# Civil Service

America's Largest Weekly for Public Emptoyees

Vol. XXVIII, No. 32

Tuesday, April 11, 1967

Price Ten Cents

# **CSEA** Committee Reports

See Page 14

# CONDON-WADLIN REPEAL

Not Including Labor Relations Law

# Legislature Passes 25 Bills Affecting Public Employees

At Leader press time Governor Rockefeller had already signed 14 of the twentyfive bills, not including the replacement of the Condon-Wadlin anti-strike law, affecting State and local government employees passed by the 1967 State legislature. Below is a listing of these twenty-five bills, starting with those which have still to be signed into icw by the Governor.

8-4504-This is CSEA's resoton L-1A which provides for geographical adjustments in the salaries for State positions to maintain competitiveness with area wage and salary conditions. (Rules Committee.)

S-4502-This is CSEA's L-1B which provides for a salary differential for evening and night shift work. (Rules Committee.)

S-4503-This is CSEA's L-3 which provides time and one-half for over-time for State employees. (Rules Committee.)

S-4618-This bill relates to CSEA's L-77, which provides for non-contributory Health Insurance coverage for State employees' and retired State employees' who Bre enrolled in the basic Statewide health insurance plan commencing June 1, 1967, further it provides for payments of one-half (14) of the costs for coverage of dependents, provides for same dollar amount for State employees' or retired State employees' who are enrolled in optional benefit plans, political sub-division may elect to pay high rates for retired employees and their dependents. (Rules Committee.)

S-4593-This bill was introduced in the closing days of the session and provides that the budget director may grant a sum of money to those employeees who are excluded from overtime under certain circumstances except that this money is not to exceed 10% of salary. (Rules Committee.)

A-1 3536, A-P 3630-This is

contributions equal to excess incounts. (Assemblyman Simon.)

AI 1134, P 6873-Which provides lowance for retirees determined on basis of consumers' price index Assembly - Lifset/multisponsor, Senate-Lentol/Smith.)

A-4437-P-4591-L-1, Independent Hearing officer-CSEA's resolution L-65 amends section 75 of the civil service law, to provide for independent hearing officers and that determinations arrived at by the hearing officers be binding on the appointing authorities.

A-1537-Decisions of Civil Service Commission-Amends section 76 of the Civil Service law, to strike out provision that decisions of Civil Service Commission in disciplinary proceedings shall be final and conclusive and not sub-

A-2835, P-2883-Survivors Death Benefit-Amends section 154 of the Civil Service Law to extend survivors benefits for State emp.cyees who die before July 1, 1968.

Earnings-Amends section 215 of the retirement-Social Security Law to continue to Dec. 31, 1968, privi'ege granted to retired public employees to continue as such and earn compensation in positions in

The following bills affecting Civil Service employees have been signed into law by Governor

MERIT AWARD-Amends Sec-

# Southern Conf. To Meet April 14

spring meeting of the Southern New York Conference of the Civil Service Employees Assn. will be held at Harlem Valley State Hospital, on April 14.

Refreshments will be served before the meeting, between 7:00 and 7:30. The official meeting will start at 8:00 p.m.

staff member Thomas Luposello equipment has been increased by will give a recap of legislation. 10 cents per day. Also a report will be given of the workshop and the annual fect approximately 350 employees dinner-dance. Chapter business and will take effect at the beand resolutions for the coming ganning of the 1967 navigation year will be accepted.

# for another year all members will employees, in provisions for merit neceive special interest on their awards. (S1167) (Senator Flynn.) vestment earning of the amount credited to the individual ac-

for a supplemental retirement alpublished by U.S. Bureau of Lapor Statistics, makes other provisions as to determine percentage.

ject to further review in court.

A-3140 - Retired Employees public service.

Rockefeller.

tion 145, Civil Service Law, to in-

# **Barge Workers Meal** Allowance Increased

ALBANY-As a result of requests by the Civil Service Employees Assn., the meal alolwance of employees of the State Barge At the business meeting, CSEA Canal who work on floating plant

> The increased allowance will afseason.

CSEA's L-28 which provides that clude suggestions of retired State

LEAVE OF ABSENCE-Amends Section 246, Military Law, to prov.de that leave of absence to continue course of study, shall be granted to those public employees who are eligible under Veteran's Readjustment Benefits Act of 1966, and to include as public employees, veterans who served in U.S. Armed Forces after January 31, 1955. (AI1867, AP1869), (CSEA's L-74) (Assemblyman Sabbatino.)

Amends Section 155, Civil Service Law, to provide that right to 2,000. Survivor's benefit for State employees shall apply to those who retire on or after October 1, 1966 and on or before September 30. 1968, instead of 1967. (S1338). (Senator Dunne.)

OATH OF OFFICE-Amends Section 2, Civil Service Law, to permit State and Local public emand Constitution of State and as to faithfully discharging duties of position, in lieu of taking oath of office. (AI 2212, AP 2228). (Assemblyman Podell.)

(Continued on Page 16)

# **New Law Mandates Collective** Bargaining, Grievance Rules

ALBANY-A new labor relations law has been passed for the State's 600,000 State, county and municipal employees. The measure, passed in the closing hours of the recent session of the Legislature, replaces the Condon-Wadlin anti-strike law.

The new bill, which Governor government officials. Rockefeller forged from the Taylor Report he sponsored and from slight amendments demanded by the Democratic-dominated Assembly, also forbids public empiovees to strike but shifts the penalties to employee organization rather than individual workers.

Removal of the Condon-Wadiin Law was a major legislative goal of the Civil Service Em-Ployees Assn., Joseph Feily, CSEA president, said the bill "is not a panacea for all public employee problems" but called the measure a step in the right direction.

## Employees Bound

ment for CSEA the fact that "for to solve union representational disthe first time in this State, ma- putes and provide mediation and chinery (now exists) that will enable us to bargain collectively for our members, on both the State employees and public employers. and local levels, and to resolve New York City already has a simgrievances and other problems ilar program, and it would be exunder guidelines written into the law and applicable not only to State board. ployees to make statement pledg- the employee but also, and most support of U.S. Constitution importantly, to the employer."

The legislation is expected to toost CSEA membership in political subdivisions, especially in those localities where employee organization membership has been discouraged for decades by local

Ironically, some labor unions fought bitterly against repeal of he Condon-Wadlin Law, mainly kecause the new legislation punishes the union rather than the employee in event of a strike.

### Bill's Provisions

Principal provisions of the bill

- · A guarantee of union organizing rights and collective bargaining rights to all 600,000 State, County and municipal employees in the State. New York City employees now have such rights, but State employees and public employees in many municipalities do not.
- The creation of a State Pub-Feily termed as a major achieve- blic Employment Relations Board fact-finding help in breaking contract deadlocks between public empt from the jurisdiction of the
  - · A fine of \$10,000 or one week's ques, whichever is less, against any public employee union for every day it stays on strike.
  - · A penalty depriving a striking union of its dues check-off privileges for a maximum of 18 months after the strike. Under the check-off system, which was won after years of fighting by union labor, the member's dues are

(Continued on Page 3)



NEITHER SNOW, NOR - A blizzard didn't keep Oneida County chapter of the Civil Service Employees Assn. from holding a highly successful membership meeting recently. Four of the "brave ones" who attended the rally were, from left, Roger Solimando, chapter president; A. Victor Costa, Capital District Conference president; New York. For the first time. Mary R. Leonard, chairman of the membership committee, and S. many towns and counties that Samuel Borelly, chairman of the CSEA County Executive Committee.

# Repeat This! **Local Governments** Facing A Stronger Civil Service

NDER the State's new labor relations law. which replaces the Condon-Wadlin Law, civil service will move toward a position of greater strength in every community in

(Continued on Page 2)

# Don't Repeat This!

ployee organizations must now, also provide adequate grievance

political subdivisions can join, by a shock. r.ght, any civil service grouppolitical pressures.

State in the future.

### New Militancy

In the past few years, civil service has grown more militant and aggressive in dealing with its employers-government-and will come. This means that governor revenues. It's an argument that rock bottom prices. strong employee groups won't accept any more.

Many government officials, parhave managed to keep out em- ticularly in smaller towns and villages, are actually unaware of according to law, allow their pub- the growing size and aggressivelie employees to join the organi- ress of civil service and to most zation of their choice. Further- of them the pressures of dealmore, they must make arrange- ing with organized employeesments for collective bargaining and employees who, protected by in Federal installations in New with such organizations and must law now, are determined to get York and New Jersey for digital what they want-on the basis of computer programers, system antheir needs, rather than what a vsts, computer specialists and What this means is that more officials think the local tax rate operators. Entrance salaries range than 200,000 public employees in will carry, are going to come as from \$5,181 to \$10,619 per year.

Suffolk, Onondaga, Westchester excellent retirement plan. These presently unorganized and Nassau-are making earnest workers are certain to swell the efforts to keep their employees at trins further information and is ranks of organizations such as the least on a par with other available at the main post office Civil Service Employees Assn., government workers, if not fully which now represents 147,000 State at par with their counterparts in and local government employees, private industry. On the other and in so doing will add greater hand, there are areas in the State strength to the Employees Asso- where some public employees have ciation and other groups at the been intimidated concerning work- of U.S. Civil Service Examiners bargaining tables around the er organizations and as a result for the Greater New York City work for less wages than the money received by people on wel- N.Y. 10017. fare or those receiving unemployment compensation.

### The Big Battle

The big battle for civil service in be even more so in the years to these areas will be educating govfringe benefits because of a lack for at the going rate, not at

While the new labor relations law still prohibits public employee

strikes it does open the doors for more equal bargaining with State and local governments. Civil service is certainly going to make the most of these openings to move to an even greater position of strength in coming months.

# Jobs For Computer Specialists In NYC

There are a number of openings

In addition to unusual oppor-This is not to say that there tunities for professional growth, and most of them have wanted is going to be any Statewide war there are many benefits including to join an organization for years between public employees and generous vacation and sick leave, but did not do so because of local government. Many counties-Erie, an incentive award system and an

Announcement No. NI-02-6 conn Brooklyn, Jamaica, Hempstead, Middletown, Newburgh, New Ro-Patchogue, Peekskill. Poughkeepsie, Riverhead and Yonkers or at the Interagency Board Area, 220 East 42 St., New Yerk,

# William T. Golden Heads City U. Fund

Mayor John V. Lindsay has sworn in William T. Golden, a ernment officials to the fact that firmer consultant to President ment will be less able in the civil servants and the vital serv- Harry S. Truman on military- statement, their every kindness, future to dodge pay raises and ices they perform must be paid scientific activities, as chairman or their every goof, affects the of the City University Constructon Fund.

# Your Public Relations IO

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,

# The ABC's Of Police P.R.

HOW IS IT POSSIBLE to generate good public relations for an inadequate, overcrowded municipally-operated transit system, which every business day collects 4.6 million fares?

THE MONSTROUS SIZE of the task is staggering when you translate the figure of 4.6 million. It represents a greater number of people than populates any city in the world except seven.

THE ANSWER to the first paragraph is simple: as a public relations professional you try to get the cooperation of the 37,448 employees who make the wheels of the subways and buses move over hundreds of miles of underground and surface routes.

BUT IMPLEMENTING this cooperation is another story. Transit employees meet the public every day-by the millions-but only a comparatively few realize that their every act, their every public relations of ALL civil servants in the transit system.

ONE TRANSIT organization which wants its members to generate good public relations all the time is the Patrolmen's Benevolent Assn. of the New York City Transit Police Department.

FORTUNATELY FOR the safety of the transit system's cash customers, there are now 2,910 Transit Police officers. They comprise the second largest police department in the State and probably the sixth or seventh largest in the nation.

NO SINGLE GROUP of transit employees meets the subway and bus-riding public more frequently and are in closer contact than the police. The fact that their PBA recognizes this reality makes their efforts toward good public relations all the more creditable.

SO VITAL ARE the transit police to the operation of the City's public transportation system, that they are a key part of the public relations of the New York City Transit Authority.

DURING THE PAST few weeks every member of the Transit Police PBA has received a 12page, pocket-size booklet titled. "Public Relations: A Handbook for Transit Police."

IT IS WRITTEN in straightforward, simple language, and explains the ABC's of public relations-what it is, how it operates, what it can and cannot do. Here is a sample:

Too often, public relations is thought of as a veneer to cover up flaws. Nothing could be further from the truth. Public relations means the whole relationship of the public with your organization and your organization with the

That implies that every phase of your activities must be examined critically for every possible defect, to the end that all discovered flaws and blemishes be removed . . . sources of criticism eliminated . . . and any absences of full service and dedication to the public welfare, repaired, by inaugurating policies that will be acceptable, attractive and constructive.

THERE IS A SECTION in the booklet on how to develop a cooperative relationship with news-

(Continued on Page 7)

CIVIL SERVICE LEADER America's Leading Weekly for Public Employees Duane St., New York, N.Y. 16067 Telephone: 212 BEekman 3-6610 Published Each Tuesday
at 299 Lafayette St.
Bridgeport. Conn.
Business and Editorial Office:
97 Duane St., New York, N.Y. 10007

Entered as second-class matter and second-class postage paid. October 3, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circula-tions.

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# **CSEA Area Rep. Tells Buffalo Chiefs They Lack** The Range On Grievances

BUFFALO - A Civil Service Employees Assn. representative has suggested that City officials are not often the "best representatives" to serve on a grievance board that hears employee complaints.

Henry J. Gdula, the CSEA's regional representative in the Buffalo area, noted at a meeting in City Hall last week that all members of the grievance board ere city leaders.

"They are usually too busy," Odula said, "with other duties to with grievances. Also, they often are unavailable."

Joseph V. Drago, president of the Competitive Unit, Erie Chapter, CSEA which represents Buffalo workers, suggested a threeman grievance board selected by the mayor from a nine-member standing panel.

Other Western New York CSEA personnel joined Gdula and Drago at the meeting with James W. Burns budget director.

Grievance procedures are expected to figure more importantly 'n city-employee relationships, the CSEA group explained, because of the replacement for the Condon-Wadlin Law recently adopted by the State legislature.

# **McCloud Elected** Nassau Bridge **Unit President**

Andrew McCloud is the new president of the Nassau County Bridge Authority unit of the Civil Service Employees

McCloud was elected at a unit meeting recently, shortly after implementation of a benefits package including four per cent costof-living adjustments for the unit's 39 employees. The package also gave \$100-a-year boosts to senior toll collectors and assistant toll station managers in recognition of their responsibilities.

The unit represents employees of the authority's Atlantic Beach

# **CSEA Financial Report Available**

ALBANY-The Civil Service Employees Assn. has announced that copies of its current annual dent of the State Civil Service financial report, summarizing Commission, has revealed. the organization's financial status for the fiscal year ending September 30, 1966, are now available ter It was the second blood colfor inspection by accredited mem- section since the Department of bers at CSEA's Albany and New Civil Service started the Employee local chapter officers.

According to the announcement, State Hospital on Jan. 31. members may examine the report | The Employee Blood Program at either office location-CSEA has been set up to meet the blood Headquarters at 8 Elk Street, Al- needs of State and local embany, or the New York City branch ployees and their dependents. office at 11 Park Place-simply Harold R. Schaffer is Adminisby presenting themselves with trator of the Program. proper identification in the form of ing business hours.

chapter officers.

of anne stanished

Gdula also asked Burns to invite a Cornell University team of labor specialists to Buffalo to explain the scope of any proposed collective bargaining agreements between Buffalo and its employees.

# **Comptroller Spurs Signing** Of Retirement Earnings Law

ALBANY — State Comptroller Arthur Levitt last week urged Governor Rockefeller to sign into law a bill that would allow increased earnings of the New York State Employees' Retirement System to be credited to individual annuity savings accounts of the 335,000 member system. Last year the rate of interest on all investments was 4.36 percent.

If passed, this would authorize four percent. The Comptroller's counts of members of the System. members' accounts the highest hill (Assembly Print 3630, Intro. For example, an individual who rate of earnings in the history of the System.

The Governor signed a bill on March 31, 1967 which would limit payment of increased earnings to

System without regard to the ceiling prescribed by the bill just signed by the Governor.

### Denied Earnings

"Last year," said the Comptrolier, "the System's investments added. yielded an average interest rate of 4.36 percent. Because of the that inequity."

1965 by the Governor on the percent interest on earnings. grounds that the proposal had 1966 on the same grounds.

credited to annuity savings ac- position."

3536) would allow members to had \$5,000 in his annuity savings share the actual earnings of the account would have received \$215 --\$15 more than under the four percent limitation. A comparable amount could be credited this year to members based on anticipated similar favorable earnings," he

### California Does It

The Comptroller pointed out limitation in the law, members that the State Employees' Retirewere denied earnings in excess of ment System of California-which four percent. This bill would end earns less on its investments than New York State-credits mem-A similar bill was vetoed in bers' annuity accounts with 4.25

"A System in the top earning fiscal implications which required ranks of State pension funds can study. He vetoed the measure in well afford to credit members wi'n higher interest." declared "Had this proposal been signed Comptroller Levitt, adding, "The last year," said Levitt, "an addi- New York State Employees' Regonal \$2.3 million could have been terement System is in such a

# **CSEA Urges Assistance** On Interagency Transfers

ALBANY - Representatives of the Civil Service Employees Assn. last week met with the State Civil Service Commission to discuss handling of interagency transfers within State service and to urge the Civil Service Depart-

ment to give all available assistance to employees seeking such transfers.

The CSEA officials also urged that the Department allow State employees to participate in promotion examinations for the titles they already hold, or for a lower title in direct line of promotion. This privilege was taken away from State employees some time

State employees apparently participate in promotion examinations for their current positions in order to gain a transfer to another agency.

Under present civil service regulations, an employee, in order to gain a transfer to another agency, must secure approval from the appointing authorities of the Department from which they want to transfer and from the Departmetn to which they desire the transfer. At times, CSEA told the Commission, it has been difficult for employees to secure approval to transfer out of their agencies under these regulations.

## Postponement Sought

At last week's meeting, the CSEA representatives also requested the Commission to postpone action on a proposal for a change in examination procedures, under which State employees would no ionger be able to compete in both promotion and open competitive examinations scheduled for the same date and for the same class of positions.

The CSEA representatives asked for more time and further discussions in order to fully study the effect of the proposed change on employees and the adequacy of current transfer arrangements.

In the meantime, the Employees Association has urged any of its State employee members who have had problems in transferring from one agency to another to advise of their patricular situation.

CSEA has urged affected members to furnish information on whether the transfer is to a dif- credited to the Health Insurferent location in the State or to ance Fund. another agency in the same genin his opinion, and whether he

# **Push Investment Of Health Fund Monies**

ALBANY-As a result of efforts by the Insurance Committee of the Civil Service Employees Assn., the State has intensified a program under which premium income and other funds in the State Health Insurance Fund is being in-

vested and the interest of these amount of money which can be into the Fund.

An official of the State Budget Division has told the Employees Association that the Division had been working with the Departments of Civil Service and Audit CSEA headquarters of the details and Control to determine how much premium money collected from employers and employees could be invested with interest

Based on projections by the eral location; what efforts the em- Lepartment of Civil Service, of ployee had made and the reason the timing of receipts of employees why the efforts were unsuccessful, and employers and payments to 'he carrier over a one-year period, requested assistance from the the Comptroller's office, under State Civil Service Department. Inew plan, will be advised as to the

vested. As a result of the new procedure, the amount of monies invested and the interest resulting from the investments will rise considerably during the next year.

CSEA's Insurance Committee under the chairmanship of Robert Dailey, had urged the State to reassess its investment procedures 'n regard to the State Health Plan in order to make as much use as possible of the premiums of employees and employers.

# REPEAL

(Continued from Page 1) deducted from his pay by the employer and turned over to the union.

· A flexible system of non-manastory penalties against individual strikers, under which each striker could receive anything from a simple reprimand to dismissal The individual penalties in the present Condon-Wadlin law are mandatory-any public employer who goes on strike must be autometically dismissed. He can rehired, but must remain on probation for five years and canno receive a raise for at least three

# **Credit Union** Elects Officers

The Binghamton State Hospital Employees Federal Credi Unnon held its annual meeting recently. Others elected were: Ralph M. Hutta, president; Aloysius Sweeney, vice-president; Wil-Lord, secretary; Board of Directers: Jack Button, Helen E. McAn-

A 4.75% dividend was declared for the year 1966.

# Central Islip Aides **Donate 500 Pints** To Blood Program

CENTRAL ISLIP - A total of 500 employees of Central Islip State Hospital recently donated blood to the New York State Employee Blood Procram, Mrs. Ersa H. Poston, presi-

The drawing was made by the New York Community Blood York City offices and through Blood Program in January. The first was made at Manhattan

Dr. Frederick Weinberg, Direca current membership card, dur- ter of Clinical Laboatories, and Oleh Riznyk, Associate Personnel Interested members may also Administrator, were coordinators ortain copies of the report from of the program at Central Islip. the supply distributed to all CSEA Supervising nurses and Departchapters upon request to their ment heads acted as team captains.



DISCUSSION -- Miss Grace Nulty, chairman of the Civil liam Carter, treasurer; Grace A Service Employees Assn. legislative committee was the principal speaker at the recent meeting of the Capital District Conference at the Ambassador Restaurant, Albany. With Miss Nulty are Senator John drews and Leslie Newton. Flynn, chairman of the Senate Civil Service Committee, left, and Theodore Wenzi, first vice-president of the Statewide Association.

# Departmental Honors Given Late Deputy Fire Commissioner

A Requiem Mass was sung for Highbridge, on Tuesday morning. Rt. Rev. Msgr. Stanislaus J. Jab-James Hackett, a veteran of 37 piso provided by members of the for the department. years of service in the Fire De- department. Celebrant of the Mass was the partment, in Sacred Heart Church,

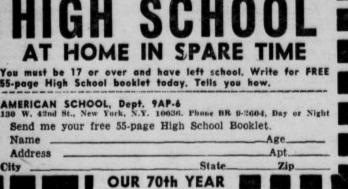
First Deputy Fire Commissioner Full departmental honors were I aski, Roman Catholic chaplain

Commissioner Hackett entered civil service as a clerk and was promoted through the ranks to his last permanent title-director of the accounts and procurement bureau.

He had been on a leave of absence to fulfill the duties of first deputy commissioner since Jan. 1966.

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# 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 16

-Open Housing: Property vs. Human Rights.

### Monday, April 17

- 3:30 p.m.-Teaching Training -Math-Grades 5 and 6.
- 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
- 6:00 p.m.-Community Action -"Women's Talent Corps: -Teaching Volunteers How to Work With Professionals"
- 7:30 p.m.-On the Job-N.Y.C. Fire Department training program.
- 10:00 p.m.-Brooklyn College Presents-"Preparation For Retirement" Program of film interviews.

### Tuesday, April 18

- 3:30 p.m.-Human Relations Skills for the Hospital Manager-United Hospital Fund presents an in-service training series.
- 4:00 p.m. Around the Clock -N.Y.C. Police Department training program.
- 6:45 p.m.-News-with John Carr. 7:30 p.m.-Human Rights Forum (live)-"A New Operation Headstart?" William Booth, City Human Rights Commissioner moderates discussion.

### Wednesday, April 19

- 3:30 p.m. Teacher Training -Man, Sea and Sky.
- 4:00 p.m. Around the Clock -N.Y.C. Police Department training program.
- 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 pro-

### Thursday, April 20

- 3.30 p.m.—Human Relations Skills for the Hospital Manager-United Hospital Fund presents an in-service training series.
- 4:00 p.m. Around the Clock -N.Y.C. Police Department training program.
- 4:30 p.m. Profile (live) Paul Manacher interviews people in the news.
- 7:30 p.m.—On the Job NY.C. Fire Department training program
- 8:30 p.m.-City Government in Transition-"The Recent Past: Background and Growth of New York City." Solomon Hoberman hosts discussion.
- 10:30 p.m.—Community Action ates discussion.

# Friday, April 21

- 3:30 p.m. Teacher Training line to the Grand Central stop Challenges in Foreign Language Teaching.
- 4:00 p.m. Around the Clock -N.Y.C. Police Department training program.
- 7:30 p.m .- Brooklyn College Presents-"Preparation for Retirement" Discussion and film interviews.

### Saturday, April 22

7:00 p.m.-Community Action-"How to be a Successful Foster Parent" Ted Thackrey moderates discussion.

# Where to Apply For Public Jobs

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

NEW YORK CITY-The Applications Section of the New York 6:00 p.m.-Human Rights Forum | 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 Thursdoy 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.

Maned 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 hen the last day of filing or as stated ctherwise 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 F. Smith State Office Building and The State Campus, Albany; Room Genesee Building 1 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 build. ng. Take the IRT Lexington Av "How to be Successful Foster Line to Grand Central and walk Parent"-Ted Thackrey moder- two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the

> 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.



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# U.S. Service News Items

By JAMES F. O'HANLON

# Johnson Asks 4.5 Pay Increase For Employees

Last week in an address to Congress, President Johnson proposed an average Federal pay increase for this year of 4.5 percent. This would not be an across-the-board raise. The offer is well below Federal employee spokesmen's de-

mands for raise this year, some as high as 10 percent. The President pointed out that his advisors cautioned him that the 7.5 percent Council as "a shocking disregard noping for pay which compares increase which they speculate would bring the Federal employees wages up to par with salaries paid to private industry employees in comparable positions was not feasible this year considering other economic pressures.

However, the President indicated that the concept of full comparability was still foremost in Executive planning for the near future of Federal employee pay status. He backed this up by promising pay raises to accomplish, at last, this elusive goal for all Government workers in the pext two years. Most speculation about and demands for the pay raise this year which were considered realistic on Capitol Hill were around the 7.5 percent mark.

The President's proposed raise would be skimpier as it reached the higher grades. Federal employees who are now making less than \$6,000 a year would, according to the Administration's statistics actually be on the same pay level as their counterparts in private industry under the current Johnson plan for this year.

# Postal Leaders Slam LBJ Pay Proposals

The President's proposal of a 4.5% salary increase for U.S. postal employees was denounced last week by union leaders rep-

### LEGAL NOTICE

5361/87

At a Special Term, Part I of the Supreme Court of the State of New York, Bronx County Building, 161st Street & Grand Concourse, Borough of the Bronx, held on the 30th day of March, 1967.

PRESENT: HON. SIDNEY A. FINE, Justice

Justice.

In the Matter of the Application of JOSEPH TRUPIA and CARMELA TRUPIA, his wife, for the discharge of record of an ancient mortgage on the premises No. 3061 Hull Avenue, Borough and County of Bronx, State of New York.

ough and County of Bronx, State of New York.

Upon the annexed petition of Joseph Trupta and Carmela Trupta, his wife, verified the 7th day of March, 1967, the affidavit of Dominick A. De Rogatis, Esq., sworn to March 29, 1967, the official search of the Register of the City of New York, County of Bronx, dated the 22nd day of March, 1967, and the mortgage dated July 2, 1906, made by Clarice Josephine Smith, as mortgager, and Amalie Jaeger Rainer and Joseph Albert Jaeger Rainer, jointly, as mortgagees,

LET all persons interested show cause at a Special Term of this Court, Part I thereof, to be held in and for the County of Bronx, at the Bronx County Building, 161st Street and Grand Concourse, Bronx, New York, on the 24th day of April, 1967, at 2:30 in the forence of that day or as soon thereafter

mining, 161st Street and Grand Concourse, Bronx, New York, on the 24th day of April, 1967, at 9:30 in the foremon of that day or as soon thereafter as counsel can be heard WHY an ORDER should not be made herein pursuant to Section 1931, of Real Property Actions and Proceedings, dispensing with the production of the original mortgage and the production of the satisfaction of the said mortgage, which mortgage is dated July 2, 1906, and is in the sum of \$500.00, between Clarice Josephine Smith, mortgager, and Amalie Jaeger Rainer, folintly, mortgager, and Amalie Jaeger Rainer and Joseph Albert Jaeger Rainer of the County of Broax on July 3, 1906, in Liber 34, page 6, of mortgages and indexed under Block 3333, Section 12 on the Land Map of Broax County, and directing the Register of the City of New York in Broax County, and directing the Register of the City of New York in Broax County on cancel and discharge of record the aforementioned mortgage.

Sufficient reason appearing therefor, let service of this order be made by delivering a copy thereof, together with the petition and exhibits upon which the same is based to the Register of the City of New York in Broax County on or before the 14th day of April, 1967, by publishing said order in the New York Journal and Civil Service Leader, a newspaper published in Broax County on or before the 14th day of April, 1967.

mail." The Council includes post- out of them and they will be seekal workers in New York City, Nas- ing employment elsewhere. The sau, Suffolk and Westchester proposed effective date of Octo-

"This is really running the postal service into the ground," de- that postal workers are now lag- to \$4,776 per year. Qualified apclared Moe Biller, President of ging 15% behind comparable sal- plicants should go directly to the the Manhattan-Bronx Postal Un- aries in industry. Anger and re- Federal agency where they wish ion and Philip Lepper, President sentment of the employees which to seek employment for an interof the New York City Letter Car- spilled over in a giant rally at- view. largest local postal unions in the by the Administration's meager Service Examiners, 1900 E Street, United States.

"This will drastically increase the already high turnover among resenting 50,000 organized postal our employees," the union leader workers in the Metropolitan Postal declared. "Many have held on of the welfare of the men and decently with other American

women who move the nation's workers. This has taken the heart ther 1, is really rubbing it in."

riers, Branch 36, in a joint press | tended by 10,000 in New York release. They represent the two City, March 12, has been increased the Interagency Board of Civil offer.

# Steno And Typist Jobs In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Biller and Lepper pointed out Starting pay ranges from \$3,609

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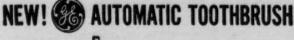
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Paul Kyer, Editor Joe Deasy, Jr., City Editor James F. O'Hanlon, Executive Editor Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY - Joseph T. Bellew - 303 So. Manning Blvd., IV 2-5474 KINGSTON, N.Y. - Charles Andrews - 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, APRIL 11, 1967



# **Necessary Action**

MONG the important pieces of civil service legislation now awaiting signature by Governor Rockefeller under the 30-day provision is one which would allow candidates for public jobs or promotion to retain their question and answer booklet following civil service examinations.

The legislation, introduced by Assemblyman Garcia and Senator Goldin at the request of the Uniformed Fire Officers Assn., would cost the taxpayers nothing and would remove an inequity from the rules of the Civil Service Commission so that candidates could more intelligently protest the official answers to these tests as adopted by the Commission.

We urge Governor Rockefeller to act favorably on this legislation which both houses of the State Legislature saw fit to pass.

# A Fine Bill

NE of the more important measures passed by the Legislature-originally proposed by Comptroller Arthur Levitt and, later, co-sponsored with Governor Rockefelleris one that will make a really serious attempt to alleviate the continuing threat of erosion to pensions of retired public employees.

The new bill will allow for an automatic increase in ments will be based only on such pensions as the cost of living rises. The recognition of my earnings up to 65? If so, this the plight of thousands of former civil servants is long overdue. Until this time, pensioners could only pray that the little retirement money they had would, from time to time, be supplemented by legislative action.

Comptroller Levitt, Governor Rockefeller, the Legislature and the continued support of the Civil Service Employees Assn. deserve the plaudits of all in civil service.

# Veteran's Counselor



# Group Life Insurance

Public Law 89-214 which became effective September Now, I am physically unable to 29, 1965, amends Title 38 U.S.C., to provide the following work. Can I change to disability benefits for members of the Armed forces on active duty and to provide benefits for those who died in active service subsequent to Jan. 1, 1957.

- active duty on Sept. 29, 1965. This order to again participate . insurance will be underwritten by commercial insurance companies for \$10,000 coverage and one dollar licensed to conduct business in all per month for \$5,000 coverage. the 50 states and the District of This amount will be automatically lowing year? Columbia: The selection of the companies will be determined by the V.A.
- iceman refuses to participate.
- · Amount of coverage will be \$5,-• Servicemen's Group Life In- 000 or \$10,000; however, if the before reaching age 65. Check with surance is authorized for all serviceman discontinues protec- your social security office. members of the Armed Forces on tion he must show good health in
  - deducted from service pay.
- Settlement—The serviceman will have the right to designate the annual limit of \$1,500, you · Coverage under this program lump sum settlement or 36 month- still could get benefits if you do will be automatic unless the serv- ly installments to a beneficiary of not earn over \$125 in any one (Continued on Page 10)

# LETTERS TO THE EDITOR

Letters to the editor must be from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader,

# Post Office Jobs For The **Elderly Applauded**

Editor, The Leader,

May I express the thanks of the entire 1,000-man membership of Herald Square Chapter 126, Disabled American Veterans, for your public spirit in giving especial prominence and valuable space [The Leader, April 4, page 4] to information on the availability of two positions in the United States Post Office. Our members feel strongly about this, since there is no maximum age restriction for applicants. This must appeal to many of your readers or to older members of their families. Civil service people must be the first to agree that jobs should be filled on merit and ability as demonstrated by past and present performance, rather than by subtracting the year of the applicant's birth from 1967 and disqualifying him if the remainder is greater than an arbitarily chosen figure.

EMANUEL FINKEL. Judge-Advocate, Chapter 126. Disabled American Veterans.



Questions and Answers

Q. I understand that to be elig.ble for medicare I must file my application for monthly benefits. Does this mean my monthly paywould hurt me as my earnings wil be a lot higher in the future.

A. No, each year your record will be re-examined and if your earnings are higher, your payments will be refigured. But very simply, you just can't lose by filing at age 65.

Q. I am a 59 year old widow and I am disabled. Am I eligible for Medicare.

A. No You must be at least 65 years old to be eligible for Medicare.

Q. I don't receive a monthly social security check and I have sent in one \$9 quarterly premium payment for doctor bill insurance. Is it permissible for me to pay once a year instead of quarterly?"

A. Yes; you may pay as much as one year's premium at one time, if you pay in advance.

Q. Last year I took my retirement benefits at a reduced rate, benefits?

A. It is possible that you may he able to change to disability benefits if you became disabled

Q. I will have earned about \$6,000 when I retire some time · Cost—two dollars per month at the end of this year. Does this mean that I will not be able to receive any benefits until the fol-

A. Not necessarily. Although you will have earned much more than

# 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.")

# Appointment Favoritism

PROVISIONAL appointments pending the establishment of regularly promulgated lists may be an unavoidable expedient. Obviously, such appointments are not necessarily based upon merit. They may reflect favoritism.

THIS MANIFEST objection to provisional appointments was obviated by the New York City Transit Authority in recent promotions of transit policemen. A substantial increase in the size of the transit police force, creating numerous vacancies at promotional levels, followed upon the vastly increased protection afforded passengers utilizing the subways. While awaiting the establishment by the Civil Service Commission of duly promulgated promotion lists, the Transit Authority made provisional promotions to the ranks of captain, lieutenant and sergeant. Instead of following the usual procedure of random selection for such promotion without any examination, the Authority required eligibles to participate in its own departmental examinations. This procedure was adopted with the full knowledge and approval of the Civil Service Commission. The notice of examination was specific in its announcement that promotions from the list established would be provisional "until such time as a civil service list is made available by the New York City Department of Personnel for permanent appointments."

THIS UNIQUE method of provisional promotions was scrutinized judicially in the recent case of Cafiso v. Hoberman (New York Law Journal, March 13, 1967). The petitioners, provisional Sergeants, endeavored to have their titles made permanent without further examination.

PETITIONERS URGED that the competitive promotion examination which they passed for provisional promotion thoroughly tested their merit and fitness for permanent promotion. They contended there was thus compliance with the Constitutional requirement (Article V, Section 6) that "promotions in the civil service . . . shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be com-

UNQUESTIONABLY, the petitioners believed they had met all of the requirements of the merit system for regular appointment. However, the notice of examination specified that appointment was only provisional. In any event, it is seriously questionable whether the Civil Service Commission could, even if it so desired, have enlisted the services of the Transit Authority in the testing and permanent appointment of eligibles. This would have represented a delegation of functions by the Civil Service Commission to the Transit Authority for which there is apparently no constitutional, statutory or judicial justification.

AFTER ALL, IT is for the Civil Service Commission itself to assure the preservation of the merit system of government employment. Abdication of this function, even occasionally when a backlog of Civil Service Commission work makes such a decision attractive, should not be countenanced. The long-run effect of exceptions to the requirement that the Civil Service Commission itself conduct examinations could well prove disastrous to the preservation of the merit system.

ON THE OTHER hand, the action of the Transit Authority in following the novel procedure of making provisional appointments on a merit basis, as determined by competitive written examination, rather than through selection without any apparent consideration of merit, is commendable.

JUSTICE ABRAHAM N. Geller at Special Term, carefully analyzed the problems presented. He noted that an emergency situation was involved because of the need for a large number of provisionals, and that the Authority's method of appointment deviated from normal procedures of selection of provisionals. However, he concluded that the petitioners had not been prejudiced, stating:

Instead of selecting eligible employees at random for provisional appointment as it had a right to do, respondent chose instead to make such appointments on a competitive basis. Obviously, this furthered the cause of competitive civil service and, indeed ad-

(Continued on Page 10)

# **CSEA Seeking Records Director For Albany** Job; To \$12,420

The Civil Service Employees Assn. is seeking a qualified individual to assume the position of Director of Records for its 147,000-member organization. The position offers a yearly salary ranging from \$10,330 to \$12,430 in five annual

increments plus additional increments of \$420 at the end of ten be directly responsible to the exand fifteen years service.

Applications for this position will be accepted until May 15.

The appointment will be made at the Employees Association's 8 Elk Street, Albany Headquarters in the near future. Upon appointment the new Director will serve a probationary period before he is permanently installed.

The Civil Service Employees Assn. is a non-profit membership corporation composed of employees of the State and political subdivisions throughout the State The CSEA is an organization to improve the working conditions of its members.

The minimum qualifications for this position, besides a willingness to reside in the Albany area where the CSEA operation is centered, include a high school or equivalency diploma and at least e.sht 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 Inocessing operation involving knowledge of the capacity and limitations of data processing equipment as well as punch card layout and design. Computer tabu-ating machine operation experience only will not meet the CSEA's requirements for this po-

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.

Physical defects tending to bar full performance of the duties of the position will bar appointment. Also, a physical examination may be required.

The work of the Director of Records includes supervision and Grection of all CSEA operations pertaining to membership and insurance records and accounts. The incumbent will represent the Employees Association in matters pertecining to this area of the overal operation on many occasions and

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sonnel supervision of clerks and stenographers engaged in that area of the overall operation will also be included in the appointee's

For further information and applications for this position write to the Civil Service Employees Assn., 8 Elk Street, Albany, New York. Accompany your application with full particulars regarding education training and previous employment.

FREE BOOKLET on Social Security; Mail only; Box S, 97

# P.R. Column

(Continued from Page 2)

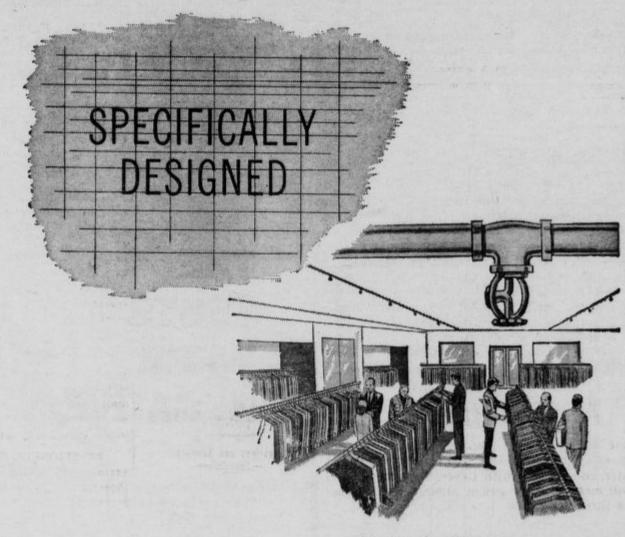
papermen. For the transit policeman this is particularly important because many transit riders form much of their opinion by what they read in the papers.

WE PARTICULARLY liked the 20-item synopsis which gives the transit policeman such important public relations hints as - "Remember you are a public servant and always be sincerely interested in your jobs"; "Tact, consideration and courtesy should predominate in your dealings with others"; ecutive director of the CSEA. Per- Duane St., New York, N.Y. 10007. "Organized training is available.

Take advantage of it"; "Learn to know your job, your City and other work of other municipal departments."

THE TRANSIT POLICE PBA have set an outstanding example in contributing to the overall public relations of the City's transit system. We would like to see all civil service organizations in the transit operation do the same.

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



# Sprinkler Systems

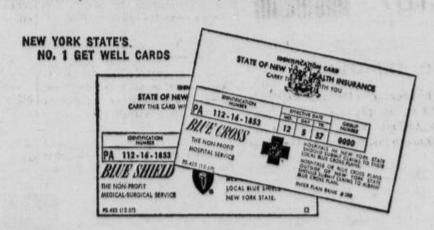
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# 1893 Qualify For Senior Clerk Jobs

The New York City Department of Personnel has released the open competitive eli- ley R. Johnson, Gerald M. Len-'sley, Ida Weinstein, Eugenia Abgible list for senior clerk with 1,893 persons qualifying. The list will be used following the A. Mizen, David Reis, Patricia A. and Gertrude R. Cavanagh. exhaustion of the department promotion and the interdepartmental promotion lists which Roberts, Marion B. Rosenfeld, Ida already have been promulgated. Each following paragraph contains 30 names and the first Rutter, Louis Schwartz, Helen M. number in each paragraph is the numerical standing of that candidate.

The complete list follows:

1. Frank J. Campbell, Harry Ellman, Jacob Heifetz, Alfred C. Celia Altneu and Rose Babits, Schmidt, Benjamin Handwerker, M rris Friedman, Max Neubau r. McCaul, Thomas J. Sheffield, Halry Helen G. Serman, Daisy Burk, Leonore Dick, Margaret F. Hamilton, Malone, Catherine Mapelli, Ben-Nathan Weiner, Abraham Levitt, jamin Sacks, Kathleen D. Shafer, Paula Navy, Nancy Siperstein, Margaret P. Unrein, Celia Wein-Robert A. Zeier, Miriam Zoland, heff, Philip J. Ellenbogen, Ro ert Fleischer, Sydney W. Mandel, Marcia Meltzer, Ruth Satenstein,

31. Simon Birnbaum, Joseph A. Arnold D. Rabby, Henry Lebowitz, Jacobson, Rosaire M. Jirak, Agnes Lander, Clara R. Lent, Agnes C. berger, Mandel G. Weinstock, Wil-Dorothy C. Green, William Burk- liam Weintraub, Herbert Brown, Samuel Cohen, Jacob Freund, Mar-

seadoo, Marian Knapp, Seena L. Lane, Bart J. Lavin, Mildred Nemiroff, Abraham Nesoff and Virginia M. Regan.

Bessie L. Slutzky, Barbara I. Taylor, Ruth Waters, Mollie Weiss, Whitehead. Charlotte Adler, James A. Boylan, Elinore

Mary C. White.

91. Jane A. Aronson, Martha A. Baber, Anne F. Berner, Anthony F. Caprio, Helen F. Coopersmith, Louis S. DeBerry, Richard A. Dowley, Isabelle G. Feigelman, Herbert 61. Ruth Scherl, Dolly F. Shkoler, G. Frank, Jr., Dorothy Goldfarb, Adolph Hart, Mannah H. Israel, Bernard Stone, Philip Abramowitz, Michael Thomas J. Carolan, Gustave Gurowitz, Judith A. Kinis, Morris B. S. Friedlander, Marie G. Gerlach, Levine, Helen H. Minsky, Cather-Anita P. Grossman, Roslyn Haber, ine Pangborn, Belle Poms, Dorguerite Hrabar, John J. Carbonel- Jess L. Korngut, Bernard F. Mc- othy A. Rachelson, Lawrence T. li, Julius Plotnick, Alan J. Roman, Dermott, Harry Feigenbaum, Rub- Reznick, Victor V. Rubilotta, Shir-Isidore Schoener, Julia H. Stoltz, Frances J. Kiesel, Dorothy L. Kis- in Goldwasser, Nathan May, Wes- ley E. Steinberg, Stanley D. Ver-

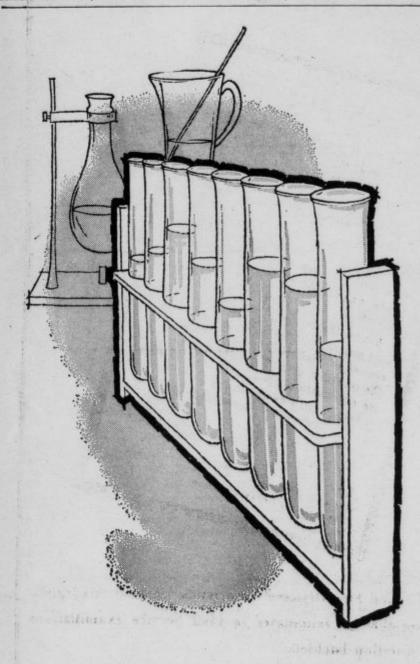
121. Alan R. Feierstein, Frances E. Fitzgerald, Barnet Frommer, Toerner, Esther P., Valentine and Reva Halpern, Sylvia Handsman, Leota B. Henry, Jane T. Irving, Joseph F. Konenkamp, Jerome M. Levy, Louis Weidner, George G. Blaesy, James M. Fiore, Eugene Huetter, Rebecca J. Joanne E. Kearns, Edith S. Kirton, Pearl Loeff. Natale Marabello, Ann Margosian, Nora M. McCormick, Margaret Weeney, Clara H. Mihale, Rose Mikaelian, Gerald F. Carmela Rippa, Fred Roederer, Joseph Sandberg, Justine R. Skal-Wanda V. Szylkiewicz and Ruth E. Wagner.

151. Sidney Weintraub, Roslyn C. Ziering, Clara Balaber, Regina S. Boland, Minnie K. Borden, Louise H. Brewer, Celeste L. Brisolari, Agnes V. Clark, Hedwig J. Dial, Albert C. Engelking, Mary Farley, Eugene D. Goldberg, Estelle Goldman, Wayne F Manville, Benjamin F: Raysor Jr., Margaret L. Walotsky, Leo S. Broozik, Josepr T. Coleman, Mollie G. Innerfeld, Harry F. Hayes, Vera A. Kircher, Helena M. Kirstein, Libby Leibenhaut, Thelma S. Leiser, Claire D. Moss, Irma V. Murray, Marilyn J. Nehemias Helen W. Nichter, Hilda Praver, and arbara V. Pyatt.

181. Hyman Rapfogel, Catherine Ray, Nettie Renard, Frances K. Ross, Celia Rubenstein, Rose Salzman, Amy E. Schultz, Pauline Shewchuk, Lillian Straus, Mildred Tsai, Esther Vogel, Samuel W Young, William Zucker, Carolyn J. Abatemarco, Florence Beer, Marion G. Berman, Wesley M. brower, Jean Clements, Robert A. Confino, Dorothy P. Covino, Margaret Desanctis, Joseph J. Diamond Max Feld, Branda Fox, George J. Gallagher, Rosalind R. Garber, Charlotte Cervant, Carol R. Gleeman, Margaret M. Gojan, and Beatrice Goldberg.

211. Riva K. Gusek, Shirley S. Hollander, Alex Kasperovich, Morris B. Pollikoff, Seymour Waksn'an, Paul Geller, Nathan Kaplan, Anna M. Xawry, Marion K. Levow, Margaret Meade, Lillian T. Meyer, Daniel J. Mitchell, Ira Mordkowitz, Sarah V. Mullooly, Frieda Nemet, Helen Paparis, Helen A. Rahlke, Elbert Reed, Dor-Schayes, Abraham othy Schayes, Abraham J. Schwartz, Henry Schwartz, Rita

(Continued on Page 13)



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What a world of reassurance there is in knowing that diagnostic tests can be performed, whenever the doctor considers them necessary, without any worry about either the cost of the tests or the doctor's services!

This kind of freedom from worry over essential laboratory or X-ray examinations is what Civil Service workers enjoy when they're covered by GHI. Home and office calls are included. In-hospital medical care, too. And the great majority mbry all (1919) A Stelle Print A 1776) to the story of doctor services can be paid in full when provided by GHI the first relation and the second of the second of the Participating Doctors. With GHI preventive care - also included - most illnesses are caught early, when they're most curable.

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principal programmer with of the New York City Transit puter programmers .

Applicants for this grade 24

Filing will extend from April 6 test at the time indicated because through April 26.

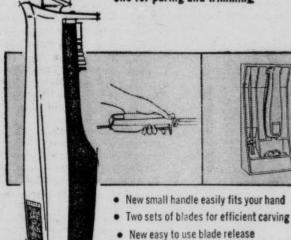
through 26 with the New York of religious belief. City Department of Personnel. The for those who cannot take the Thomas St., New York, N.Y. 10013

technical—oral test is scheduled to formation will be available from Filing opened April 6 for Office of the Comptroller in the to \$11,500 per year, must be curbe held on June 24. But an addition applications are the applications section of the promotion examination for Board of Education and to those reptly employed as senior comtional test date may be scheduled bepartment of Personnel at 49



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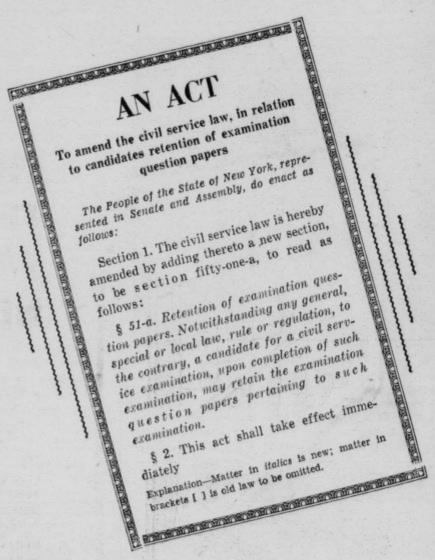
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# **Fire Officers** "Booklet Bill" Passes Legislature



The Uniformed Fire Officers' Association initiated this legislation. It provides that all candidates in Civil Service examinations can retain the question booklets.

Assembly bill (Intro A 5490, Print A 5776) by Mr. Garcia (featured in this advertisement) passed the Assembly and in the Senate Mr. Goldin advanced it.

On April 1, 1967 the bill passed the Senate and was sent to Governor Rockefeller for his consideration.

This bill is of utmost importance to all Civil Service employees and the U.F.O.A. requests that you write today to Governor Nelson A. Rockefeller urging him to sign this bill into law.

We want your help. We need your help. Please write or wire the Governor today. Request him to sign this all important bill.

CHARLES J. STEPHANS, President

UNIFORMED FIRE OFFICERS' ASSOCIATION

217 Broadway

New York, New York



NEW DEPUTY - Deputy Personnel Director Benjamin Oill, econd from right, is sworn in by Solomon Hoberman, chairman of he New York City Civil Service Commission and personnel director thile Deputy Commissioners Milton Samorodin, left and George Gregrv. Jr., right, look on.



REAL ESTATE PURCHASE - City Real Estate Carl Madonick (left) and deputy comptroller Eugene L. Sugarman negotiate the sale of 205 mortgages by the Department of Real Estate to four of the City's employees' pension funds. The pension funds have been purchasing City-owned mortgages since 1962 and have found them to be worthwhile investments. The 205 mortgages have a principal value of more than \$10 million.

# VETERAN'S COUNSELOR

(Continued from Page 6)

is choice. If no beneficiary is sult of lesignated by the serviceman, setlement will be made to widow, widower, or child or children or parents. If no permitted class of beneficiary survives, it may be paid to the serviceman's estate.

- · Protection is afforded during active duty and within 120 days hereafter with no additional cost the serviceman.
- . Within the 120 day period following release from active duty he serviceman may obtain from commercial insurance companies icy equal to the serviceman's group life insurance policy carried during active service. The premium rates to be charged by the companies would be determined by the V.A. on a basis consistent with the lowest rates charged largest employers for group insurance. For service connected disabilities the serviceman may obtain a commercial policy and may also obtain government insurance to which he may be entitled.
  - . There will be no bar to simultaneous coverage by a Servicemen's Group Life Insurance and USGLI or NSLI.
  - This law also authorizes a jan. 1, 1957 and Sept. 29, 1965 Veterans Affairs.

where death occurred as the re-

(a) Action of hostile forces,

(b) An accident involving military or naval aircraft or chartered aircraft by the Service deparment, or:

(c) As a direct result of the extra hazard of military or naval service, or;

(d) While performing service for which incentive pay for hazardous duty or where special pay is authorized.

The dealth gratuity is payable only to widow or widower, child without medical examination a pol- or children, or parent or parents of the veteran.

In order to receive the \$5,000 death gratuity, the eligible person must give all future death compensation or dependency and indemnity compensation that may be payable by reason of the veteran's death. The \$5,000 is also reduced by any NSLI or USGLI or death compensation or dependency and indemnity compensation that was payable by reason of the veteran's death. The term "child" for this purpose was modified in order that a child may receive benefits regardless of age or marital status.

Further information concerning provisions of Public Law 89-214 \$5,000 death gratuitous benefit to may be obtained at the local office those veterans who died between of the New York State Division of

Filing Closes April 17 To Grads For Professional **Career Trainee Program** 

The New York State Professional Career Testing Program will be open for filing until April 17 to college seniors and graduates. A May 20 examination will qualify successful candidates to begin professional careers and receive on-the-job training in the fields of administration, physical and biological sciences, sociology, economics, research, mathematics, and

In addition, candidates receive on-the-job training in budget development work, preparation of electronic data processing, banking and education.

Vacancies are mostly in the New York City and Albany areas although there are others throughout the State.

### Written Exam

The written examination is designed to measure verbal and quantitative abilities, abstract reasoning and spatial perception, and will require about two hours to complete.

All candidates must be U.S. citizens. Other qualifications for the various fields follow:

### Administration

Most recent graduates begin work as trainees at a salary of \$6,300 a year. Those who have had one year of appropriate post-graduate experience of study, may be employed directly at the first professional level, with a starting salary of \$6,665.

The examination is administered frequently at locations throughout

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the State and wherever possible, cial workers. Candidates for this at college campuses across the position must be accepted in a nation.

### Qualifications

local government coordination.

Positions in administration remajor and include: personnel ad- munity standards. ministrator, civil defense represenministrative analyst, junior investment officer and hospital administration intern.

### Economics, Research

And Accounting

Graduate study and membership in professional societies is encouraged for trainees as economists, researchers, and accountants.

These positions require a bachelor degree with appropriate specialization. Some of these positions are: economists, research assistant, assistant accountant, research assistant (sociology), municipal accounts examiner.

Trained mathematicians with statistical skills are utilized by almost every State agency, each of which will conduct training sessions on the job.

Requiring a bachelor's degree with a major in mathematics or statistics, these positions include: statistician, assistant actuary, scientific data programmer and junior insurance examiner.

### Science

health research and direct pro- tion. Some of the other titles availgrams of the Department of Publie Works.

Requiring a bachelor's degree with appropriate specialization these positions include: biologist, bacteriologist, chemist, conservation biologist, junior scientist, junior engineering geologist, forester, junior landscape architect and junior engineers, civil mechanical and sanitary.

## Social Sciences

The State Department of Mental Hygiene has instituted a program for the training of psychiatric so-

recognized graduate school of social work and will attend grad-Administration trainees receive uate school with full pay for one civil service tests, recruitment, and year. Caseworkers and probation officer trainees are needed to assist families, children and inquire a bachelor's degree with any dividuals in adjustment to com-

These positions require a bachtative, budget analyst, personnel elor's degree with appropriate examiner, training technician, ad- specialization. Included in this field are: psychiatric social worker trainee, parole officer trainee, probation officer, caseworker, recreation instructor and institution teacher.

### The Public Administration Internships

Candidates who possess, or are candidates for a master's degree in public administration or political science, are eligible for internships in public administration. This is a comprehensive program designed for those whose interests and training are primarily in the area of government administration. Public administration interns are provided with formal and onthe-job training and are offered the opportunity for continued graduate study.

## Data Processers

Electronic data processers also are needed. Requiring a bachelor's degree in any major, these positions include computer programmer and computer systems analyst.

### Other Positions

There re a multitude of other positions in diversified fields. The State needs scientifically- Each position requires a bachelor's trained professionals to conduct degree with appropriate specializaable include industrial geographer, urban planner, home economist, edcation aide, assistant examinatoins editor, bank examiner aide and professional accountant.

> For further information and applications contact the New York State Department of Civil Service, at The Campus, Albany; Room 1100, 270 Broadway, New York City; Room 303, State office buildoffice building, Syracuse.

## Law Column

(Continued from Page 6)

vanced it one step beyond the normal procedures. Petitioners gained thereby. Had selections been made as usual, there undoubtedly would have been complaints regarding favoritism.

IT IS UNFORTUNATE that employees who established their merit through one examination must take a second examination. Still, in the light of the more important need for overall protection of our merit system against erosion, civil service examinations for permanent appointment should, as heretofore, be conducted by the Civil Service Commission. For purposes of appointment in the competitive Civil Service, authority. for a letter the fire production and the state of the fire and

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ARTON GOLD

# Beginning Office Worker Jobs Offered By State Walk-In Test In Albany

The New York State Department of Civil Service is continuing to hold frequent walk-in tests for many beginning office worker positions which exist in State agencies in the Albany area.

New exam dates are April 12, 17, 24 and 26. Testing will begin no later than 6:30 p.m. on those dates.

Candidates will be tested Monday and Wednesday evenings at 6:30 p.m. in the Cafeteria, Building Number 3, at the State Campus at 1220 Washington Ave.

Candidates may take the test on any of the scheduled nights. They need no special background U.S. citizenship and New York ray from \$5,940 to \$7,280 a year. or education to qualify, except State residence for at least one year. They should bring their social security number with them a diesel or automotive mechanic. to the test. No prior applications are required.

\$3,635 to \$4,755.

# State Is Offering Motor Equipment Repairmen Jobs

There are over 30 immediate openings for motor equipment repairman in various New York State departments. These positions

To qualify for these vacancies, candidates must have had four years of full-time experience as

For further information and application, contact the nearest Positions to be filled by these office of the State Department of tests include clerks, file clerks, Civil Service or call in person account clerks and statistics only, at the local office of the clerks, with salaries ranging from State Employment Service. Final day for filing is April 17.

# Estate Tax Examiners Needed By Government, Continuous Examination

The Board of U.S. Civil Service Examiners is accepting applications on a continuous basis for an examination for estate tax examiner. The grade GS-7, GS-9, and GS-11 positions pay salaries starting at \$6,451, \$7,696 and \$9,221, respectively.

The positions are located in Internal Revenue Service District In Brooklyn, N.Y. offices in Manhattan, Brooklyn, Albany and Buffalo.

Estate tax examiners conduct field examinations of Federal esand taxability of estates and gifts.

Applicants who have an LL.B degree or four years of pertinent legal experience may qualify for the grade GS-7 level. In addition to meeting the grade GS-7 requirements, applicants with one ter, GS-359-5. year of professional accounting above experience and/or educa- g'ven temporary appointments. tion which included a minimum of one year of accounting and audit- Miss Carol Butler or Thomas Goling experience. For grade GS-11, enabski, Office of Civilian Persona minimum of four years of legal nel Phone 788-5000, ext. 331 or 555. experience is required.

Interested applicants tain applications and pertinent announcements from the nearest Internal Revenue Service District Office, any post office where this announcement is displayed or at the Board of U.S. Civil Service Examiners, Internal Revenue Service, 90 Church Street, 11th floor, New York, N.Y. 10007.

# Broadcast Tech.

Applications for broadcast technicians are being accepted continually by the United States Civil Service Commission, Starting salaries for State Employment Service seeks the job range from \$6,115 to cut and gives vocational prepara-

# **Clercial Positions**

The Subsistence Regional Headquarters, Defense Personnel Support Center in Brooklyn, N.Y. tagently needs applicants to fill tate and gift tax returns, directed the following vacancies: clerk typrimarily at the determination of pist, GS-322-3; frieght rate spethe value, ownership of interests, cialist, 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 opera-

Applicants for most of these auditing experience may positons must have civil service qualify for grade GS-9. Applicants status. However, for the GS-322-3 for grade GS-11 must have a and the GS-1102-12 positions combination of six years of the applicants with this status will be

For further information, contact

# Mrs. Spaulding To New Post

ALBANY-State Industrial Commissioner M. P. Catherwood has announced the appointment of Dorothy C. Spaulding to a newly created position in the State Labor Department's Division of Employment designed to implement the Department's special manpower programs in New York

In her new post, Mrs. Spaulding will be in charge of the Human Resources Development Program, a major effort through which the tion and job finding assistance to the hard-core unemployed and Use Zip Codes-It's faster that underemployed in the City's pov-

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### Farms & Country Homes — New York State

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# Sample Bus Driver **Test Answers**

93, A; 94, D; 95, D; 96, B; 97, C; 98, C; 99, C; 100, A.

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# Sample Bus Driver Questions & Answers

because they

(A) are a guide to avoid common dangers, (B) prevent carelessness, fix responsibility for accidents. (D) make it unnecessary to think

94. During rush hours, passengers are requested to have the correct fare ready when boarding a bus mainly because this

(A) assures collection of all fares. (B) permits a fuller busload, (C) results in less change being carried by the operator, (D) helps

95. Traffic regulations forbid "dangerous" or "reckless" driving

(A) parking a car within 15 feet of a fire hydrant, (B) driving on a hospital street at 25 miles per hour, (C) passing a public school at noontime on a weekday at 10 mlies per hour, (D) frequently changing lanes in heavy traffic moving at 45 miles per hour on a parkway.

action, the bus operator would show good judgment by

(A) telling the passenger to keep his mouth shut, (B) acting as if the passenger were not there. (C) calling the passenger names in return, (D) driving to the nearest policeman and preferring charges.

97. It is a rule that, when street obstructions leave scant clearance for buses to pass, operators must stop before passing the obstruction and never proceed until certain that clearance is sufficient and that it is safe to do so. This means that

(A) it is never safe to pass street obstructions, (B) every bus must stop before passing an open manhole with a fence around it, (C) 96. If a passenger called a bus the operator must stop if he must operator names but took no other use the single narrow traffic lane

between a parked truck and an must not approach within 100 feet open manhole, (D) the operator may always pass an obstruction as long as he stops first.

98. After a passenger has tendered the bus operator a dollar bill, has paid his fare and received change, he goes some distance toward the back of the bus and then returns to the front, stating that he was short changed a quarter. The best action for a bus operator to take is to

(A) give him the quarter if he is sufficiently argumentative, (B) tell him to send a letter of complaint to the Mayor's complaint box, (C) inform him that change must be counted when received, (D) tell him that he must have dropped it in the bus.

99. It is a rule that bus operators

of a line of children during a school fire drill, nor interfere with, hinder, obstruct, or impede in any way whatsoever any such fire drill. A bus operator, observing a school fire drill in progress in the next street ahead, could best comply with this rule by

(A) making a right turn at the corner and going around the school, (B) pulling up slowly to the person in charge of the drill, (C) stopping at the corner until the fire drill is over, (D) proceeding slowly along the opposite side of the street.

100. A rule of the transit authority is that buses must never be moved except by operators certified as qualified, and by authorized student operators while supervised by a qualified operator. This rule permits a bus to be moved at any time by any person. (A) who is an approved operator, (B) certified as a student operator, (C) with a chauffeur's license, (D) who knows how to operate

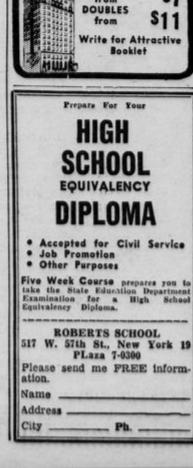
(Answers on Page 11)

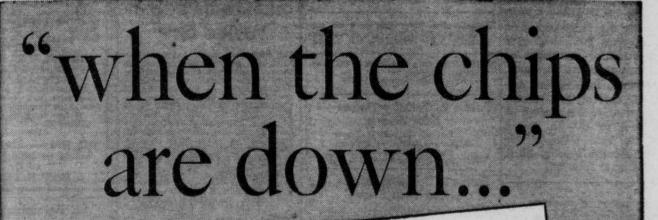
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A LETTER TO H.I.P.

As a Transit Authority employee I was in H.I.P. right from the beginning. A little over a year ago, I had to leave H.I.P. because I moved to Lake Ronkonkoma, and H.I.P. isn't that far out into Suffolk County yet. I belong to another plan now, and I miss the medical attention I used to get. I haven't had any blood or urine tests for my condition, and no effort is made to control it. Every visit to their doctor is a Rush, Rush, Hello, Goodbye, one shot, no follow-up deal. There is paper work involved which I didn't have with H.I.P.

This doctor doesn't seem to be satisfied with what his plan pays him, and he shows it in his attitude. In all my years with H.I.P. the doctors didn't seem to resent the Group they were associated with.

In my family, my sister-in-law died of cancer, but H.I.P. spared NO expense to try and save her. My father's illness was successfully arrested by H.I.P., and he has been enjoying good health ever since. Currently, another sister-in-law has cancer of the neck and H.I.P. has done everything possible, and she too is on the mend.

When the chips are down and the patient has his back to the wall, H.I.P. comes through, without added expense, without burdensome paper work, and with medical attention beyond expectation.

I am patiently waiting for H.I.P. to open a Group Center in or near Lake Ronkonkoma so I can again get first-class medical attention.

H. W. H. Ex-H.I.P. Member



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# CSEA 1967 Committee Reports

# Human Rights By FRANK WALLACE, Chairman

This committee met in Albany on Feb. 23, 1967 and reviewed the following subjects and made appropriate observations and recommendations.

Elimination of one out of three rule in civil service job appointments:

CSEA is supporting legislation to accomplish this during the current legislative session.

Purpose and availability of this committee:

It was recommended that the Civil Service Leader carry an appropriate story detailing the responsibilities of this committee and the fact that members of this committee are available upon request to visit and advise chapters relative to any existing human rights problems.

Candidacy of minority groups for Statewide CSEA

While much improvement is noted in this area, the committee recommends that efforts be continued to recruit additional candidates in this field.

Job opportunities for minority groups:

The committee noted gratifying strides, have been made in this area following recommendations of this committee.

Discrimination among volunteer fire companies:

It is recommended that CSEA take appropriate steps to encourage volunteer fire companies to accept Negroes in their local organizations.

State sponsored career development program in New York City:

The committee expressed concern over reports that the screening process in obtaining recruits was faulty, resulting in a waste of the taxpayers money. It was reported that few of the recruits who were enrolled in the program ever accepted State employment following completion of the course nor had any intention of doing so initially.

High insurance rates for CSEA members residing in New York City ghetto areas:

The committee noted this problem and agreed to investigate the possibility of alleviating same.

# Non-Teaching School Aides By THEODORE C. WENZL, Chairman

This committee met on Feb. 17 in Albany, and after discussing problems relating to the non-teaching school employees, made the following observations and recommendations.

VERNON A. TAPPER: The committee noted with deep regret the recent death of second vice-president

Vernon A. Tapper, who had been chairman of this committee since its inception several years ago. As the leader of this committee, Mr. Tapper had brought to it certain well-founded philosophies as to how the Association could best organize and service this important and untapped membership potential. This committee expressed intention of making every effort to continue in the same general direction outlined by Mr. Tapper, but it recognizes that under a new chairmanship changes are inevitable.

TREND TOWARD ELIMINATION OF NON-TEACH-ING CLASSIFIED PERSONNEL IN FAVOR OF UN-CLASSIFIED PERSONNEL-This committee is very concerned over the apparent movement to replace nonteaching personnel with personnel in the unclassified service. By law, personnel whose primary function is teaching are in the unclassified service, and therefore, do not have the benefit of the merit system as emplovees in the classified service know it. Employees in the classified service are subject to the benefits of competitive examination and other important aspects of the Civil Service Law, whereas employees in the unclassified service of a school system fall to a greater extent under the Education Law. The committee notes a seeming trend to place the key executive positions in such areas as business administration, supervisory maintenance (superintendent of buildings and grounds), purchasing, etc. These are the more lucrative jobs to which outstanding civil servants would naturally aspire. The committee recommends that the closest attention be paid by CSEA to this problem to prevent the erosion of the Merit System and minimize the non-availability of the best jobs by promotion to non-teaching personnel.

HOME RULE-While this committee fully appreciates the desire on the part of non-teaching school employee3 to have legislation enacted which will mandate certain benefits to non-teaching school employees, it fully appreciates the difficulties encountered by CSEA in having such measures introduced and passed. Legislators, by and large, are quite concerned with the home rule concept and, therefore, most of them are reluctant to vote affirmatively for legislation which will mandate benefits, particularly those which cost money, for employees of political subdivisions, including school

UNIT SYSTEM-The committee recommends that consideration be given to the establishment of one unit, representing all school districts in any one county, and that all districts within each county have a representative on the board of directors of such unit. The committee feels that this type of arrangment would provide a greater exchange of information and ideas among

all school districts in any given county and will provide a base of operation for a strong non-teaching lobbyist group.

POTENTIAL-This committee estimates that there are approximately 100,000 non-teaching school employees in the State of New York. At the present time approximately 5,000 of these are CSEA members. In view of this tremendous potential, the committee recommends that CSEA Headquarters assign one of the new roving fieldmen to work specifically on soliciting membership among the non-teaching school employees. The committee pointed out that it is time for CSEA to invest some money and manpower in pilot projects such as nonteaching school employees, with a view toward long range results.

# Legislative By GRACE NULTY, Chairman

Attached is the most recent listing of CSEA legislative bills sponsors, introductory and print numbers. I think we will agree that this is an impressive legislative program. (Editor's Note: Legislative list was printed in an earlier edition.)

Each chapter president has receive a legislative kit, which included: reapportioned Senate & Assembly maps, legislative guide, list of State legislative committee members, reporting forms, instruction sheets "A" & "B". legislative program highlights, brochure: "What is the CSEA?", 1967 directory of legislators. We trust that you found this kit helpful in your legislative contacts.

Members of the legislative committee are available and willing to attend chapter and conference functions. It is suggested that members of the committee be called upon to assist the chapters on matters dealing with our Legislative program.

Commitments by legislators to their own constituents is vital to the success of our bills. Our request for request for reporting the results of your chapter's legislative contacts is a very useful tool, because it enables us to assess the potential support that we can expect for our bills. In addition to a first contact, we also recommend that our chapters recontact legislators as appropriate to insure that they have not changed their minds since making an original commitment if favorable or to try to persuade them to a different view if otherwise.

We take this opportunity to thank those chapters that have been diligent in submitting their reports. We urge those who have not done so to submit them as promptly as possible.

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11 Swasey S Albany     79.9       12 Weaver H Keneselaer     79.3       13 Kelly T Albany     78.1       14 Sanchirico A Albany     78.1       15 Dinino A Watervilet     77.9       16 Daugherty B Selkirk     77.0	29 Bower R Staten Is     76.5       30 Putnam V Schenectady     .76.0       31 Lanahan J Horseheads     .76.0       32 Hirsch J Albany     .76.0       33 Carmody R Hollis     .76.0       SR, LABOR ACCTS, AUD.	63 Gruneebaum F NYC
SR. CONSERVATION         EDUC.           1 Kelsey         P Dryden         94.0           2 Elliott         G Sherburne         83.0           3 Nowack         R Fariville         83.0           4 Bettswulluam         Earlville         80.0           5 Weeks         J Sherburne         77.0           6 Zlomek         D Ogkfield         77.0           7 Hutchiuson         R Canton         75.0	1 Frasier J Westbury 103.0 2 Shapire H Flushnig 100.0 3 Ellis E Copiague 38.0 4 Tayler H Jamaica 97.0 5 Miller R Ashville 86.0 6 Grover I Bklyn 94.0 7 Wong J NYC 93.0	67 Tirado T NYC     78.0       68 Frantz J Fayetteville     77.0       69 Speiser G Laurelton     77.0       70 Sherman S Troy     77.0       71 Varvaro V Biklyn     77.0       72 Hermele L Bilyn     77.0
ASSOCIATE         LANDSCAPE         ARCHITECT           1         Remling         A         Gelndale         860           2         Benosky         P         NYC         860           3         Tompkins         D         E         Northpor         820	10 Clark F     Watervliet     90.0       11 Barouch J     Rego Pk     90.0       12 Diamond A     Baywide     89.0       13 Cherin L     Beechhurst     89.0       14 Schnur F     Bx     89.0	74 Silverman S Bklyn
SR. PUB. INFO. SPEC. IDP           1 Johnson M Albany         .86.3           2 McMahon J Albany         .86.2           3 Memming P Buffao         .83.1	14 Schnur F Bx     89.0       15 Wright J Flushing     89.0       16 Nemet M Bx     88.0       17 Yankowski J Hagamaa     88.0       18 Barry J Pt Washington     88.0	1 Buchholz A Claverack
4 Del P Greenville	18 Elias A Kenmore 88.0 20 Kane R Buffalo 87.0 21 Adams A Albany 80.0 22 Ryan T Albany 86.0	1 McCartby E Troy
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10 Johnson M Albany     85.5       11 Henke T NYC     84.5       12 Birstein J NYC     84.5       13 Shaw J Schenectady     84.0	30 Leyden E Merrick         83.0           40 Paige E N Tarrytown         83.0           41 Major J Johnstown         82.0           42 Landesberg M Bx         82.0           43 McGuire R NYC         82.6	SUPERV. PHY. THERP. PUB. HLTH 1 Duncan W Saranae Lake
15 Goldstein D Albany	46 Altschuler I Bx	3 Lennon J New Rochelle78.1
18 Sparco     M Albany     83.0       19 Maore     E Garden City     83.0       20 Cantalaar     G Middle Vill     82.0       21 Levy     J Ithaca     81.5       22 February     83.0     83.0	48 Schulz P Scheneciady .81.6 49 Murphy J Loudouville .81.6 50 Gelles L Bidyn .80.6 51 Badillo J Amsterdam .80.6	MOTOR EQUIPMENT TEST MECHANIC   G-13 — PUBLIC WORKS   1 Hubley C Ulica
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13 Kelly T Albany	31 Lanahan J Horscheads76.0	61
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i Kelsey P Dryden	2 Shapire H Flushnig	67
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4 Bettswulluam Earlville80.0	6 Miller R Ashvilla 00 n	70
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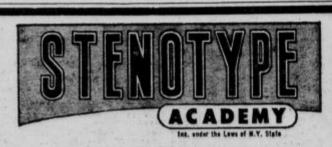
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# Legislature Passes 25 Employee Bills

(Continued from Page 1) make additional contributions to- (Budget Bill.) ward charges for health insurance ents. (S1168). (Senator Flynn.)

v.sion that contribution of mem- of 12, not to exceed 24. (S3661) ber of State Hospital Retirement (Eudget Bill.) System, for retirement purposes, additional 3% of compensation Social Security Law, to extend inpaid. (AI 3659, AP3759). (Bud- crease in ordinary death benefits

ment plan for State employees and Bill.) members, and also ordinary death benefits therefore. (AI 3665, AP Section 13, Retirement and Social 3760). (Budget Bill.)

MENT SYSTEM-Amends Section tirement System to make contributions thereto which will result in increased take-home pay. (AI 3658 AP 3753). (Budget Bill.)

NON-CONTRIBUTORY RE-IREMENT - Amends Section 70-a Retirement and Social Security Law, to continue for another year, provision that contribuitons by members shall be reduced by 5% and additional 3% (AI 3657, AP 3752). (Budget B:11.)

STATE TEACHER'S RETIRE-508, Education Law, to extend Meltzer.

June 30, 1968, provisions for ad-RETIREE'S HEALTH INSUR- tional interest for members of ANCE CONTRIBUTION-Amends State Teacher's Retirement Sys-Section 167, Civil Service Law, tem in computing accumulated to allow Political Sub-division to contributions. (AI 3663, AP 3758).

STATE TEACHER'S RETIREcoverage under State plan, for re- MENT SYSTEM-Amends Section tired employees and their depend- 512. Education Law, to allow member of State Teacher's Retire-MENTAL HYGIENE RETIRE- ment System with more than 12 MENT SYSTEM-Amends Section years of service, additional death 176-a, Mental Hygiene Law, to benefit of 1/24th annual salary continue for another year, pro- times number of years in excess

DEATH BENEFIT - Amends for members of State employees' 1/60th RETIREMENT PLAN- 1 etirement system and member of Amends Sections 60, 75-a-c, Re- police and firemen retirement tirement and Social Security law, system, to death occuring on or beto continue for another year, fore June 30, 1968, instead of 1/60th non-contributory retire- 1967. (AI 3660, AP 3755). (Budget

SPECIAL INTEREST-Amends Security Law, to extend fiscal STATE TEACHER'S RETIRE. year ending March 31, 1967, provisions granting special interest 528, 529. Education Law, to ex- to annuity saving accounts of for another year provisions for members, where average rate of members of State Teacher's Re- investment earnings exceeds 3% (AI 3662, AP 3757). (Budget Bill.)

RETIREMENT ALLOWANCE-Amends Section 76, 376, Retirement and Sociai Security Law to extend to April 1, 1968, to apply for vested retirement allowances on attaining certain age. (AI 3664, AP 3759). (Budget Bill.)

# Conference Treasurer

UTICA - J. Arthur Tennis, has

# Compensation **Board Workers** May Transfer

ALBANY-The State Workmen's Compensation Board is offering an opportunity to all of its employees throughout the State to volunteer for transfer to a new Nassau-Suffolk Office, which is scheduled for opening on October 1, at Hempstead, tion and Training, told the CSEA schools operated by the Depart-

George J. Syrett, Administrator of Personnel for the Compen- memorandum providing basic insation Board, told the Civil Service formation on eligibility, applica-Employees Assn. last week that a tion and other essential program program of employees on full time notice of the opportunity for trans- details." fer has been made available to all of the agency's personnel. Employees may transfer only in the shall be reduced by 5% and an Section 60, 360, Retirement and title they presently hold on a education and training and re- full and part time assistance in permanent basis, the agency said.

The Board had hoped to establish the new district office during 1966, but plans were deferred, however, when funds for the project were not approved.

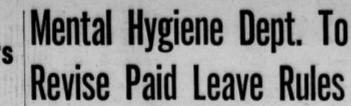
## More Custodians At Green Haven

Commission reports that custodial coverage at Green Haven State nussioner of Mental Hygiene, all said. Prison has been increased by eliminating some of the shifts and placing more officers on the certain tours of duty during which there is the greatest activity.

In an inspection report, the commission said prison personnel were employed on a 40-hour, fiveday week basis, a revision of the schedule. Tours of duty are still eight hours.

In OGS Post

ALBANY-Benjamin Frank, a Long Island lawyer, has been been elected treasurer of the named deputy commissioner of Central Conference, Civil Service the Office of General Services. He Employees Assn, Tennis fills the succeeds Robert Stone, who has MENT SYSTEM-Amends Section unexpired term of the late Ida been named appointments officer for the governor.



ALBANY-As a result of a request by the Civil Service Employees Assn., the State Department of Mental Hygiene is preparing a revision of procedures governing the administration of its program for leave-with-pay for education train-

ing by employees.

In addition, Philip Wexler, Assistant Commissioner for Educalast week, the Department plans 'to distribute to all employees a

The CSEA had received a number of inquiries from its members concerning opportunities for quests for more complete details the future. on the Department program.

In the meantime, Governor are among the Mental Hygiene Department's 311 employees now basis of merit, length of service, on educational leave with pay, employment records, and ability to under the program.

ernor by Dr. Alan D. Miller, Com- educational program, Dr. Miller

ment have personnel involved in but two of the 31 hospitals and the educational program.

Dr. Miller said the Department will spend \$50,000 this year in tuition and fees on the educational educational leave with pay. It is expected, he said, there will be a substantial increase in the numher of employees receiving both

Under the program, applicants for educational leave with pay, Rockefeller's office announced last who may also receive assistance, week that 133 psychiatric aides either full or in part, with tuition and fees, are selected on the profit from study, the need for According to a progress report employees with the added train-ALBANY-The State Correction on the program made to the Gov- ing, and the cost of the proposed

# C.S.E.A. Wins 2-Year Pact For Long Island School Workers

For the first time in the Nassau-Suffolk County area, the Civil Service Employees Assn. has won a formal twoyear contract for non-teaching school district employees.

The pact-giving employees \$450-\$800 more over the two-

year contract period-was negoti- board, binding the board or any District Board of Trustees recently.

The agreement also formalizes an earlier agreement to grant exclusive recognition and bargaining rights to the Plainview unit of the Nassau chapter, CSEA.

into the minutes of the school tion toward retirement.

ated with the Plainview School successors to its terms. It covers the period July 1, 1967 to June 30, 1969,

Under the agreement, salary adjustments are made for matrons, maintenance men, custodians and other non-teaching employees. The pact also reduces by 3 The agreement will be entered per cent the employees' contribu-

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ANNUAL DINNER - The State Tax Examiners Assn., recently, held its annual dinner at the Top of the Village Restaurant with some 150 members in attendance. Guests attending the dinner meeting were, left to right, seated: Arthur Hirsch, deputy commissioner in charge of the Brooklyn office; Nathan Mitchell, special investi-

gation bureau; Solomon Goldstein, president of the STEA; and Solomon Bendet, chairman of the Civil Service Employees Assn.'s salary committee. Standing, same order, are: Marvin Braham, chair man of the dinner; Robert Lewiston, district tax supervisor, White Plains; Paul Newman, New York 10 Lanfear R Contral Val. ......74.5 District Tax Supervisor; and Abraham Elitz, director of the collection bureau in New York City.