

Civil Service LEADER

America's Largest Weekly for Public Employees

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Life ! Conversion
Open Period



See Page 3

CSEA Wants Overtime Retroactive To Feb. 1

ALBANY—The Civil Service Employees Assn. last week renewed its appeal to State administrators for prompt payment at time and one-half for overtime work performed since February 1 by State institutional employees covered by the Federal statute.

At the same time, CSEA urged State Budget Director T. Norman Hurd to rescind the new regulation under which only those employees who regularly work five days out of each seven day week are eligible to earn overtime pay.

According to a spokesman for the Employees Association, the Department of Audit and Control has

advised State agencies involved to submit payrolls for payment of all overtime credit accrued since the February 1 effective date. CSEA said payment has already been made in certain Mental Hygiene Institutions, and that all institutions in that Department have been requested to submit overtime payrolls covering the initial

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CSEA Is Alarmed At Anti-Merit Proposals To Con. Convention

ALBANY—The Civil Service Employees Assn. expressed growing concern last week over proposals to the State Constitutional Convention which would delete or diminish present Constitutional guarantees of appointments through competitive examinations.

Current CSEA alarm stems from a statement submitted to Convention delegates by the New York City-based Civil Service Reform Assn.—a one-time staunch advocate of the Merit System—urging, among other things, removal of the competitive examination requirements for any civil service appointments or promotions.

Joseph F. Feily, president of the Employees Association, which is committed to the verbatim retention of the Constitution's existing civil service provisions, indicated CSEA was preparing a counter statement to "expose this proposal for what it is—an action aimed at delivering to the politicians the outright control of civil service and, a return to the Spoils Systems."

CSEA's stormy reaction to the Reform group's proposal was compounded, Feily revealed, by the fact that it followed close on the

heels of the plan advanced to Convention delegates recently by Mrs. Ersa Poston, president of the State Civil Service Commission, calling for removal of competitive class of 13,000 top level State employees.

Termining both proposals "real threats to efficient State and municipal government", Feily again urged CSEA members throughout the State to write their delegates asking for retention in the Constitution, as now written, of Article 5, Section 6, (covering the Merit System, as well as other civil service provision); Article 5, Section 7 (contractual relationship in pension system); and Article 16, Section 6 (tax exemption for public pension).

All such mail, Feily noted, should be sent from the member's home address to: Constitution Convention Delegate, State Capitol, Albany, New York.

CSEA's Psychiatrist Comm. Meets Miller On Reorganization

ALBANY—Representatives of a group of Civil Service Employees Assn. members who comprise the Association of New York State Mental Hygiene Physicians met here last week with State Mental Hygiene Commissioner Alan D. Miller, seeking modifications in a pending departmental staff reorganization plan.

The group's proposals, presented in the form of a 12-point petition, signed by approximately 600

of some 960 psychiatrists affected, were primarily concerned with revising the overall plan to permit automatic promotion of incumbent senior and supervising psy-

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CSEA's State Police Committee Meets With Comm. Cornelius

ALBANY—The Special State Police Committee of the Civil Service Employees Assn., at a meeting here last week with State Police Superintendent Arthur Cornelius, Jr., headed a lengthy agenda with requests for exclusive bargaining rights for CSEA and regular meetings at least twice yearly.

Although final disposition of all agenda items was not known at Leader presstime, CSEA president Joseph F. Feily stated "The Committee was pleased with the amount of time the Superintendent made available to us."

Feily said that no decision had been given on the matter of exclusive bargaining rights, but that the Committee had been given to understand an answer would be forthcoming shortly after Sept. 1, the effective date of the State's new Public Employee Fair Employment Act.

Feily also expressed satisfaction with the Division's answer on CSEA's request for regular, periodic meetings, noting that "we

expect to be meeting with Superintendent Cornelius on a regular basis after September 1."

The formal agenda presented at the meeting included:

- 1) Recognition and exclusive representation—Request that CSEA be recognized as the exclusive representative for all uniformed and non-uniformed employees of the State Police, under the Public Employees Fair Employment Act.
- 2) Meetings With Division of State Police—Request that Special State Police Committee of CSEA hold at least two regular meetings each year with the Superintendent to discuss pending matters, with additional meetings to be scheduled at the request of

either the Committee or the Superintendent, if felt necessary. Regular meetings are to be held in September and February with administrative leaves to be granted for the purpose of attending these meetings.

3) Changes in rules and regulations—The Division of State Police submit any proposed new rules and regulations, or changes in existing rules, to CSEA prior to the promulgation of such rules that would affect terms and conditions of employment.

4) Work Week—Request a work week of forty hours a week.

5) Overtime — Review rules which accord employees time and

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CSEA Issues Bulletin Warning Against Council 50's "Big Lie"

In an unprecedented move the Civil Service Employees Assn. issued a bulletin to its members last week warning them against the blatant falsification of the facts being fostered by Council 50, AFSCME in the latest attempt to undermine the prestige of the Association.

Upon issuing the bulletin, headed "Beware the Big Lie", CSEA officials explained that the move was a reaction to a recent attack

by the union directly aimed at the whole structure of the CSEA and based upon a complete fabrication of untruths.

The union is accused by the CSEA of inventing a "phony" newspaper clipping which was incorporated into a flyer stating that the CSEA would be going out of business as of September 1. The newspaper article, the CSEA bulletin states, never appeared in any newspaper and was merely printed up to appear like a clipping.

In the past, CSEA officials allowed, the Association had refrained from publicly answering such attacks by the union because of their personal nature, as when they were directly aimed at officials of the CSEA and/or because of their obvious inanity and ineffectuality.

The bulletin, in part, states as a warning from CSEA president Joseph F. Feily that the time for "playing for keeps with the union" is now at hand—indicating that

the CSEA is preparing to deal more directly with any such attacks by the union in the future since "Council 50 is starting to get more desperate" as the effects of the new State Labor Relations Act are coming into fruition. The CSEA bulletin reads:

"Council 50, AFSCME—the small, amateur, name-calling union, with the seemingly inexhaustible supply of unethical gimmicks—has come up with a new low, even for them. They're now circulating a flyer showing a clipping of a

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Health Insurance Open Enrollment — Subdivisions Too

The Civil Service Employees Assn. has informed The Leader that numerous CSEA members employed by the political subdivisions have inquired as to their eligibility to participate in the current open enrollment period won by CSEA in the State Health Insurance program.

As noted in the State Civil Service Department's official memorandum re-printed in the last edition of The Leader, CSEA points out that enrollment is open to all employees and past retirees of the State and participating (local government) agencies who failed to enroll themselves and/or their eligible dependents, including dependent students, when first eligible . . . without proof of insurability."

CSEA again urges all eligible State and political subdivision employees in participating agencies to take advantage of the open enrollment period, in effect through October 31, 1967.

Salary Committee Meets August 9-10

The salary committee, of the Civil Service Employees Assn., will meet on August 9-10 at the DeWitt Clinton Hotel in Albany, according to Solomon Bendet, committee chairman. The purpose of the meetings is to discuss raising the salaries of State employees to the level of those paid by private industry. The proposals would also apply to local sub-divisions.

Don't Repeat This!

What Dem Will Try?

Is Jack Javits A Sure-Fire Winner?

CAN anybody enter into the 1968 New York Senatorial race and beat incumbent Jack Javits?

That is the big question circulating among political analysts at the present time.

First choice seems to be U.N. Ambassador Arthur Goldberg because of his enormous prestige and classic background as labor lawyer, Cabinet member, Supreme

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Wassaic School Honors 25-Year Service Employees

A reception and dinner was enjoyed in the girls school auditorium at Wassaic State School recently by 200

present and retired employee having 25 or more years of service with the State.

Fifteen new members were added to the Quarter-Century Club: Marion Ahearn, Edward Archambault, Rubin Bassin, Anna Botney, James H. Ciferri, Katherine M. Cooper, Anna Haferkamp, Ludwig Haferkamp, Hazel M. Head, Helen Head, Mildred C. Hill,

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Daniel Klepak Named Health Department Asst. Commissioner

ALBANY — Daniel Klepak, administrative director of the State Office of General Services, has been named to fill the newly created post of assistant commissioner for hospital affairs.

Klepak who entered civil service as a clerk 27 years ago, is a past president of the Health Department chapter, Civil Service Employees Assn. and the Capital District chapter of the American Society for Public Administration.

In his new post, according to Dr. Hollis Ingraham, State Health Commissioner, Klepak will develop and direct existing and new programs for hospitals, nursing



DANIEL KLEPAK

homes and related health care facilities throughout the State under Article 28 of the Public Health Law.

The appointment of an administrator to deal with these problems had been urged by the New York State Nursing Home Assn. and the Metropolitan New York Nursing Home Assn. In a joint statement, James Mullaley and Irwin R. Karassik, executive directors of the respective organizations, noted that "The appointment of a highly-qualified person such as Klepak certainly will go a long way towards improving the liaison between the State and the extended care facilities of our citizens."

U.S. SAVINGS Stamps outstanding exceed more than \$50 million. Savings Stamp programs are conducted in many schools throughout the nation.

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.

Pkwy, Exit, Hwy—Eh?

IT'S BAD enough when a government executive beclouds communications between government and its public. But it is inexcusable when some outside company doing government work louses up the good public relations of government and civil service.

WE HATE TO belabor the point, but we have protested many times before the permissiveness allowed road contractors in setting up traffic direction signs. This should be reserved to the government agency letting the contract, and this agency should be held strictly accountable for the good or bad public relations generated from the signs.

LET'S TAKE the construction work now going on at the intersection of the Hutchinson River Parkway and the Cross Westchester Expressway. We think it has something to do with a link connecting these two critical arteries with a new express highway going off somewhere toward Armonk.

THERE IS no sign telling anyone what's going on, but Hutchinson River Parkway traffic in both directions is telescoped from two lanes to one. On Sundays and holidays the traffic jam extends a mile or two or three.

HOWEVER, travelling south on Hutchinson there are two signs at a divergence. One sign says "Pkwy". Other than the abbreviation, that's reasonably clear. The other sign says "Exit." But it doesn't say "Exit" to what. Actually, it is the exit out of the Hutchinson, but into the Cross Westchester Expressway going west to White Plains and the Tappan Zee Bridge.

BUT HOW MANY motorists know it? And how many accidents have resulted? And how many drivers have wished a plague on all stupidity in government?

JUST TWO LITTLE words, "Exist" and "Pkwy", and government has reaped a rich harvest of bad public relations.

WE THINK THIS is grossly unfair to civil service and to government, and it is about time that those who process the pay-

ment vouchers for these contractors really cracked down hard. It is not a simple matter of a "goof". It is far more serious because the good public relations of thousands of civil servants is jeopardized.

THE LAST TIME we wrote of this highway guessing game we called it "Highway Roulette", paralleling these shennanigans with "Russian Roulette"—and everyone knows what that means.

OUR COMPLAINT about "Highway Roulette" was published more than a year ago. "The N.Y. Times" caught up with all this highway sign nonsense on June 17 last.

HERE IS ONE devastating quote from the "Times" article which filled six columns of space with three pictorial illustrations:

"SIGNS DON'T talk the motorists' language. In fact, many of them pose a formidable language barrier that contributes substantially to accidents."

THIS WAS PAUL Petrillo, engineering director of the Automobile Club of New York, speaking. And after seeing some of the signs with our own eyes, we can easily understand why many people driving in the Metropolitan New York area of New York State are really driving in a state of confusion.

GOOD COMMUNICATIONS are absolutely mandatory for good public relations. So let's start with good (clear) communications with highway road signs, the "point-of-sale" for good government.

AND PLEASE DON'T tell us that it may be necessary to do a major steel support reconstruction job on all the confusing signs. All that's necessary is to paste over sturdy canvass with the correct information—and achieve correct public relations.

Reappointed

ALBANY—Frank W. Dunham Jr. has been reappointed to the Board of Commissioners of Pilots, which provides for the licensing of ship pilots operating from New York City to Albany. He also is general manager of the Albany Port District Commission.

Buy U.S. Savings Bonds.

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CENTURY'S ROOSEVELT FIELD SHOPPING CENTER
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Prior To Sept. 1

Life Insurance Conversion Period Is Open Now For CSEA Members

Any actively employed insured member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after January 1, 1967, or whose 55th or 60th birthday is during 1967 may convert \$1,000 or \$2,000 of this Group Life Insurance to a permanent form of individual Life Insurance, which contains cash and paid-up values, without medical examination.

Group Insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly. The amount of insurance an insured member is entitled to in the future under the Group Plan would be reduced by the amount converted.

PREMIUM WAIVER IS AVAILABLE TO FEMALE EMPLOYEES WHO ATTAIN AGE 50 AND MALE EMPLOYEES WHO ATTAIN AGE 50 OR 55 DURING 1967. DOUBLE INDEMNITY IS ALSO AVAILABLE. THESE BENEFITS CAN BE OBTAINED ONLY AT ADDITIONAL COST.

Requests for this conversion, on forms furnished by The Civil Service Employees Assn., Inc., must be received by the Association at its headquarters, 8 Elk Street, Albany, New York 12224 prior to September 1, 1967.

The effective date of the converted insurance will be November 1, 1967, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Company.

Any insured member interested should secure information and the required form for conversion from CSEA.

Listed below are the current premiums being charged by The Travelers Insurance Company at certain ages for those whose occupations do not require extra premiums. These premiums are for a plan of individual life insurance which will be paid up at age 70. CONVERSION TO OTHER FORMS OF PERMANENT INSURANCE WILL BE ALLOWED AND INFORMATION CONCERNING COST AT PARTICULAR AGES WILL BE FURNISHED ANY INSURED MEMBER WHO REQUESTS SAME. Premiums for

the converted insurance must be paid on at least a quarterly basis.

Any insured member of the CSEA Group Life Insurance Plan who on or after January 1, 1968 reaches 50, 55 or 60, may, during the calendar years in which he attains such age, convert the same amounts of insurance, \$1,000 or \$2,000, by filing a request form prior to September 1 of such year with the Association. The converted policy would become effective as of November 1 of such year. Accordingly, the amount of insurance the member is entitled to under the group plan is reduced by the amount of insurance converted.

During the 28 years the CSEA Group Life Plan has operated, it has been underwritten by The Travelers Insurance Co., Hartford, Conn. and the agent has been Ter Bush and Powell, Inc. The plan

has grown to cover more than 80,000 CSEA members. Ten per cent (10%) additional insurance has been provided without increase in cost—premium costs have been reduced—triple indemnity for accidental death has been added—and a premium waiver in the event of total disability prior to age 60 has also been added—without additional cost.

Insured members interested in this new conversion privilege should write to CSEA Headquarters promptly to secure the necessary information and request forms which they can use to apply for the converted insurance. Remember—such request forms must be filed with the Association's Albany Headquarters prior to September 1, 1967, for the converted insurance to take effect on the following November 1.

MALE

Age Nearest Birthday	Annual		Quarterly	
	\$1,000	\$2,000	\$1,000	\$2,000
50	\$ 45.98	\$ 91.96	\$11.98	\$23.96
51*	48.48	96.96	12.62	25.24
55	61.58	123.16	15.39	31.90
56*	66.83	133.66	17.30	34.60
60	93.50	187.00	24.10	48.20
61*	103.11	206.22	26.54	53.08

FEMALE

Age Nearest Birthday	Annual		Quarterly	
	\$1,000	2,000	\$1,000	\$2,000
50	\$ 42.60	\$ 85.20	\$11.12	\$22.24
51*	45.03	90.06	11.74	23.48
55	57.69	115.38	14.96	29.92
56*	62.53	125.06	16.21	32.42
60	87.18	174.36	22.49	44.98
61*	96.50	193.00	24.86	49.72

*If date of birth prior to May 1st.

Rates will apply when confirmed by the converted insurance contract.

CSEA Again Presses For Geographic Pay Rules

ALBANY—The Civil Service Employees Assn. again pressed the State Budget Director last week for establishment of regulations to implement the geographic and shift pay differential program won by CSEA in the last session of the legislature.

In a telegram to T. Norman Hurd, CSEA president Joseph F. Felly pointed out that "Laws providing geographic and work shift

salary differentials for State employees became effective last April 1. Yet, now, more than three months later, benefits to our members under these new laws are still not available."

"Five weeks ago," Felly said, "when we last inquired into the matter, your reply led us to believe early action would be taken to promulgate the necessary regulations to implement the new laws and make available the prescribed form for appeal under swsalhuc form for appeal under such laws."

"We cannot accept your previously stated reasons for delay. We do not feel it proper that implementation of the new laws should be contingent on the current workload in your office."

"We would remind you that our State-employed members are entitled to these benefits by law as of last April 1. We again urge your prompt attention to this matter and expect your favorable reply," Felly said.



ROGER F. SOLIMONDO

Create New Committee

Max Benko, president of the Capital District Conference, Civil Service Employees Assn., Inc., has announced the formation of a new

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Solimando Elected Utica Chapter Head

Roger F. Solimando has been elected president of the Oneida County chapter, Civil Service Employees Assn.

Solimando has served as acting president of the chapter for the past two years.

The only other contested elections were for the offices of first, second and third vice presidents of the 1,300-member organization.

Elected were: Mrs. Edna Fredericks, first vice president; Claude Woodward, second vice president, and Mrs. Diana Abraham, third vice president.



FAIR PRESIDENT SWORN — Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., swears in Marguerite Tebbens, the newly elected president of the Nassau County School Crossing Guard Unit of the CSEA. Looking on is Inspector Louis Frank who is in command of the school crossing guards for the Nassau county police department.

CSEA Meets Cornelius

(Continued from Page 1)

one half for overtime.
6) "Moonlighting" privileges—Members of the State Police be accorded the right to hold a second job. This would be consistent with legislation allowing municipal employees the same privilege.

7) Assignment of two troopers in patrol car—No less than two troopers be assigned to patrol car duty on the "A" Tour and when conditions warrant.

8) Sleeping accommodations—Reinstate the privilege of troopers being able to sleep-in at barracks.

9) Per diem allowance—Per diem allowances be reinstated for members of the State Police whose tour of duty is in excess of eight hours.

10) Retirement Plans—Retirement at one half of final salary

after 20 years, including a 1/60th increment for each additional year completed, with a maximum of 30 years.

11) Adherence to disciplinary rules—Division of State Police adhere to disciplinary rules.

12) Salary—Request salary increase for all members of the Division of State Police.

Final disposition of the complete agenda will be carried in next week's Leader.

CSEA Special State Police Committee members at the meeting included; Milton K. Renback, chairman; George Zink, Troop A; William A. Thompson, Troop B; Michael J. Bonney, Troop C; Charles Steward, Troop D; William Corrin, Troop G; and Bruce W. Payne, Troop D; and William Morrison, Troop K.

Also present from the Employees Association were president Joseph F. Felly; F. Henry Galpin, assistant executive director; and John Carter Rice, assistant counsel.

Representing the Division of State Police, in addition to Superintendent Cornelius, were: William E. Kirwin and John McKane.

Ter Bush & Powell Elects G. D. Wachob As Vice-President

SCHENECTADY — George D. Wachob, Jr., has been elected vice-president of Ter Bush and Powell, Inc., insurance representatives for the Civil Service Em-



GEORGE D. WACHOB

ployees Assn.

Wachob, 41, has been field manager of the CSEA sales force since January 1, 1962. A graduate of Niagara University, he joined the firm in 1953.

He lives with his family in Elmhurst, a Schenectady suburb.

Overtime

(Continued from Page 1)

interval by the payroll period of July 26-August 9, at the latest.

In its latest attempt to spur action in the matter, the Employees Association appealed directly to the State Comptroller as well as the Director of the Budget, and to heads of other State agencies.

The CSEA spokesman, noting that his organization had sought payment for the overtime from appropriate State authorities as long as several months ago and had periodically criticized the State's delay in the matter, indicated that the Employees Association was determined to press the issue until all employees are fully paid.

New Appointees

ALBANY—The three newest appointees to the State Public Accountancy Committee on Grievances in the State Education Department are John D. Burke of Syracuse, Charles A. Platt of Yonkers and Benjamin Grund of New York City.

Temporary Clerk, Clerk-Typist Jobs Open In Brooklyn

Headquarters, Eastern Area, Traffic Management and Terminal Service, is recruiting for the positions of clerks and clerk-typists, GS-2 (temporary, not to exceed one year), at approximately \$75 per week. Applicants must pass a written test and appropriate typing tests, demonstrating a skill of 40 w.p.m.

Six months of appropriate experience or completion of a four year high school course is required.

For additional information contact Civilian Personnel Division, Eastern Area, Military Traffic Management and Terminal Service, 1st Ave. and 58th St., Brooklyn, N.Y. 11250, or call 439-5400, ext. 2143.

MEDICAL SECRETARIES NEEDED TO MEET GROWING DEMAND IN U.S.A.

The growth of new health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in this dignified and high paying profession through Home Study in their spare time. For free information write American School, Dept. 9AP-20, 130 W. 42 St., N.Y., N.Y. 10036 or call BR 9-2604.

Trainees Examined

There were 91 candidates for computer programming trainee jobs with New York City tested recently.

Civil Service Television

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

Sunday, July 23

6:00 p.m.—Human Rights Forum — William Booth moderates program.

Monday, July 24

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

6:00 p.m.—Community Action — Ted Thackrey moderates program: "Housing Our Older Citizens."

7:00 p.m.—TV Shorthand—(Lesson No. 3)—Manpower Education Institute presentation.

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

9:00 p.m.—New York Report — Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, July 25

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

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

7:00 p.m.—TV Shorthand—(Lesson No. 3)—Manpower Education Institute presentation.

7:30 p.m.—Human Rights Forum —William Booth moderates discussion.

Wednesday, July 26

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

7:00 p.m.—TV Shorthand—(Lesson No. 4)—Manpower Education Institute presentation.

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

8:00 p.m.—Behind the Law—Analysis of State laws: "The New Divorce Law—Part I."

Thursday, July 27

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

4:30 p.m.—Human Rights Forum Ramon Rivera moderates discussion.

7:00 p.m.—TV Shorthand—(Lesson No. 4)—Manpower Education Institute presentation.

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

8:30 p.m.—City Government in Transition—Solomon Hoberman hosts series. Program No. 6— "Who Works Where and Why: The City's Personnel System."

10:30 p.m.—Community Action— Ted Thackrey moderates program: "Training and Education for Oblivion."

Friday, July 28

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

7:00 p.m.—TV Shorthand—(Lesson No. 4).

10:00 p.m.—Behind the Laws . . . Analysis of recently passed State laws: "The New Divorce Law—Part I."

Saturday, July 29

7:00 p.m.—Community Action — Ted Thackrey moderates program: "Training and Education for Oblivion."

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

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 566-6429.

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 227-1816; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Suite 750, 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 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.

GOOD NEWS FOR C.S.E.A. Accident-Sickness Income Insurance Policyholders

One of the ADDITIONAL BENEFITS provided in your policy (AT NO EXTRA COST) effective July 1, 1967, is WAIVER OF PREMIUM.

This means that if you have been collecting continuous benefits for two months and your policy has been kept in force, it is not necessary for you to continue to pay the premiums for this insurance until you return to work, or to the end of the benefit period.

Refund of premiums will be made to individuals who are still on the payroll.

PLEASE REMEMBER—This benefit applies to disabilities which began on, or after July 1, 1967.

If you do not have the insurance, we will be happy to send you complete details of the program. It means money in your pocket when you need it most. (For complete description see Additional Benefits Rider A-3557 in your policy.)



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Home Address _____

Place of Employment _____

Date of Employment _____ Age _____

On Constitutional Convention

Council Calls For More Letters To Delegates; Begins New Protests

At a recent General Council meeting of the Civil Service Council On Constitutional Convention, held at the Penn Garden Hotel in Manhattan, Henry J. Fehling, chairman of the 300,000 member group reported that many of the Council's affiliates had not yet responded to the Council's call for letters to be sent to delegates to the State Constitutional Convention stressing the need for support of the Council's goals.

"It is not too late to put yourself on record as supporting the Civil Service Council by sending the letters," Fehling told the assembled representatives.

The Council is striving to protect the guarantees to the merit

system and the employees' retirement rights which are now included in the current Constitution under the headings, Article 5, sections 6 and 7 and Article 16, section 5.

It was pointed out by Fehling that the directors of the Council were in the process of studying

the many proposals to the Convention which may be at variance with the aims of the Council. Delegates who have submitted such proposals will be contacted by members of the Committee, he said.

Thomas Luppasello of the Civil Service Employees Assn. was on hand to report on the CSEA's recent stand against a proposal to the Convention by Mrs. Ersa Poston, the chairman of the State Civil Service Commission, which called for the removal from the merit system of certain top level State positions. The assembled Council members agreed that this was further evidence of the need for a careful consideration by the Council of any proposals to the Convention which, although not directly assaultive of the three sections in question, are nevertheless detrimental to the best interest of all civil servants in the State.

At that point a motion was presented by Alice Marsh, representing the United Federation of Teachers, stating that, "The Council authorized the Steering Committee to oppose any propositions which would undermine the three (3) propositions to which we are committed". The motion was passed with but one member abstaining.

The three proposals to the Constitution which were voted for attention of the Council under the new ruling at the meeting were: Proposition 246 by Mr. Shoemaker—a "right to work" motion which is considered by the Council to be inimical to Civil Service; proposition 247 by Mr. Shoemaker which requires the State to provide funds for any legislation requiring increased expenditures by localities; and proposition 215 by Mr. Parsons which would strike out provisions authorizing legislation to regulate wages, hours of work, or provisions affecting safety or welfare of employees.

Labor Day Holiday Week In Puerto Rico

Spend nine fabulous days and eight nights at the Americana Hotel in San Juan for \$229.00. The tour price is based upon double occupancy in twin bedded, air-conditioned rooms with private bath and includes round trip jet air fare from J.F. Kennedy airport, N.Y., sight-seeing, transfers, gratuities and taxes. Many optional activities available.

The tour, scheduled to run from Sept. 2 to Sept. 10, is open to CSEA members, their families and friends.

Because of this popular time of the year, space is limited and reservations must be accepted on a first-come, first served basis. For further information, contact Sam Emmett, 1080 East 28 St., Brooklyn, N.Y. 11210 or telephone (212) 253-4488 (after 5 p.m.).

U.S. Service News Items

By JAMES F. O'HANLON

The Civil Service Commission said that, as a result of Medicare, it will reduce the monthly premium of 90,000 civil service annuitants enrolled in the Uniform Plan offered under the Retired Federal Employees Health Benefits program.

The premium reduction, which will be reflected in the October 1, 1967, annuity checks, will increase the enrollees, annuities by \$2, \$4, or \$8 a month, depending upon the type of coverage an annuitant has.

The Uniform Plan provides for basic coverage, major medical coverage, or both. Premiums for self-only enrollments will be reduced \$2 a month for basic coverage only or major medical coverage only and \$4 a month for the combined coverage. Premiums for self-and-family enrollments will be reduced \$4 a month for basic only or major medical only and \$8 a month for the combined coverage.

In announcing the reduction, the Commission emphasized that while enrollment under the basic coverage of the Uniform Plan is still open to annuitants, enrollment

under the major medical coverage is not.

The Retired Federal Employees Health Benefits program covers Federal employees who retired before July 1960, and the survivors of those who retired or died before that date. Because many of the annuitants enrolled in the Uniform Plan are also enrolled in Medicare under Social Security, coordination of the benefits of the two plans has resulted in a savings to the Uniform Plan. Under this method the Uniform Plan supplements Medicare and pays those expenses which are covered by it, but does not pay benefits for those expenses which are covered by Medicare. The Commission and the Aetna Life and Casualty Company, which underwrites the Uniform Plan, agree that full savings should be passed on to the enrolled annuitants by reduc-

Buy U.S. Savings Bonds.

(Continued on Page 12)

New York City POLICEMEN FIREMEN



would you rather "gripe" than switch?

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Paul Kyer, Editor

James F. O'Hanlon, Executive Editor

Joe Deasy, Jr., City Editor

Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

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TUESDAY, JULY 18, 1967



Release The Tests!

THE question of unreleased examinations for New York City civil service positions has progressed from a bad situation to an untenable one for candidates.

He can forcast many, many court cases against the City's policy. The City maintains that it is costly to prepare new examinations each time a test is ordered. It is much simpler and less costly to maintain a system of secrecy in the release of examinations, according to the Civil Service Commission.

However, what about the costs of litigation? Despite the consistent rulings by the courts that overrule the City's tentative, proposed or rating keys, the Civil Service Commission is willing to take a chance on a lawsuit.

However, this practice, in addition to being costly on New York City taxpayers and on the candidates themselves, is apt to cause delays in the promulgation of test lists through court imposed injunctions. This would force the City to continue in service those provisionals serving until the publication of an eligible list. Does the City really want this?

According to the annual report of the Civil Service Commission which boasts of the system to develop better tests, "... The new policy makes possible a meaningful test development and research program to assemble a bank of test items of uniform difficulty which are reliable and can predict ability to perform on the job. Questions which prove ambiguous or of doubtful validity can be restructured or discarded. Under the old policy of making test questions public and therefore rendering them non-usable in future tests, test item studies to a large extent were academic ..."

Secrecy in these examinations, the department claims, is necessary to prevent anyone from using the old questions as a basis for studying for another test. There are two invalid premises here. One, if the security is so strong, why were there at least five sets of "unofficial key answers" floating around the City following the last examination for promotion to Fire lieutenant and a like number for the promotion test for Police lieutenant? Did someone sneak out a test paper?

The second invalid premise is that the answers for these questions will be the same. Like history, thinking about personnel administration, methods, theory, etc., change over the years so the answer to a certain question in 1967 may differ from the answer in 1971.

The solution is the for the City Civil Service Commission to return to the old system of releasing questions, key answers and study material so that candidates can intelligently study for an examination and protest intelligently when they feel their answer to a certain question is equally or even more correct that of the City.

What's Doing

Circus atmosphere in a "health happening" has helped young children from the Lower West Side to "volunteer" for their measles shots. A two-week anti-measles campaign, was held recently. While the youngsters were being immunized, circus clowns entertained as other performers added a note of gaiety to the occasion.

In a swirl of flags and batons, twenty-five groups from the five boroughs and Long Island completed in the Annual Junior Fife, Drum and Bugle Corps Competition which will be held at Jacob Rlis Park in Neponsit. The project was recently sponsored by the Recreation Division of the Department of Parks.

LETTERS TO THE EDITOR

Nights Shifts Do Deserve Pay Hike

Editor, The Leader:

In reference to the letter published in The Leader about the 12-8 shift not deserving a raise in pay, it is quite evident that the writer of the letter has never worked on receiving wards, where people are sick physically as well as mentally.

That attendant has never had to stay by a patient's bed and fight for his life, helping him to breathe by artificial respiration—sometimes for hours.

That attendant has never had bed patients, carried bed pans, changed wet beds endlessly, taken temperatures, and blood pressures, or any of the hundreds of duties that go with the care of old people such as: showing the way to the bathroom, helping them get there, helping them get dressed in the morning, making beds, giving necessary medication, serving breakfast individually because they cannot walk to it, then returning trays to the dining room and cleaning the dining room for the next ward. In addition, duties include watching for signs of weaknesses or heart attacks and writing their letters.

Tell me what ward does not have some physically ill patients. If you have a ward that does not, then try to be thankful instead of griping.

Day attendants work hard but they have many hands to help. On nights, the attendant has only his own hands. He cannot make any mistakes because he alone is responsible for any decision he makes. The attendant must be a combination of many things: ward charge, senior attendant, attendant with a knowledge of nursing. Above all the attendant can not be lazy.

I feel very indignant about this matter, as do many others. Some lucky people have all gravy and still want to chew the fat.

As I see it, we on the night shifts need an even larger raise, provided we get the first one!

ATTENDANT

Harlem Valley State Hospital

"Stay With It," Advises Attendant

Editor, The Leader:

In answer to the Hyde Park attendant's inquiry as to why evening and night shifts employees are entitled to a differential salary increase, I must inform her that the 4 to 12 and 12 to 8 a.m. duties are many and require the utmost in responsibility.

If she remains in State service long enough, she will one day be fitted with the exacting and important duties that must be carried out in eight hours duty on all shifts.

Her limited knowledge to date on this subject will be clear to her when that one day comes. My advice to her: stay with it!

ATTENDANT (4 to 12)

Buffalo, N.Y.

Civil Servant Week

U.S. Rep. Pepper (Dem. Florida) is sponsoring a resolution to have the Government proclaim an annual "Civil Servant Week" to express the nation's gratitude to its public employees.

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.")

An Awesome Power

A COMMISSIONER'S awesome power to discharge a tenured civil servant is comparable to a judge's power which was described in an article by the late Judge John J. Parker (20 Tennessee Law Review 703). Justice Louis B. Heller in a recent case quoted from Judge Parker's article as follows:

The power he exercises is so great—he can so easily make or break the ordinary man—the poor and the weak are so helpless in his hands—that no one but a kindly man should be entrusted with it. An understanding heart was the gift of God asked by the ancient king; and it is the gift above all others that the judge should pray for. The bench is no place for a cruel and callous man, whatever other qualities or abilities he may possess.

JUDGE HELLER demonstrated his own compassionate disposition when he nullified the discharge of a park foreman who had bene found guilty of accepting a gratuity for trimming a tree that grew in Brooklyn. In lieu of dismissal, the learned Jurist imposed a punishment of six months' suspension without pay.

OTHER THAN dismissal, the only penalties from among which an administrative officer may choose are a reprimand, a fine of one month's pay, two months' suspension without pay, or demotion. These penalties are fixed by the Civil Service which establishes the extent of the administrative head's jurisdiction in this regard.

THE COURT'S jurisdiction to impose a penalty other than prescribed by the Civil Service Law is derived from Article 78 of the Civil Practice Law and Rules. This statute provides for full judicial review of the measure or mode of penalty imposed.

IN HIS compassionate approach to the park foreman's petition (*Morrongello v. Heckscher*, New York Law Journal, July 5, 1967, page 11), Judge Heller cited Gilbert and Sullivan's "The Mikado," Act II, where the following familiar lines appear:

My object all sublime, I shall achieve in time, to let the punishment fit the crime.

JUDGE HELLER commended to administrative heads Shakespeare's observation:

Oh, it is excellent
To have a giant's strength;
But it is tyrannous
To use it like a giant.

(Measure for Measure,
Act II, Scene 2).

JUDGE HELLER read the entire record of the disciplinary hearing as well as the record of a preliminary hearing before Commissioner of Investigations Arnold Guy Fraiman and of the Criminal Court trial at which the petitioner was acquitted. The record of the disciplinary hearing satisfied the Jurist that the hearing officer's determination of guilt was supported by substantial evidence. However, he noted that on the issue of the degree of punishment imposed there was a "substantial lack of compassion." Unfortunately, no consideration was given to the petitioner's otherwise unblemished record during his twenty-eight years with the Department of Parks. His competency is evident from the following testimony by his immediate supervisor in answer to questions by the hearing officer:

Q. You have had an opportunity to observe Mr. Morrongo as an employee of the Department?

A. Yes.

Q. What would your estimate of his quality of service be?

A. As a Climber and Pruner, excellent; as a supervisor, very, very good. I have—if I could elaborate on that—I have given to him new men who came into the Department, men who weren't capable climbers***and I observed him go up into the tree with a new man who has frozen to the trunk of the tree and show him, by example, how to get around, how to adjust his rope, how to get out on a limb, to prune, and various things like that. I have also given him men that I consider tough to handle, tough to

(Continued on Page 7)

U.S. Government Seeking Nurses

Applications to fill immediate vacancies for nurses will continue to be accepted by the Interagency Board of U.S. Civil Service Examiners, Greater New York City area. Positions will be filled throughout the states of New York and New Jersey. In New York vacancies are at such installations as Stewart Air Force Base, the U.S. Military Academy at West Point, the U.S. Naval Hospital at St. Albans and the U.S. Public Health Service Hospital in Staten Island; and at Fort Dix, in New Jersey.

Starting salaries range from \$4,776 to \$7,303 depending on experience and education of the applicant and the location of the position. The minimum qualifications for a position require completion of two year course at an approved school of nursing.

Application forms and copies of the announcement NY-01-6 which outline the duties and requirements may be obtained from the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd Street, New York City. They are also available at the installations mentioned above and at main post offices in New York and New Jersey.

Dental Laboratory Technicians Sought

Applications for dental laboratory technicians, GS-6, 7 and 8 at \$5,867, \$6,451 and \$7,068 a year will be accepted until July 26. These positions exist at the Veterans Administration Hospital, Bronx, N.Y., headquarters Fort Kamilton, and the U.S. Military Academy, West Point, N.Y.

Applicants for the GS-6 positions must have four years experience, for GS-7, five years of experience, and for GS-8, six years of experience.

Further details regarding experience are contained in the examination announcement No. NY-7-39 which is available at the agencies named above and 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.

Civil Service Law & You
(Continued from Page 6)

supervise, and he has always done a very capable job.

JUDGE HELLER'S kindly treatment of the petitioner and the weight given by him to the petitioner's past good record are in the humane tradition of our Court of Appeals as most recently illustrated by that Court's highly publicized recent determination annulling the discharge by the Superintendent of Police of Trooper John H. Donohue.

VA Hospitals Need Hospital Attendants

There are no training or experience requirements and no written test is required but applicants will be given an oral interview to determine whether they possess per-

sonal qualities essential to successful performance in these positions.

The announcement No. NY-7-12 may be obtained at the above hospitals, the Interagency Board or U.S. Civil Service Examiners for the Greater New York City

Area, 220 East 42nd Street, N.Y. 10017 or the Main Post Office in Brooklyn or Jamaica.

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. Application, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Washington, D.C.



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The Coast Guard Supply Center is recruiting to fill several temporary typist positions. Interested applicants may report to the Civilian Personnel Branch of the Supply Center at 30th St. and 3rd Ave., Brooklyn, N.Y., or may call St 8-5000, ext. 204 and ask for Mr. Dloss. An interview will be scheduled at their convenience.

The positions are for: typist (temporary), GS-322-2—starting at \$3,295 per annum, and typist (temporary), GS-322-3—starting at \$4,269 per annum.

Steno And Typist Jobs In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from \$3,609 to \$4,776 per year. Qualified applicants should go directly to the Federal agency where they wish to seek employment for an interview.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Wash., D.C.

Think of the price of a false alarm. It could cause death to a fireman.

AUTO MECHANICS are needed in Brooklyn to do general automotive repairs. Must have own tools and driver's license. The pay range is \$90 to \$125 a week. Also **BODY and FENDER REPAIRMEN** with their own tools are wanted to work on automobiles at \$100 to \$125 a week, depending on experience . . . The demand for experienced and skilled workers continues as shown by the following job openings: A **GLASS BLOWER** with experience on industrial thermometers at \$3.50 to

\$5.00 an hour; a **MACHINIST** able to set up work from blue prints and grind own tools at \$3.50 an hour; and a **ROOFER** experienced in flat roofing with both hot and cold tar at \$2.50 to \$3.50 an hour. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street.

There are many jobs for people with good office skills. For example, **STENOGRAPHERS** are urgently needed for a State agency in New York City. Applicants will be tested at 80 words a min-

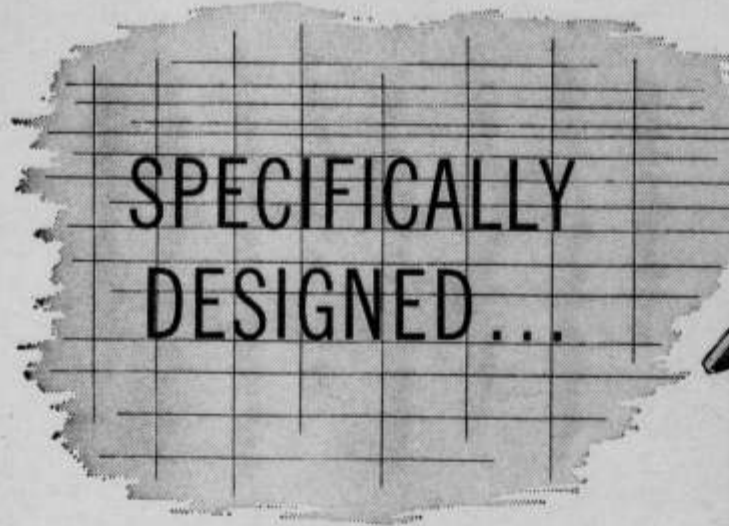
ute. Salary starts at \$4,188 a year with good fringe benefits, sick leave and vacation with pay . . . Experienced **LEGAL STENOGRAPHERS** able to take rapid dictation and use electric typewriter are needed in downtown and midtown Manhattan. The salary range is \$110 to \$135 a week . . . For **TEMPORARY** work, **LEGAL STENOGRAPHERS** with three years experience can get \$26 a day . . . Also in demand are **TRANSCRIBING MACHINE OPERATORS** able to use either electric or manual typewriters at \$85 to \$95 a week, depending on experience . . . **SECRETARY-STENOGRAPHERS** with one to five years experience can earn \$90 to \$125 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave. at 51st St., Manhattan.

Manhattan employers report jobs for **VENETIAN BLIND ASSEMBLERS** with one or two years experience assembling, slatting, cording and stringing blinds by hand. The pay range is \$65 to \$80 a week depending on experience . . . **CUTTING MACHINE OPERATORS** experienced in operating Seybold Lawson cutter on both printed and unprinted stock are need for jobs paying \$100 to \$150 a week . . . A **WATCHMAKER**, fully experienced in repairing all types of wristwatches is wanted for a job paying \$130 a week . . . There are also openings for **CAMERA and PROJECTOR REPAIRMEN** with one or two years experience and their own tools. The pay range is \$72 to \$180 a week depending on experience required . . . Openings exist for **PRECISION LENS POLISHERS** for optics used in scientific instruments. The job pays \$3.00 an hour. Apply at the Manhattan Industrial Office, 255 West 54th Street.

There are many jobs now for **TELEPHONE DIRECTORY DELIVERYMEN** over 18 years of age throughout the City to distribute phone books to private homes, apartments and office buildings. Workers will be guaranteed at least \$1.50 an hour and the average pay is \$1.70 an hour. Men using their own cars will be paid on a straight piece work basis. Applicants must be able to speak, read and write English; lift and carry 50 pounds; and be able to climb stairs. Also they must have no history of heart disease, hypertension or hernia. Those interested should apply at the following Industrial Offices:

In Manhattan, at 255 West 54th Street; in Brooklyn, at 250 Schermerhorn Street; in Queens at 42-15 Crescent Street, L.I. City.

The Job Market



The Fire Alarm Box

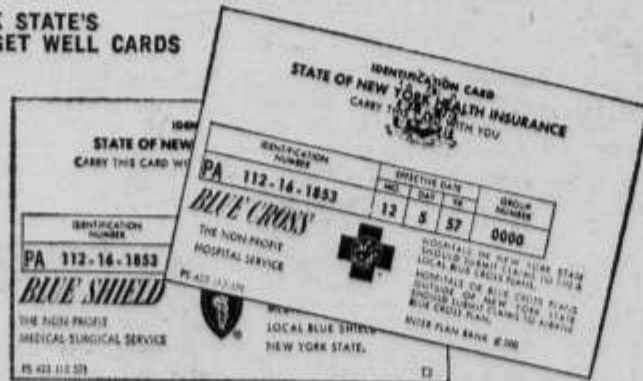
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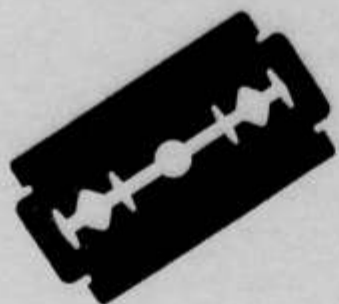


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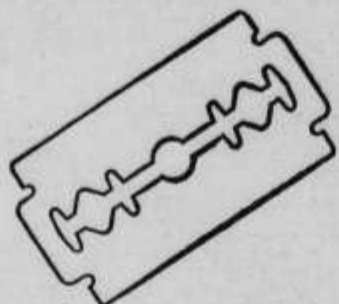
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a year. These positions are located at the Military Sea Transportation Service, Atlantic area in Brooklyn, New York.

All applicants will be rated upon the quality and length of their experience. No written test is required. Applicants must have a minimum of six years of approp-

iate experience which has included involvement in the technical aspects of investigating and advising on ship operations as related to maintenance and repairs. Further information may be obtained at the installation where the positions exist or the main Post Office in Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead, Yonkers or at the Interagency Board of U.S. Civil Service Examiners, Room 304, 220 East 42 St., New York, N.Y. 10017.

U.S. News

(Continued from Page 5)
ing the premiums.

Under this program the Government contributes toward the cost of an annuitant's health insurance: \$3.50 a month if he is insured for himself only and \$7 a month if he is insured for himself and family. An annuitant can participate in one of two ways. He may enroll in the Uniform Plan which was established under the program, or he may elect to receive the Government contribution toward the cost of a qualified private plan, such as a Blue Cross-Blue Shield plan, an employee organization plan, or plan offered by an insurance company which is licensed in all States and the District of Columbia.

An annuitant's share of the premium for his Uniform Plan enrollment is deducted from his annuity check and paid to the insurance carrier along with the Government contribution. Since the Government contribution is not being reduced, the annuitant will receive the entire amount of premium reduction by and equivalent increase in his annuity check.

Annuity enrollees in qualified private plans will continue to receive the same Government contribution of \$3.50 per month for a single enrollment and \$7 per month for a family enrollment. There will be no change in their annuity checks.

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BROOKLYN STATE OFFICERS — The new officers and Board of Directors of the Brooklyn State Hospital chapter of the Civil Service Employees Assn. join the chapter's recently elected president Emil Impressa and Nathan Beckenstein, director of the State institution, at the chapter's recent installation ceremonies. Pictured above from the left are: Mildred Ambio, first vice president; Catherine Hinkson; secretary; Beckenstein; Catherine Collette, nurses representative; Impressa; Esther Slonim, clerical representative;

Andy Prainito, staff attendant representative; Kathleen Sisco, social service and reimbursement representative; Dr. Albert Gordon, professional representative; Nina Brown, recreational and occupational representative; William Jones, safety and semi-professionals representative; Mary Bussing, food service representative; Paul Lepelletier, shops representative; Ann Chandler, second vice president; and William Cunningham, delegate. Al Rush, grounds representative was not available for the photograph.



TWENTY-FIVE YEARS — The quarter-century club of Wassale State School met recently to welcome fifteen employees who had reached the mark of 25 years of State service into their fold. Included among the new members and pictured above are: front row from the left: Katherine M.

Cooper, Sara E. LaLanne, Clay Sherman, Edward Archambault, Marion Ahearn, Mildred C. Hill. Second row, from the left: James H. Ciferri, Ludwig Haferkamp, Hazel M. Head, hospital director Dr. George F. Elling, Helen Head, Sophie Menchetti, and Allen J. Roberts.

CSEA Letter Asks Review Of Clerks Reallocation Appeal

ALBANY—Top priority in reviewing State clerical titles for upward reallocation has been urged by the Civil Service Employees Assn. in a sharply-worded appeal to the president of the State Civil Service Commission.

"In denying the reallocation appeal for the two-grade upward reallocation of 180 clerical classes, the Civil Service Commission raised certain points," CSEA president Joseph F. Feily stated, in a letter to Mrs. Ersa H. Poston, alluding to the Commission's admission at the time that "there may be possible basis for reallocation . . . (of) certain classes . . . at a later date."

Consequently, Feily pointed out, the Commission directed the Division of Classification and Compensation to continue a systematic study of State clerical titles with a view to selective upgradings based on the merits of individual titles. Feily said this action alone was highly significant, indicating "that some clerical classes should be reallocated upward."

Referring to the growing dissatisfaction and unrest among the State's clerical and office workers, Feily described the present situa-

tion as urgent, and "from the employees' point of view, worthy of more consideration than merely the continuance of the systematic study of the classes of positions included in the appeal."

"We cannot wait until the Director of Classification and Compensation gets around to looking at clerical position classes in the routine manner that is used to systematically study all State classes of positions periodically," Feily said. This, he added, "could result in certain classes being studied over the next five years."

"Therefore, we must insist that the Civil Service Commission direct the Division of Classification and Compensation to undertake an immediate survey of all clerical position classes and to make the findings and recommendations emanating from such a survey known to the Civil Service Employees Assn., Inc., at the earliest possible date," Feily stated.

Hospital Chief Says Union Turns Bitter In Defeat

BINGHAMTON—The director of Binghamton State Hospital has said that a letter from a union official charging hospital intimidation of personnel was apparently the result of the union's unsuccessful attempt to recruit hospital workers.

The letter was sent to Binghamton newspapers by Laurence Lovell, field representative for the New York State Employees Council 50, AFL-CIO.

"Many employees go to work each day half sick with mental anguish in fear of intimidation or some act of reprisal if they should challenge any one of the unfair practices used at times among supervisors as punishment," the writer said.

"There is no climate of fear here," said the hospital director, Dr. Louis J. Dozoretz, in reply. "Nobody is afraid of anybody."

Dr. Dozoretz said that he believed the basis of the letter was the inability of the union to gain new members after a year of recruiting attempts at the hospital.

The Binghamton chapter of the Civil Service Employees Assn. contains an overwhelming majority of the hospital's 1,000 employees.

The director said he asked other hospital officials to cooperate with union representatives and give them the same privileges accorded CSEA "and let the employees make up their minds."

"Evidently the union didn't have any luck," he said. "In some cases employees wouldn't even talk to them."

"But we wouldn't allow any supervisor to intimidate employees. We hung out the red carpet for the union. Our personnel director went around with a union representative to various departments to see employees who were interested."

Retirement System Investments Pay Off

ALBANY — State Comptroller Arthur Levitt reported last week that the overall yield on investments of the New York State Employees' Retirement System on March 31, 1967, was 4.63 per cent.

The Comptroller is administrator and sole trustee of the \$2.8-billion fund.

"The greatly increased yield is attributable in part to the expanded scope of eligible investments authorized by the Legislature at my urging," Levitt commented.

As an example of the change in

investments, the present portfolio contains only \$42 million (1.5 per cent of the total) in relatively low-yield tax-exempt securities, compared to \$264 million (or 34 per cent) in 1955.

As another example, the portfolio now includes among high-yield obligations \$773 million in corporate bonds, railroad equipment trust certificates and conditional sales notes, \$80 million in Canadian obligations and \$114 million in common stocks. All these were made legal investments for the System in 1959.

White Plains Unit Gets Bargaining Pact

The White Plains unit of the Civil Service Employees Assn. is the first in Westchester County to sign a contract designating the association as exclusive bargaining agent, according to records of Westchester County chapter.

The CSEA was recognized as exclusive bargaining agent by unanimous vote of the White Plains Common Council at its July 5 meeting—first meeting of the new

1967-68 fiscal year. The contract has since been signed.

At the same time the Council recognized the White Plains Police Benevolent Association and the White Plains Uniformed Firemen's Benevolent Association as exclusive bargaining agents for their respective members.

The action was hailed by presidents of the three groups as a forward step in employee-government relationships and an omen of continued amicable negotiations.

New Committee

(Continued from Page 3)

Conference Special Committee on Labor Relations. Its functions will include consideration of chapter problems and complaints under the Public Relations Law, as well as legislation and procedures to aid public employees in securing benefits under such law.

At this time, Benko said, several outstanding individuals are under consideration for chairmanship and staff of the Committee. He revealed that Thomas McDonough, president of Motor Vehicle Department chapter, and Conference First Vice President, has been named as Committee Consultant.

Don't Repeat This!

(Continued from Page 1)
Court Justice and international diplomate—the ideal ingredients for a perfect Senatorial candidate.
Prejudice?

But to overcome the tremendous prejudice that would rise from the populace is an awful contemplation at this time. Too many people are saying Ambassador Goldberg should not run against the incumbent Republican Senator.

Their reasoning is that even if Mr. Goldberg should win, he would be beating someone who stands for the same principles . . . that Javits is a good Senator and a respected member of the community.

The analogy drawn is to the defeat of the popular Kenneth Keating by Senator Robert P. Kennedy. No one minds beating a "nobody," but a groundswell of sympathy for a defeated popular figure often causes resentment of the winner.

Two Categories

Other than Mr. Goldberg, other potential Democratic candidates line up strangely enough into two separate categories: those who are anxious to run and those who would have to be forced to seek office.

The U.N. Ambassador is in the latter group apparently along with others sharing the burden of public responsibility like former Xerox chairman and present O.A.S. representative Sol Linowitz.

Despite the reluctance of this group shunning the Senatorial post, you can never discount the arm-twisting persuasiveness of LBJ—who will be seeking the strongest possible candidate as his running mate to win New York State in '68.

Among those actively meeting with people, seeking the Senatorial nod from the Democratic party is Morris Abrams, a master at public relations and a very attractive person. He is a partner in one of the leading law firms, Paul, Weiss, Rifkind, Wharton and Garrison.

Some persons think Otis Pike, Democratic Congressman from Suffolk who makes it a habit to win in such Republic strongholds as Southampton and similar Suffolk areas can repeat this type of performance against Senator Javits through GOP areas of the state. This thought is based on the theory that Javits can and will win the independent liberals in any event.

Wagner Again?

Former Mayor Wagner is spending much time at the Constitutional Convention and is always a strong possibility as a Senatorial candidate and is a good campaigner; his only political loss was to Javits in a previous Senatorial race.

Other candidates among the active aspirants include Representative Richard Ottinger of Pleasantville, Representative Samuel Stratton of Amsterdam who continually wins in upstate Republican territory, and R. Peter

Strauss now in Washington. A race against Javits and a subsequent loss would not damage the prestige of this group at all.

On the other hand, Kennedy men like Theodore Sorenson and William vanden Heuvel do not appear to be interested in running against the popular Javits. Perhaps they remember that Senator Kennedy was close to losing against Keating except for the tremendous groundswell in the LBJ sweep last time. Or, perhaps, the additional momentum building for the Javits popularity is a hard thing to face. The Senator's stand on aid to parochial schools added another feather to his cap among the Catholics of the State.

Perhaps attorney Louis Nizer would be willing to go in and fight strong, while standing in the background are many others, some well known in Democratic politics, others in the dark horse category.

No matter who finally is selected—among the active or inactive or disinterested groups—will the winner really be a loser? That question is still the one being pondered by Democratic politicians as they seek a candidate.

Wassaic Honors

(Continued from Page 2)

Sara E. Lalanne, Sophie Menchetti, Allen J. Roberts, Clay Sherman. All but two of the new group were in attendance.

Dr. George F. Etling, director of the school, presided as master of ceremonies, and Charles McAlister, of the Department of Mental Hygiene, was guest speaker.

The 25-year-service pins were presented by Mrs. Katherine M. Blinn, member of the Board of Visitors of Wassaic State School, to the new members of the Quarter-Century Club. The invocation benediction were offered by Father Konzer and Paul R. Ashby, respectively.

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Except Teachers

Nassau Chapter Wants All Co. Employees In CSEA

MINEOLA—The Nassau chapter, Civil Service Employees Assn., last week set its sights on representing all public employees except teachers in all governmental units in the country.

"We are making a grand push because these employees need us as we need them," chapter president Irving Flaumenbaum asserted. "The unity of workers in such units as the towns demonstrates the benefits to be gained by all standing together in one united organization."

Flaumenbaum revealed that newly added field representatives, mailing and an increased tempo of local meetings are geared to the drive to contact unaffiliated employees in the school, fire and water districts. Almost all employees in the major units of government already belong to CSEA. The chapter has more than 14,000 members in 56 units, out of an estimated 25,000 public employees in the county.

Wassaic School Chapter Picnic

The Wassaic State School Civil Service Employees Assn. chapter will hold their annual picnic on July 22 and on August 19, at Wastachem Park at the State School from 4:30 to 7:30 on these two days. The committee in charge of arrangements is: Richard J. Snyder, Stanley Auguin, A. J. Hayes, Dudley Hoag, Milford Peal, Leo Belanger, Clara Pusey, Roy Simpson, Marguerite Brawnar, Florean Snyder, Raymond Sullivan, Thomas Hofmann, Kenneth Eldridge.

Barry Named

ALBANY—Franklyn P. Barry of Syracuse has been named to the Advisory Board of Visitors for the State School for the Deaf.

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CORTLAND OFFICERS — Officers of Cortland county Civil Service Employees Assn. chapter installed at the annual banquet held recently at the Terrace Restaurant are shown left to right, seated Mildred Mills, membership chairman; Bernadine DeMond, corresponding secretary; Carlene Hemrick, second vice president; Marguerite Tavelli, treasurer. Standing Ralph Clough, president; Henry Gillete, first vice president; and Ben Roberts, installing officer of Ithaca who is a CSEA field representative. Not shown in the picture is Clara Hebert, recording secretary.

J. Francis Welch

240 Attend P.W. Dept. Dinner For Retiree

BINGHAMTON—J. Francis Welch, resident engineer in Broome County for the State Department of Public Works, was honored by fellow employees at a dinner-dance upon his retirement this month.

Welch had a career of 43 years with the department.

He began Sept. 13, 1924, doing construction and survey work. From 1930 to 1950 he was in charge of large construction projects in the district and for the past 17 years he has been resident engineer.

About 240 persons attended the retirement dinner. Toastmaster was Joseph G. Federick, district engineer.

Welch, a long-time member of the Binghamton chapter of the Civil Service Employees Assn., was presented with a gold watch.

Welch, a professional engineer and licensed surveyor, was president of the New York State Society of Professional Engineers last year and in 1950 and 1951 was director of the State's Association of Highway Engineers representing the Broome district.

CSEA Psychiatrists

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chiatrists into the new titles of psychiatrist I and II, respectively. Specifically, on this score, the petition proposed:

"1. Psychiatrist I: Seniors with permanent status with licensure should be 'grandfathered' (automatically promoted) into this position. Seniors without licensure should be given provisional items and be given the opportunity to procure their state license for a period of two years."

"2. Psychiatrist II: Supervisors with permanent status should be 'grandfathered' into Psychiatrist II positions. Requirements for Psychiatrist II should read Board eligibility and not Board certification."

Dr. Miller agreed to review these proposals, indicating individual consideration would be given in all cases, if the Department finds it must adhere to the existing general plan.

Although conceding that no definite commitment had been made, Dr. Daniel D. Sparks, president of the Psychiatrists' Association, expressed the belief that his group had "won reassurance that no one would stand to lose,

either they would remain at their present level or move upward."

Dr. Miller also agreed to review other items in the petition and expressed willingness to attend or send his representatives to the group's next meeting on July 20, at 10 a.m., at the State Health Department auditorium in Albany. According to Dr. Sparks, about 100 delegates of the psychiatrists' Association from Mental Hygiene institutions throughout the State will be present for the meeting.

Council 50

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phony news article which predicts the Civil Service Employees Association will be "going out of business", come September 1.

"Needless to say, this phoney news article never appeared in any newspaper—it was simply set up by a printer hired by Council 50 to look that way.

"What does the use of tactics like these by the Union mean, you are probably wondering? Well, it is the same old story: the mouse (or rat) is attacking the elephant again. Only this time the attack is nastier than ever—more desperate.

CSEA Efforts Win Pay Raises For Arlington Central School Workers

POUGHKEEPSIE — Largely through the efforts of the Civil Service Employees Assn., salary increases for all non-teaching employees of the Arlington Central School District have been adopted by the Board of Education and went into effect July 1, 1967, according to Marshall G. Temple, president of the Arlington Central School Unit, Dutchess chapter.

Through the efforts of the unit, its past-president, John Adams, and his committee, including George Wohlfart, Temple and Earl Lauria, 111 civil service employees are affected by the new salary schedule. Although the CSEA unit represents mostly transportation and maintenance employees, all classifications received benefits and salary increases directly or indirectly through these efforts.

The pay schedule for transportation and maintenance employees provides increases ranging from \$150 to \$550, in addition to regular increments which average \$250 a year for seven steps.

For driver-cleaners, a category which has the largest number of employees, the beginning salary went up from \$4,450 to \$4,800 while the top salary went up from \$5,850 to \$6,000, with annual increments of \$200.

Building maintenance personnel, which includes head custodians, custodians, day cleaners, night cleaners and matrons, received an average increase in starting salary of \$350 and an average increase in top salary of \$150. For cleaners, for example, a category which has the largest number of employees, the beginning salary went up from \$4,450 to \$4,800, while the top salary went up from \$5,850 to \$6,000, with annual increments of \$200 in seven steps.

Additionally, all civil service employees will receive 12 days sick leave per year cumulative to 150 days, as compared to 10 days sick leave per year cumulative to 120 previously. Up to three days per-

"The time for 'playing for keeps' is now at hand. Under the new Public Employees Relations Act, and the vastly improved collective bargaining, effective public employee organization to win important benefits for its members in New York State will be far greater than ever before. This is why CSEA looks forward to September 1, the new law's effective date.

"It's also why Council 50 is starting to get more desperate; it knows it won't be able to produce significant gains for its members even under improved conditions for collective bargaining!!! So... you can look forward to increasingly vicious attacks from Council 50 as the September 1 date draws nearer.

"One thing you need not look forward to, though, is the possibility of CSEA's 'going out of business'. That is true for next September—September '68—September '69—and on and on. As long as there are public employees in New York State, the largest independent public employees' organization in the State will be here to represent them. The CSEA!!!

Appointed

ALBANY—Cora E. Pike of North Tarrytown has been appointed to the State Nurse Advisory Council in the State Education Department.

sonal leave with pay may be granted per year by a department head to any employee for death in the immediate family. Up to eight hours of personal leave may be taken for other personal business. No personal leave days were granted heretofore.

Educational secretary increases range from \$250, an increase for the 12-months typist from \$3,350 to \$3,600 for starting salary, to a \$650 increase for starting salary of the senior account clerk, an increase from \$3,000 to \$3,650.

District positions given raises include typist, senior typist, stenographer, senior stenographer, two grades for library clerk, two grades for account clerk, and key punch operator. Typists' top step, reached after six years, has increased from \$4,100 to \$4,475, while senior account clerk, the top position, after four years, will reach a high of \$6,325 as compared to a previous high of \$5,800 in five steps.

The school lunch personnel salary schedule, covering positions of cook manager, assistant cook and food service helper, reflects an increase of 15 cents per hour at the first step for food service helpers, up from last year's starting salary of \$1.35 to \$1.50, to an increase of \$58 for cook managers, up from last year's starting salary of \$2,842 to \$2,900. Except for the food service helper, which is an hourly rate, and on three annual steps of 10 cents per hour, the remaining positions have seven annual increases ranging from \$150 to \$200.

Top salary for cook managers, secondary school, reached after seven steps, is \$4,100 for 1967-68 as compared with \$3,610 on the current schedule. Two additional changes include a salary and step differentiation between elementary and secondary cook managers, and between elementary and secondary assistant cooks.

Nassau CSEA Calls On County To Negotiate

MINEOLA—The Nassau chapter, Civil Service Employees Assn., has called on the county to start negotiating with CSEA by Aug. 1 "in the spirit of the new Public Employees Fair Employment Act."

Chapter president Irving Flaumenbaum told the county board of supervisors last week that "the new law sets certain deadlines, and we are prepared and we hope the board is prepared to get down to resolving issues facing the county's employees."

County Executive Eugene H. Nickerson, a Democrat, and Ralph G. Caso, the Republican leader of the board, asserted that the board would act July 24 to establish a county Public Employees Relations Board. However, neither commented on exactly when negotiations could be started.

Flaumenbaum noted that the new labor law requires that negotiations be started at least 90 days before submission of the county

budget, which is expected by mid-November. Thus, negotiations should start by mid-August at the latest, although the requirement cannot be mandatory because the law does not take effect until Sept. 1. Flaumenbaum told the Board that the early start of negotiations would honor the "spirit" of the law.

The Nassau chapter is seeking fully-paid health insurance, salary adjustments, lighter caseloads for welfare and probation department caseworkers, disability insurance, greater vacations, shift differential, time and one-half for overtime and double-time for holiday work and 20-year retirement at half pay.

Monroe Social Workers Vote To Accept Pay Offer

ROCHESTER—The Monroe County Federation of Social Workers voted recently to accept the new salary proposals made in a recent job study and to back County Manager Gordon A. Howe's urging that the County Legislature approve the new salary scale.

The federation represents most of the 100 welfare caseworkers and supervisors whose threat of mass resignations six months ago prompted Howe to ask for the job study.

The proposals of Barrington Associates, New York City consultants, come only halfway toward closing the salary gap of \$600 between the caseworkers and the county probation officers. The welfare workers had asked equal pay.

Federation president Gabriel T. Russo said the new salary plan would leave welfare workers one salary step below probation officers. But he said "we recognize that the narrowing of the gap between the two positions is a positive move."

"While we think the point has been made, we nevertheless are preparing appeals to the new salary proposals in several areas in accordance with salary redress procedures provided for in the Barrington job study."