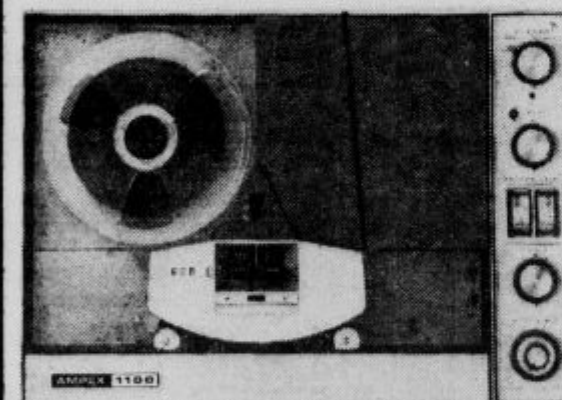
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Play a complete 4-track stereo program without changing reels. At the end of program, recorder will replay or shut itself off, whichever you wish.

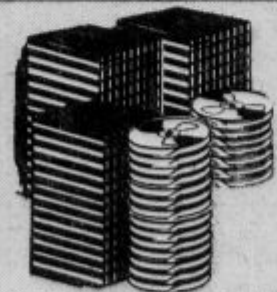
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All you do is place reel of tape on recorder, pull tape through head assembly and drop in the "magic slot."

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Exclusive rigid block head suspension assures perfect tape-to-head alignment. Dual capstan drive provides perfect tape-to-head contact without utilizing wear-producing pressure pads. 3-speed operation. Accurate record level VU meters. Automatic tape lifters. Monitor switch. Automatic cue provision. Push button digital counter.

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Between East 16th & 17th Streets

Monroe Co. Commission Loses Chairman As Total Reorganization Begins

(From Leader Correspondent)

ROCHESTER—Monroe County's Civil Service Commission is expected to lose its chairman-director and two commissioners in the next few months.

In the first official step toward reorganization, the five-man commission this week unanimously endorsed a merger with the County's personnel department.

County Manager Gordon A. Howe made the recommendation at a special commission meeting. He also suggested a three-member commission.

The meeting followed release of a State Department of Civil Service report which called the Monroe County commission's work for the past three years "generally poor."

Howe has given "top priority" to revamping the operations in time for a follow-up check by the State in six months.

It is believed that the County Legislature will be asked to eliminate the commission seats of two Republicans, Deane A. Keyes and Alfred A. Williams.

Monroe County is the only County in the State with a five-man commission. The expansion came in 1961, when a lame-duck Republican City Council turned city civil service over to the County. After three years of court battles, the Democratic city administration won back the city commission.

Elimination of the two seats would temporarily throw the commission into Democratic control.

The director of the new merged department may be Fred A. Herman, who has been County personnel director for five years and city personnel director for four years before that.

The proposed department would have four divisions:

- Examinations (obtaining or developing tests, scheduling and announcing tests and giving the tests and maintaining security).
- Records (eligible lists, veterans' credits, personnel cards, payroll certification, rosters and canvasses).
- Recruitment (publicity, estab-

lishing contacts and interviewing)

• Personnel administration (employee rules, training, safety, job specifications, evaluations, salary surveys, physical exams, suggestion system, retirement and hospitalization).

Howe stressed the importance of having a commission and department that "would merit the faith and confidence of every County employee."

Civil service covers 8,500 jobs with the County, towns, villages and suburban school districts.

The merger was recommended to Howe by Barrington & Co. a consultant firm which is studying County administration. The firm said the merger would eliminate duplication of records and activities, provide more desirable programs and improve coordination with suburban governments.

Both the merger and the reduction of the commission require State approval.

Watertown Comm. Begins Reorganization

Watertown's Civil Service Commission is in the throes of complete reorganization, a situation caused by death and resignations.

A year ago the three-member commission was composed of Starr V. Stitt, president; Hugh E. Hamilton, and Mrs. Margaret Ross.

Commissioner Hamilton died last fall and President Stitt died recently. Mrs. Ross resigned when she accepted a school clerical post under civil service.

James E. Robbins is the lone commissioner member. He was named to succeed the late Commissioner Hamilton. Hopefully, he will be joined within a month by two more members to be appointed by the Watertown city council.

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

Erie Probation Unit, Annual Communion Meet

The Erie chapter, Probation Unit of the Civil Service Employees Assn. held its Fourteenth annual communion breakfast Sunday, April 23. Breakfast at the Buffalo Athletic Club where Reverend Luke MacArthur S.D.S. of St. Mary's High School, Lancaster, New York was speaker, was preceded by Mass in St. Joseph's Old Cathedral at 10:00 a.m.

Patricia McCooley is serving as chairman of the affair, assisted by J. Donald Griffin and Mrs. Maureen O'Connell, co-chairmen. Committee members include: Arrangements; Walter Walsh, Robert Gorman, Francis Bannigan, Mark Mogavero, Frederick Wolf, and Eulis Cathey; Reception; Joseph Schaefer, Arthur Tomczak, James Woodin, Louis Derrico, Raymond Kaprik, and Mary Rita McNally; Tickets; Nicholas Ottaviani, Daniel McMorrow, Neil Cummings, John Mayer, Mrs. Norma Jean Carbone, Frances Head, Mrs. Mary Lowe, Ruth Ruhl, Nina Duszynski and Richard Snyder.

Nassau Chap. Adds New Unit

Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., has welcomed the chapter's newest unit, representing clerical workers of the Sewanhaka Central High School District.

The new Central High School District No. 2 Clerical Unit, which is headed by Mrs. Gertrude Perllick, held its first official meeting recently at Elmont Memorial High School. The meeting heard greetings from Arnold Moses, Nassau County CSEA field representative, and Joseph Ferlauto of the State Employees Retirement System. There was a discussion of retirement benefits and group life insurance.

Backing up the president are: Mrs. Rita Zimmerman, vice president; Mrs. Madeline Quigley, treasurer, and Lillian Romano, secretary.

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5	Roberts M Buffalo	80.3
6	Pellegrine F Cheektowaga	80.1
7	Shanahan T Buffalo	80.0
8	Rieh L Derby	80.0
9	Kuczkowski P Buffalo	77.3

SR CASEWORKER PUB ASST		
1	Meezan M Hamburg	95.2
2	Goodman P Buffalo	91.5
3	Sylvester M Buffalo	86.9
4	Kuhn P Colden	85.8
5	Daambaach V Buffalo	85.3
6	Jackman A Buffalo	85.1
7	Palmer W Lancaster	83.9
8	Bellacose A Kenmore	83.4
9	Hayman R Williamsville	83.2
10	Crosely A Orchard Park	82.8
11	Covert G Buffalo	82.0
12	Leverrier M Tonawanda	81.1
13	Zeeb D Kenmore	80.8
14	Phillips R W Seneca	80.7
15	Garmou G Buffalo	80.6
16	Reuter F Hamburg	80.4
17	Laporte R Clarence	79.6
18	Nessler M Buffalo	79.3
19	Bauer L Depew	79.2
20	Hughes C Buffalo	78.9
21	Moll F Buffalo	78.7
22	Goodwin R Lancaster	78.7
23	Curran T Buffalo	78.4
24	Weber J Buffalo	78.2
25	Ramilton J Buffalo	78.0
26	Hickey J Buffalo	77.8
27	Rice E Buffalo	77.7
28	Balwin F Kenmore	77.5
29	Taatko F Buffalo	77.2
30	Wolf R Buffalo	77.1

GEN INDUS FORMNGMNT MFG		
1	Golovach J Danmore	87.1
2	Baker I Ossining	75.1



CLINTON SCHOOL MEETING — Harry Johnson, Civil Service Employees Assn. field representative, tells members of the Clinton School CSEA chapter about some of the nuances of the 1/60th retirement bill. Johnson's talk was made at a recent meeting between the Clinton School chapter and the Oneida chapter at which a salary program was drawn up for presentation to the Clinton School Board. Also in the picture from the left, are: Clinton chapter president Loren Youngs; Johnson; Oneida chapter president Roger Solimando; chapter secretary, Jean Coluzzi; and CSEA delegate Louis Eddy.

Oneida And Clinton School Chapters Discuss Salaries

Civil Service Employees Assn. representatives from the Oneida County chapter met with non-teaching personnel of the CSEA's Clinton Central School chapter recently in order to draw up an eight-point salary program for presentation to the School's employees by the Clinton chapter president, Loren Youngs.

Also at the meeting, Youngs was elected president of the Clinton chapter in order to complete the 1967 term. Others selected included Peter Annulich as secretary and Ignatius Shepherd as treasurer.

Attending the meeting were Roger F. Solimando, president of the Oneida County CSEA and Harry Johnson, the CSEA area representative. Jean Coluzzi, the chapters recording secretary and Louis Eddy, CSEA delegate were also present.

Johnson spoke on the 1/60th retirement bill. He was followed by Solimando who talked on the salary program.

The discussion on the salary program for the Clinton School employees centered around the possibilities for a general increase in wages for all non-instructional employees, including clerical workers, cafeteria help, custodians, cleaners, matrons, and bus drivers.

Any salary demands made will be in addition to the step system maintained by the Clinton School District.

Other plans included: an increase in the paid sick days from

the present 12 to 20 days; pay for custodians for Saturday and Sunday building checks; lunch monies returned to custodial help. Also, fringe benefits which will include salary improvement the 1/60th non-contributory Retirement plan and Health insurance; exclusive representation of the CSEA; and use of the State Medicare Mediation Board where necessary.

After the presentation members of the Clinton chapter were given an opportunity to ask questions of the CSEA officers present.

Suffolk Nurses Are Upgraded

RIVERHEAD — Registered nurses of Suffolk County have won a two-grade upgrading as a result of demands by the Civil Service Employees Assn.

The adjustment, which gives the R.N.'s a 10 per cent pay boost, was voted by the Suffolk County Board of Supervisors following negotiations with CSEA. On the negotiating team were Mrs. Mary Zegner of the Health Department unit, Mrs. Dorothy Schmidt of the County Infirmary unit and field representative John D. Corcoran Jr.

The Suffolk chapter, CSEA, is formulating an appeal for public health nurses, who are also seeking upgrading.

Taconic Chapter Presents Scrolls

RHINEBECK—Louis Rolon of Elizaville, president of the Taconic Charter No. 57, Civil Service Employees Assn., presented framed certificates of merit for faithful service to retiring employees of the Taconic State Park Commission at the chapter's annual dinner-dance at Beekman Arms, Rhinebeck, on April 15.

Harold Dyer, general manager of the Taconic State Park Commission, and Roland Block, assistant general manager, spoke in honor of the occasion. More than 100 employees and guests attended.



PRESENTS BILL — State Senator John E. Flynn of the 34th District and chairman of the Senate Committee on Civil Service and Pensions, is shown here with Raymond Wheeler of Troy, displaying a copy of the Senate bill authorizing merit awards for retired State employees. Wheeler has been instrumental in having many bills passed to aid the elderly and retired. Senator Flynn was the sponsor of this legislation. The bill, S-1167, was the first bill of the freshman senator from Yonkers to be signed into law by the Governor.

Records Director Job Offered By CSEA; Salary To \$12,430

The position of Director of Records is now open in the Civil Service Employees Assn. The position in the 147,000-member organization pays a salary ranging from \$10,330 to \$12,430 yearly, with five annual increments, plus additional increments of \$420 at the end of ten and fifteen years service.

Applications for this position will be accepted until May 15.

The minimum qualifications include a high school or equivalency diploma and at least eight years of administrative experience or general management or office supervisory experience requiring the use of independent judgment in decision making.

This background should include at least three years experience in planning and supervising a data processing operation involving knowledge of the capacity and limitations of data processing equipment as well as punch card layout and design. Computer tabulating machine operation experience only will not meet the CSEA's requirements for this position.

Substitution of graduation from an accredited college or university may be granted for two years of the required experience.

Candidates must be residents of New York State. They must be of good moral character and be in good physical condition. Conviction of a felony or misdemeanor may bar appointment.

The work of the Director of Records includes supervision and direction of all CSEA operations

pertaining to membership and insurance records and accounts. The incumbent will be directly responsible to the executive director of the CSEA. Personnel supervision of clerks and stenographers engaged in that area of the overall operation will also be included in the appointee's duties.

For further information and applications for this position write to the Civil Service Employees Assn., 8 Elk Street, Albany, New York.

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

Stock Clerks

Onondaga County is accepting applications until May 3 for an examination for stock clerk to be held June 3. Salaries for this position start at \$3,925 or \$4,420, depending upon location.

Candidates must have been legal residents of the municipality in which they are seeking appointment for at least six months before the exam date.

For further information, contact the Onondaga County Department of Personnel, 204 Public Safety Bldg., Syracuse, N.Y.

Teacher's Retirement

The Teacher's Retirement System met last Wednesday at their offices, 40 Worth St., to approve applications submitted during the last month.

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Sobelsohn School Offers Insurance & Real Estate Courses

The Sobelsohn School at 165 West 46 St., New York City and the Werbel Institute (Nassau) branch of the Sobelsohn School at 165 Jackson St., Hempstead, Long Island, have announced their schedule of classes for Insurance and Real Estate for the coming Spring-Summer session.

The Insurance Course will begin May 4, in New York and May 3, in Hempstead. Classes in New York meet on Tuesday and Thursday evenings, and classes in Nassau on Monday and Wednesday evenings. Both will prepare and qualify candidates for the September Insurance Examinations in New York State as well

as New Jersey. Tuition of \$100 includes the text.

Courses in Real Estate meet on Monday and Wednesday evenings at both Schools—beginning May 10, in Hempstead and May 17, in New York. These classes will prepare candidates for the August or September New York State examinations for salesmen and brokers. All instructional materials are included in the fee of \$85.

All courses are approved by the appropriate State agencies governing licensing. In addition, the Sobelsohn School is approved by the New York State Department of Education.

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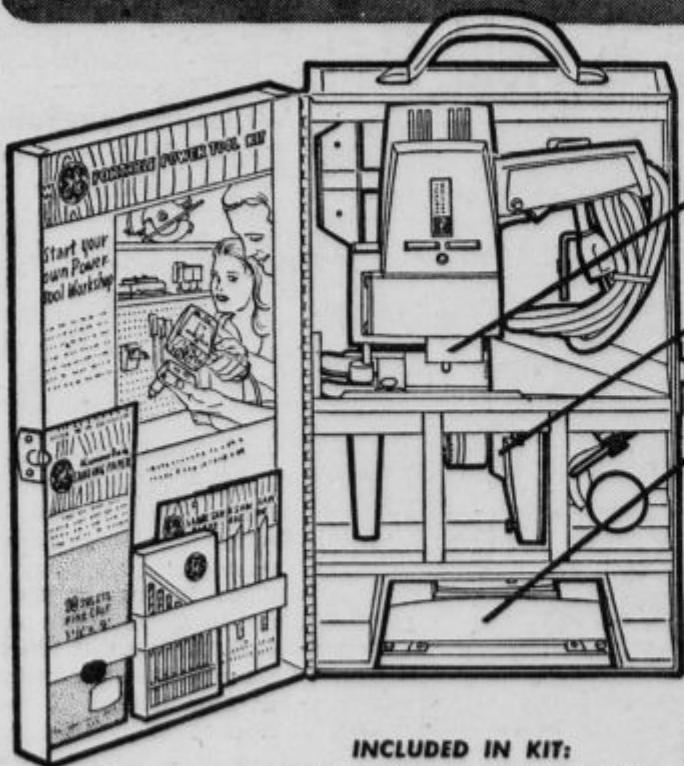
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NEW YORK CITY

Southern Conf. Urges \$1,000 Salary Boost In '68; Upgradings, Teachers' Benefits Also Sought

WINGDALE—A request for a minimum \$1,000 across the board salary increase was recommended for all State employees next year by delegates to the Spring meeting of the Southern Conference, Civil Service Employees Assn., at the Harlem Valley State Hospital here last week.

A resolution, implementing the request, will be sent to the Salary Committee of the State Association, according to Issy Tessler, conference president.

A second resolution passed by the delegates called upon the State to return the five days personal leave for all institutional teachers to bring them the same benefits as other State employees. A realignment of teachers' hours recently resulted in the loss of the leave benefit.

A third resolution approved by the delegates called upon the State to upgrade the safety officer titles to a level parallel with the State's correction officers and to provide the safety officers with adequate and modern equipment with which to carry out their duties. In addition to regular police duties on the grounds, they are also called upon for control of patients in the institutions and for fire fighting duties.

The conference constitutional and by-laws revision has passed its second reading and has been sent to the State Association's headquarters in Albany for approval. When this is received, John Deyo, president of the District eight chapter, Department of Public Works and chairman of the revision committee reported, copies will be printed and bound for distribution to chapter officers and committee members.

Deyo also reported on the State Constitution Convention and its potential effects on public employee benefits. Deyo is a member of the CSEA's watchdog committee and the Civil Service Committee on Constitutional Protection. He explained the pitfalls for civil service employees which could negate gains made in the past in terms of pensions, merit system and other benefits.

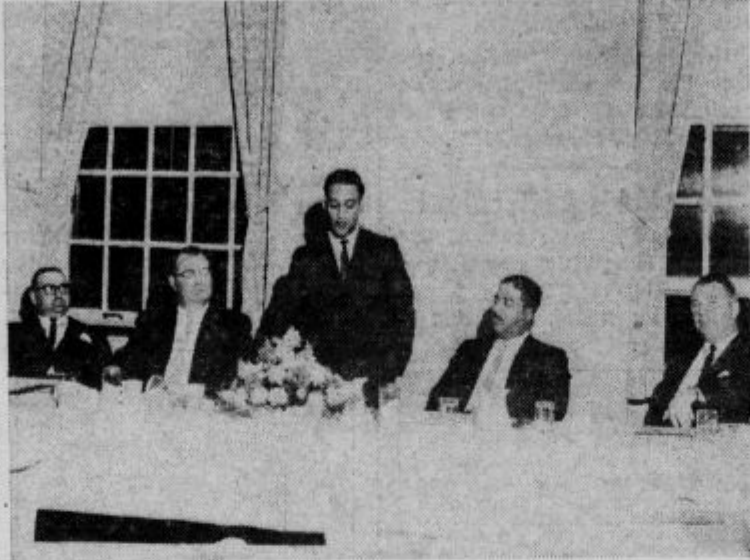
Some 100 delegates and officers of member chapters attended the meeting which was addressed by Thomas Luposello, former Southern Conference area field representative and now program specialist for the Association. Luposello pointed out the progress made by CSEA during the past legislative session and reported on the bills still awaiting signature by Governor Rockefeller.

Host for the meeting was the Harlem Valley State Hospital chapter, represented by Merton Gamble.

Unveil Plaque

ALBANY—A plaque marking the location of the first headquarters of the State Police has been unveiled at the State Capitol.

The plaque was installed on the wall outside Room 100 in the Capitol. Two State troopers on horseback provided the backdrop for the program, recalling the early days when troopers patrolled on horseback.



SPEAKER — Thomas Luposello, standing, program specialist for the State Civil Service Employees Assn. was the guest speaker at the recent meeting of the Southern Conference, CSEA, at the Harlem Valley State Hospital, Wingdale. Seated on the dais, left to right, are: Issy Tessler, president of the conference; Merton Gamble, social chairman of the hospital chapter; W. Reuben Goring, field representative and William Wyman, conference treasurer.

Erie Co. Employees Get 12½% Pay Raise

(Continued from Page 1) word for chapter officers who, he said, "really worked very hard" and he noted "assistance at every level" was given by Henry J. Gdula, the CSEA field representative in the Buffalo area.

Erie County Executive Edward Rath said the pay hikes, which will amount to \$3.6 million for the balance of 1967, will improve Erie County's "competitive position in efforts to recruit good county employees."

CSEA stressed that point re-

peatedly in the long negotiations that led to the pay increases.

Aid For Buffalo

Rath turned down a personal \$3,500 raise. He gets \$29,000 a year.

"I only wish we could do something now for the City of Buffalo employees," Cummings said.

Firemen, policemen and other Buffalo workers are demanding pay raises but the city is strapped financially.

"We'll do everything we can," Cummings said.

Capital Conf. Honors Lochner & Field Men

LATHAM—The growth and prosperity of the Civil Service Employees Assn. over the past 36 years was traced last week during the annual Presidents' Night dinner of the Capital District Conference, CSEA, at Rafael's—this year a tribute to Joseph D. Lochner, CSEA Executive Director, and three Albany area field representatives.

When Lochner joined CSEA 36 years ago he was the only paid employee of the then 8,000-member Employees Assn. A. Victor Costa president of the Conference, related an interesting story about Lochner before presenting him with a silver engraved plaque for his "36 years of dedicated service to the cause of the civil service employees."

A recent mailing was scheduled by CSEA headquarters and when Costa and other members reported to the headquarters building, they found Lochner hard at work stuffing the envelopes. When asked about this, Lochner replied, "Well, this is how I started with CSEA—taking care of the mail—and I still know how!"

Toastmaster for the occasion was Gary Perkinson, director of



HONORED — Joseph D. Lochner, executive director of the Civil Service Employees Assn. and CSEA field representatives were honored recently by the Capital District Conference, CSEA, at a dinner in Latham. Shown, left to right, Joseph Dolan, field representative; Lochner; A. Victor Costa, president of the conference; Edward Gusty and John Carey, field representatives.

public relations for the Employees Assn. He introduced the three field men who were presented with certificates of appreciation—John Carey, Joseph Dolan and Edward

Mediation Demanded By CSEA As Clerks' Reallocation Is Denied

(Continued from Page 1) the total picture on wages.

Mrs. Poston then hinted that a survey of the entire State salary schedule was in the works when she declared "it makes more sense to study the whole structure and get a broad-based look."

Her comments on the Commission's decision were careful to denote that the Commission was not ruling out later consideration of "certain cases" where there may be possible basis for upgrading. She said, however, that material presented to the Commission failed to justify the request for any mass reallocation of the State clerical titles.

Informed of the CSEA's demand now for mediation, Mrs. Poston said: "If the Governor wishes to appoint a mediator, I will cooperate with him because it would be beneficial."

At Leader press time, no answer had been received from Rockefeller's office on the CSEA request for mediation. A new labor relations law passed by the Legislature and signed last week by the Governor does allow for fact finding in such salary reallocation disputes. The bill does not become effective until Sept. 1. But it is believed that the Governor now has the power to appoint such a mediator.

Ellis W. Adams Is Pres. Of Dutchess Co. CSEA

POUGHKEEPSIE—Ellis W. Adams was elected president of the Dutchess Unit, Civil Service Employees Assn., at a meeting conducted recently at the Dutchess County Courthouse Annex. Adams is a senior environmental health technician with the Dutchess County Health Department.

Elected as executive vice president was Mrs. Beatrice M. Sheffield, secretary to the president of Dutchess Community College. Other officers elected were John P. Dakin, Sheriff's Office, Charles Stampf, Health Department, and John P. McManus, Highway Department, as vice presidents; Mrs. Sylvia Shore, Motor Vehicle Bureau, recording secretary; Mrs. Lindwina Viet, Health Department, corresponding secretary; and Mrs. Mary LaPolt, Highway Department, treasurer.

E. Matthew Netter, Highway Department, has served as the group's president since its inception in 1964. He will serve as

consultant to the unit's officers and member ex-officio on the Board of Directors. He also represents the County chapter as State delegate. Netter expressed his appreciation to the members for their cooperation and his confidence that the County Unit will continue to make gains in employee relations in the future.

Elected to the board of directors for the coming year were Joseph Glove, Highway Department; Michael Schroder, Sheriff's Office; Mrs. Elizabeth Schwartz, Welfare Department; Miss Alicia Churchill, Home and Infirmary; John F. Albano, Supreme Court; Harry Cook, Health Department; Mrs. Theresa O'Donnell, Dutchess Community College; Mrs. Edith Gerard, clerk's office; and Walter Still, Sealer of Weights and Measures.

Willowbrook School Credit Union Elects

The Willowbrook State School Employees Federal Credit Union held its fourth annual meeting recently. Elected to the Board of Directors were: Ernest C. Palcic, president; Marie Salvatro, 1st vice-president; Irene Hillis, 2nd vice-president; Dominick Setaro, treasurer; Harry Huffman, secretary.

Other officers elected were: on the supervisory committee: Ruth Delaney, Ethel Stevens, George A'eski; on the credit committee, Thomas Delaney, Mary Clark, William Roberts; on the educational committee, Eileen Sparrnoff, Robert Silverman, Robert Hansel, Clarence Stevens; assistant treasurer, John Demartinis.

A dividend of 4% was declared by Palcic for the end of 1966. A total of 589 members was reached in 1966. Loans extended to members reached \$43,733.89 at the end of the year. Assets were \$44,355.51.

Vetoes Police Bill

ALBANY—A bill to prevent small communities from establishing strict residence requirements for police officers has been vetoed by the Governor.

Some 400 persons attended the dinner arranged for by the Conference social committee, under Mary Hart.