

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 7 Tuesday, October 18, 1966 Price Ten Cents

## Convention Reports

See Page 14

# CSEA Will Seek A Two-Grade State Salary Reallocation In '67



**CANDIDATES** — The two major rivals for the governorship of New York State, Democrat Frank D. O'Connor, left, and the incumbent Republican Nelson A. Rockefeller, are seen



here during campaign appearances last week. Both candidates addressed the annual meeting of the Civil Service Employees Assn., held last week in Buffalo. Joseph F. Feily, CSEA president, is seen with the political contenders.

## County Aides Ask Mandated Legislation

**BUFFALO** — The Salary Committee of the Civil Service Employees Assn. came up with a new twist for raising salaries of State employees when it proposed here last week that all State workers receive a two-grade salary reallocation in 1967. The proposition got the enthusiastic and whole-hearted endorsement of nearly 1,000 delegates attending the 56th annual meeting of the Employees Association here last week in the Statler-Hilton Hotel.

Solomon Bendet, chairman of the committee and creator of the proposal, said the two-grade reallocation request was based on the fact that the State's present salary grades were outdated and that a general upward reallocation would not only be a step toward modernizing the pay grade schedule of the State but would also give a sufficient boost to employees salaries to combat some of the pressures now being created by a general inflationary period in the American economy.

As in previous years, the salary resolution contained several subdivisions relating to other benefits the Employees Association feels must be gained to make the total income picture for State workers an adequate one.

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## 31 Social Work And Parole Titles Receive Reallocations

**ALBANY** — Thirty-one titles in the fields of social work and parole were reallocated or reclassified to higher titles effective Oct. 27, according to J. Earl Kelly, Director of the Division of Classification and Compensation. Action on the reallocations, announced late Friday, was the result of briefs submitted by the Civil Service Employees Assn.

Titles upgraded were:

Reallocations

Guidance counselor, grade 14 to 16;  
Youth division counselor, grade 14 to 16;  
Demonstration caseworker, grade 14 to 16;  
Parole officer, grade 16 to 17;  
Supervising demonstration caseworker, grade 17 to 18;  
Senior medical social worker, grade 17 to 18;  
Senior psychiatric social worker, grade 17 to 18;  
Welfare representative (child welfare), grade 17 to 18;  
Welfare representative (medical), grade 17 to 18;  
Welfare representative (family

services) grade 17 to 18;  
Rehabilitation counselor, grade 17 to 18;  
Guidance supervisor, grade 17 to 18;  
Senior youth division counselor, grade 17 to 18;  
Senior youth parole worker, grade 18 to 19;  
Supervisor of social work, grade 19 to 20;  
Senior parole officer, grade 19 to 20;  
Youth parole supervisor, grade 20 to 21;  
Psychiatric casework consultant, grade 20 to 21;  
Supervising medical social worker, grade 20 to 21;  
Supervising psychiatric social worker, grade 20 to 21;  
Supervisor of youth division center, grade 21 to 22;

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### Appear In Buffalo—

## Rockefeller And O'Connor Woo Public Employee Vote At CSEA's Annual Meeting

By PAUL KYER

**BUFFALO** — Two major rivals for the governorship of New York State — incumbent Nelson A. Rockefeller and his Democratic opponent, Frank D. O'Connor — flew here last week to woo the votes of over 140,000 Civil Service Employees Assn. members and their families by addressing some 1,000 delegates attending the annual meeting of the Employees Association here.

While the cordiality toward both candidates was about equal, the contenders themselves took different approaches in speaking

before the CSEA convention.

Governor Rockefeller made no specific promises should he be re-elected but indicated that the pattern of substantial gains made by public employees under his administration would continue. He said that New York State led the rest of the country in wages, retirement and fringe benefits for its employees and that he would "maintain this lead."

Rockefeller noted programs on behalf of the public in general and reminded his listeners that these programs would be carried

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### OBITUARIES

**JOHN POWERS**  
Former CSEA President

**IDA MELTZER**  
Syracuse Chapter Officer

—See Page 1

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

They Remember In November

## Civil Service Voters, 20 Percent Of Total, Awake And Active

**CANDIDATES** for public office are slowly awakening to the fact that civil service — once the sleeping giant of the electorate — has awakened before them and has begun to shake off the marks of sleep.

(Continued on Page 2)

### HIP Provides Free

The first mass immunization of against mumps in New York State was conducted last week by the

### Mumps Immunization

East Nassau Medical Group of the Health Insurance Plan of Greater New York (HIP) in cooperation with the New York University School of Medicine.

The successfully tested Jeryl-Lynn strain of vaccine was given without charge as part of their HIP coverage to children between their first and seventh birthdays at the medical group's center at 350 South Broadway, Hicksville. The vaccinations will be given to other groups of children in the same are brackets on Nov. 20.

Buy U.S. Savings Bonds.

# DON'T REPEAT THIS

(Continued from Page 1)

Stretching to reach their fullest potential, the more than one-half million public employees who reside in New York City are being canvassed by candidates for public office who realize that what was once the sleeping giant, now represents some 20 percent of the voters — a nice margin to have in one's column on Election Day. For this reason, speaking dates before civil service groups are now being sought by campaign-wise candidates.

Some 100,000 voters cast their ballots for candidates of the Civil Service Fusion Party in the last New York City general mayoral election — and many more public employees cast their votes for the candidates selected by the party — although on other lines.

#### The Review Board

This year, a massive campaign has been launched by Police Benevolent Associations in New York City who are bringing their fight against Mayor John Lindsay's Civilian Police Review Board to the public.

Supported by other public employee groups, the PBA's, led by the largest one — the New York City Patrolmen's Benevolent Assn. under John Cassese — successfully brought the matter of review boards before the electorate through a referendum against Lindsay's wishes.

It must be noted that police and firemen's group have a perfect record on referendums — they have always won issues brought before the public in this way.

Should the PBA's fight to ban outside review boards be successful, it would be a severe blow to Lindsay's political stature.

#### Taken For Granted

Political leaders can no longer take for granted the continued support of civil service organizations. Witness the support given by John DeLury's traditionally Democratic Uniformed Sanitationmen's Assn. to the re-election bid of Governor Nelson Rockefeller.

The USA is known for giving more than lip service to candidates — as are most other civil service organizations. Well organized, the off-duty sanitationmen, roll up their sleeves and pitch in to carry out the many duties involved in running a political campaign — distributing leaflets, stuffing envelopes and working on the telephone.

Like the USA, the City's two firefighters' organizations have endorsed the Governor, Lt. Governor Malcolm Wilson, Attorney General Louis Lefkowitz — all

Republicans — and Democratic Comptroller Arthur Levitt in their bid for re-election.

The growth of the Civil Service Council for Constitutional Protection from an idea born in the minds of Charles Stephens and the Uniform Fire Officers Assn. to a group which now represents almost 400,000 civil service employees, shows the spirit of civil service in banding together in this election.

Civil service labor organizations which are continually fighting each other for membership and are at each other's throats constantly seeking benefits, have joined for one purpose — to assure the election of people who will not encroach on hard won gains when the State Constitution is revised next year.

New York City fireman Terrence Dolan is running for a Constitution Convention seat from his home district in Riverdale; Rochester policeman Ralph Boryszewski is on the ballot, Deputy Chief of the New York City Fire Department, Thomas Dillon, a first timer in politics, narrowly lost winning a spot on the ballot, ranking fourth in a field of nine pros for one of the three vacancies on the slate. Dillon's campaign had the support of civil service organizations who did much of the leg work for his candidacy. Of the nine candidates in the primary, he was the only one not politically connected and the only first time candidate.

#### Retired Joining

Retired civil service employees are joining in politics also. Judge John Reilly of Rockland County Court earned his law degree while a fireman in New York City, studying between fires and drills. When he resigned from the department after receiving his degree, he maintained his civil service status by joining the staff of the State Attorney General's office as an assistant counsel.

Former New York City policeman Thomas Mackell is well known by his Queens constituents and by civil service employees.

In past campaigns Mackell had been endorsed by virtually every civil service organization that makes it a practice to back candidates. He is well known to the members of legislative committees of civil servants from his days as State Senator. Moreover, he is respected as the author and sponsor of 647 bills which have directly benefitted civil service employees during his 12 years term in Albany.

Currently a candidate for District Attorney in Queens County,

he has once again received the support of some 75 civil service groups.

Although receiving their endorsement, Mackell was criticized by the Citizens Union when he sought re-election in 1958 for being "overly devoted to the cause of civil service employees." Yet, despite this criticism, he won by gathering over 70 percent of the total vote cast in his district.

The story is the same around the State. Civil service employees are known for their memory. Those who have been good to civil service while in office receive their endorsement over and over again. When they stop being good, their endorsement stops too.

While feuds among civil service groups are common, the fact remains that they do "Remember in November."

## Promotion Test Open To City Investigators

Oct. 25 is the closing date for investigators in the Departments of Labor, Law, Personnel and Welfare, and in the City Rent and Rehabilitation Administration, to file for the Feb. 17 promotion exam to senior investigator.

This position is in salary grade 19, paying from \$7,450 to \$9,260 a year.

The written exam will be weighted at 50 percent of the final average with performance weighted at 35 and seniority worth the other 15 percent. The exam may be of the essay type and include questions on supervising, investigative and interviewing procedure and techniques, public relations, letter writing and reports.

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

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Seek Equality With State

# County Delegates Ask Mandated Legislation For Local Employees

(Special To The Leader)

**BUFFALO** — Delegates representing county and local government employees in the Civil Service Employees Assn., acted last week to bind their legislative program closer to that of State CSEA members by voting to have all Legislature bills mandated for State workers be equally binding for political subdivision employees.

The move came at the County Division's session on local government problems during the 56th annual meeting of the Employees Association, held here last week in the Statler-Hilton Hotel.

The delegates' aim was to mandate for employees of counties, towns, school districts, etc., all legislation proposed for State employees. This would include automatic and non-contributory membership in the State Retirement System (along the same lines as the 1/60th, guaranteed half-pay retirement after 30 years that the Legislature and Governor Rockefeller approved for State workers this year); health insurance plan participation, improved work-

ing conditions and any necessary steps needed to improve salary schedules for local employees.

Top goal for the coming year will be to get the so-called 1/60th retirement measure mandated. When this legislation was approved for State workers it was permissive, but not obligatory, for adoption by political subdivisions. Some town and county agencies have since approved the non-contributory pension plan for their employees — but not many.

This lack of action on retirement improvements in most parts of the State drew irate speeches at first from County delegates but the speechmaking soon gave way to the more practical creation of the mandated legislation program.

**Wage Scale Concern**

Many delegates expressed concern over the failure of local government bodies to make any serious moves to protect workers' against pay check erosion from present inflationary trends. For this reason, State delegates agreed later on in the convention to take all necessary steps to create activity in the Legislature that would in some means force political subdivisions to "deal more realistically with the fiscal facts of life and make them face up to the urgent responsibility of giving their public employees a decent, living wage."

A greater co-operative attitude between county and town chapters also was developed at the session, particularly in terms of chapter maintaining closer liaison in the area of reporting problems and progress to each other. "Let us share our victories by learning from each others' tactics as well as avoiding dead end approaches by learning from each others' mistakes," one delegate declared.

This new approach on legislation and inter-county relationships will be reviewed thoroughly at the session of County delegates who will attend the annual dinner meeting of the Employees Assn. in March, Vernon A. Tapper, CSEA third vice president and chairman of the County Division, reported.

## CSEA's Borelly Speaks To School Workers In Oneida

**UTICA**—Samuel Borelly, president of the Central Counties' Workshop of the Civil Service Employees Assn., was the speaker at a recent meeting of the Clinton Central School employees. The employees are members of the Oneida County CSEA.

Also attending the meeting, held in the Helmuth-Ingalls American Legion Post, Franklin Springs, was Roger F. Sollimando, county CSEA president.



**ANSWER** — William Rossiter, at microphone, is seen as he answered a question from one of the members attending a session for Mental

Hygiene Department delegates during the annual meeting of the Civil Service Employees Assn. Rossiter is chairman of the Special CSEA Mental Hygiene Committee.

At CSEA's Annual Meeting

# Mental Hygiene Delegates Stirred Up By Continuing Out-of-Title Assignments

By JAMES F. O'HANLON

**BUFFALO**—A general aura of frustration on the serious out-of-title work situation in the Department of Mental Hygiene pervaded the atmosphere of that department's delegates meeting at the 56th annual convention of the Civil Service Employees Assn. in Buffalo last week.

The main business of the meeting was the presentation to the assembled delegates of the minutes of the CSEA's special Mental

Hygiene Committee's last meeting with State Mental Hygiene Commissioner Allan D. Miller.

Of the 30 items discussed with

Miller by the special committee and subsequently reported to the delegates, many dealt either directly or indirectly with the chaos being created in the Department of Mental Hygiene by the assigning of out-of-grade duties to employees in many areas of service.

The first item on the agenda however, a resolution calling for a 37½ hour week for all State employees, created the initial stir in the evening's activities.

The issue to be resolved was how to best allow the implementation of 37½ hour week for clerical workers in the Department of Mental Hygiene. They remain the only clerical workers in the State's service who do not already enjoy this benefit.

William Rossiter, chairman of the CSEA's special committee, pointed out that after consultation with Dr. Miller, the resolution calling for a 37½ hour week for all State employees was considered the best solution to the problem. The Commissioner had pointed out that there were not enough available items now to cover the work that had to be done by his department's clerical help. He had suggested that, instead, the clerical workers could be paid 2½ hours overtime. The special committee's representatives regarded this idea as unworkable since that same overtime would not be available to all Mental Hygiene employees. It was resolved then that the Commissioner would support any CSEA attempt to adjust section 134 of the State Civil Service Law to allow

(Continued on Page 16)



**QUESTION** — Mrs. Julia Duffy, a CSEA delegate from Pilgrim State Hospital chapter, is seen as she posed a question on providing institution clerical workers with a 37½ hour work week. The scene is a meeting of Mental Hygiene Department delegates at a session during the annual meeting of the Employees Association in Buffalo last week.

## John F. Powers

**FREEPORT** — John F. Powers, former president of the Civil Service Employees Assn. died at his home here on Friday following a prolonged illness.

Mr. Powers, who rose from president of the New York City chapter, CSEA, to the presidency of the Statewide Association, was a former employee of the State Insurance Fund.

Prior to his six-year tenure as



CSEA president, he had served as the first vice-president for four years. For the past seven years, he was a field representative for the Association on Long Island.

In addition to his wife, Marjorie, he is also survived by two sons, John P., Jr., and Gerald J. and two grandchildren.

## Ida Meltzer

Miss Ida Meltzer, long time active member of Syracuse Chapter, Civil Service Employees Assn., died of a heart attack last Friday, while attending the annual meeting of the Employees Association in Buffalo.

Miss Meltzer had also served in various offices of the CSEA's Central Conference.

Funeral arrangements were incomplete at Leader press time.

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**OUR 69th YEAR**

**U.S. Service News Items**

**Macy Hits "Employees Bill Of Rights" As Prohibitive**

Appearing before the Senate Constitutional rights subcommittee recently, U.S. Civil Service Commission Chairman John W. Macy, Jr. offered strong arguments against the enactment of the provisions of the so-called "Federal employees bill of rights."

He did, however, tell the subcommittee of his displeasure with certain portions of some Federal agencies whereby Federal employees are coerced into participating in agency programs beyond the normal course of duty.

In his objection to the "bill of rights," Macy questioned the propriety of its language. He felt that it was so ambiguously prohibitive that an agency could be overstepping its authority even if it gave directions on how to contribute to a blood bank.

Macy and members of the subcommittee voiced loud disagreement with each other over many aspects of the bill.

The bill, (S.3779), which was introduced by the subcommittee's chairman, Sam Ervin of (Dem., N.C.), has been praised by employee leaders as a step forward in employer-employee relations in Federal government.

**Retirees Annuities May Rise As Of Jan. '67**

The annuities of more than 750,000 retired Federal employees and survivors now on the Civil Service Retirement rolls will be boosted by a cost-of-living increase next January, if the Consumer Price Index is 113.6 or higher for September and October of this year, the Civil Service Commission said recently.

Federal employees who retire on or before December 30 will also receive any cost-of-living increase plus a 1 percent increase. The 1 percent increase stems from a 1962 law which increased annuities on a sliding scale from 5 percent for those retiring in 1962 to 1 percent for those retiring in 1966.

The Commission emphasized that a cost-of-living increase in annuities is not yet due. The Consumer Price Index for August 1966, as announced by the Bureau of Labor Statistics, was 113.8 as compared to 110.2 for the base month of July 1965, which determined the amount of the last cost-of-living increase. The 3.6 point difference between July 1965 and August 1966 is an increase of 3.3 percent over the July 1965 CPI of 110.2. Under the law, cost-of-living increases in annuities become payable when the current CPI maintains at least a 3 percent increase over the base month for three months in a row. The amount of increase is based on the highest percentage increase over the base CPI  
(Continued on Page 13)

**Where to Apply For Public Jobs**

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

**CITY**

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

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

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

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

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

**STATE**

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

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

**FEDERAL**

**FEDERAL**—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays. Telephone 264-3311, 9 A.M.-1 P.M.

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

**Oswego County Needs Account Clerk**

Oswego County is accepting applications until Oct. 28 for a Dec. 3 open-competitive examination for account clerk. The salary range for this position is \$3,250 to \$3,850 plus a \$300 cost of living bonus.

For further information, contact the Civil Service Office, county Building, 46 E. Bridge St., Oswego, N.Y.



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### Federal Correction Officer Openings

The United States Department of Justice, Bureau of Prisons, is accepting applications on a continual basis for correction officer positions. The jobs are located in Federal penal institutions throughout the country and pay a salary of \$6,269 a year, to start. Both men and women may apply for the posts.

All candidates will take a written examination, as well as being interviewed by a panel of specialists. Character and other personal attributes will be considered in the light of the applicant's ability to adapt to discipline and perform the arduous duties connected with the job. No height or weight specifications have been announced, but applicants must be in good physical condition and vigorous in relation to size.

Further information may be obtained at New York Region Office of the Civil Service Commission, 220 East 42nd Street, New York City. The application number is 5000-AB.

Send applications to Executive Secretary, Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas.

### Engineering Inspectors

An open-competitive examination for engineering inspector has been announced by Suffolk County. Filing for the exam to be held Nov. 19, is open until Oct. 19.

The usual salary range for this position is \$4,850 to \$6,195. Candidates must be high school graduates, with four years of experience in highway construction work.

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

### Resource Analyst Deadline Oct. 19

Onondaga County is accepting applications for a Nov. 19 examination for resource analyst. The last filing date for this test is Oct. 19.

A resource analyst earns from \$6,382 to \$6,562 per year. Candidates must be college graduates or high school graduates with two years of experience in insurance, real estate, or banking.

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

### Cashiers Needed By Onondaga County

Onondaga County is accepting applications for an examination for cashier to be held Dec. 3. Filing is open until Nov. 2. The salary for this position ranges from \$4,602 to \$5,590 in the County of Onondaga and from \$4,600 to \$5,400 in the City of Syracuse.

For further information and applications, contact the Onondaga County Department of Personnel, 204 Public Safety Bldg., Syracuse, New York.

# 9 City Competitive Exams Open To Public For Filing In October

New York City is offering nine examinations to the public, open for filing in October. Further information about the following positions can be obtained from the Department of Personnel, 49 Thomas Street, New York City. The phone number is 566-8700.

Open for filing are:

**AREA SERVICE COORDINATOR, No. 6019; \$7,450-\$9,250** — Requirements: A baccalaureate degree from an accredited college and four years of experience in social work, community work, real estate management, city planning, law, or other related fields, one year of which must be in a supervisory position. Graduate work will be accepted for appropriate credit as non-supervisory experience. High school graduates must have eight years of experience. Tentative test date: Jan. 28; filing period closes Oct. 25.

**ASSISTANT AREA SERVICES COORDINATOR, No. 6020; \$6,400-\$8,200**—Requirements: A baccalaureate degree from an accredited college and two years of experience in social work, community work, real estate management, city planning, law, or related fields. A master's degree in a related field will be counted as one year of experience. High school graduates must have six years of appropriate experience. Tentative test date: Jan. 28. Filing closes Oct. 25.

**ORDINATOR, No. 6023; \$5,450-\$6,890** — Requirements: A baccalaureate degree by June, 1967; or, a high school diploma and four years of experience in social work, community work, real estate management, city planning, law, or other related fields. Tentative test date: Jan. 28. Filing closes Oct. 25.

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**JUNIOR AREA SERVICES CO-**

## Shoppers Service Guide

**Get The Authorized CSEA License Plate** The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 3 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.



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## Summer Job Filing Is Open

The Civil Service Commission has announced the opening of a nationwide exam for summer employment in Federal agencies next summer. Pay will range from \$69 to \$92 per week, depending on the education and experience of candidates, and positions will be filled in a number of Federal agencies. Students who apply by October 21 will be tested November 27 at a place that is convenient to them. Additional tests will be given in January and February.

Further information on all these openings may be obtained from the Civil Service Commission's Interagency Board of Civil Service Examiners, 1900 E Street, Northwest, in Washington, phone 343-7341.

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# Civil Service LEADER



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TUESDAY, OCTOBER 18, 1966

## The Answers Are Out

THE answers are out and some 10,000 candidates in the New York City promotion examination for sergeant can now see how they fared.

And should they dispute the answers selected as correct by the Civil Service Commission, they will have the opportunity to review their papers and protest any questions they feel may have a different, but valid, answer.

When the City announced some months ago that it was embarking on a new policy of withholding key answers for multiple choice questions on civil service examinations, loud protests were heard from all quarters—led by an editorial campaign in this newspaper.

While the Civil Service Commission provided good reasons for their action. Under law justice could not be served by the new plan, candidates have a right to disagree with the Commission's answers if they can prove that their answers are as valid as those of the Commission.

Acting City Personnel Director Solomon Hoberman promised a review of the procedure and, on Oct. 1, announced a new plan which would serve the Commission's purposes and protect the rights of the candidate.

Following the sergeant's examination, experts were called into a conference and together with civil service examiners, reviewed the test and the answers. Before the official proposed key answers were published, changes were made, thus barring future litigation on answers.

We commend Personnel Director Hoberman who sits also as Chairman of the Civil Service Commission for his action in rectifying an injustice and urge candidates to make full use of the proposed key and the right of protest.



## SOCIAL SECURITY Questions and Answers

"Will social security tell me which doctors and hospital I must go to in order for the insurance to pay?"

No, the act specifically guarantees freedom of choice to the patient.

"How will the financing of the supplementary medical insurance work?"

People enrolling in the medical insurance benefits program will pay a \$3 monthly premium, which is matched by the federal government. These premium payments will be placed in a separate supplementary medical insurance trust fund and the money will be used only for medical insurance benefit payments.

"I will be 65 years old this year. I plan to continue to work and will earn \$8,500 this year. Do I have to retire to get medicare benefits? Must my employer be

notified if I do file an application?"

You don't have to retire to obtain medicare benefits. All that is required is that you file an application and prove your age. When you file an application you will receive a full explanation of how and when regular monthly benefits can be paid to you. You should file three months before you reach age 65. Your records at social security are confidential, so no one needs to know that you have filed.

"Does the medical insurance program pay the cost of drugs prescribed by my doctor?"

No. Under the program, drugs are covered only when they are administered by your doctor as part of his services in your home, his office, or elsewhere. If your doctor prescribes drugs, which you yourself purchase, their cost is not covered.

## LETTERS

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

### Boost For Clerks

Editor, The Leader:

We officers were up-graded; teachers, instructors—everyone but the clerks. Year in and year out, it's the same: more money for the Top Brass but none for the poor slobs who make them look good. The clerical force deserves more money.

Edward J. Looney  
Correction Officer

### No Horse and Buggys

Editor, The Leader:

In response to the Horse and Buggy letter about the Retirement System: I found the retirement system workers very much "on the ball", as my husband's retirement, then death benefits were promptly carried out.

Esther Williams  
Binghamton State

### "Stymied" Is Right

Editor, The Leader:

Unfortunately, much of what "Stymied" said is true. It is not our fault but that of the nursing schools. They are educating us out of our jobs.

We are being prepared for executive positions, but contrary to the popular belief, there is not always "room at the top". There are not enough supervisory positions for the hundreds of young women being turned out each year, and someone must do the bedside nursing. I believe we should get more practical experience so we would not be at the mercy of jealous, greedy people such as "stymied" must be.

Annoyed R.N.

### Fat Raise For Aides

Editor, The Leader:

I noted with great interest and was in agreement with most of what "Stymied" had to say. It is true that the young RN's are being turned out without practical experience, but most of them are anxious to put some of their theoretical work into practice.

However I do agree wholeheartedly with "Stymied" that if practicals and aides did strike, the results would be chaotic. I most assuredly do believe they could be given a little more dignity and recognition, and a fat raise.

In Partial Agreement

### Wage Contracts For Probation Officers

Editor, The Leader:

Formal negotiations for new wage contracts covering the City's probation and parole officers started October 5.

The probation officers serve both the Office of Probation covering the Family and Criminal Courts and the Supreme Courts in the City's five boroughs. Parole officers supervise offenders who have been sent to prison and released on shortened sentences.

Probation and parole officers are represented in wage negotiations with the City and the New York State Judicial Conference by the Probation and Parole Officers Association of Greater New York (PPOA), of which I have the honor to be president.

On the result of these talks  
(Continued on Page 12)

## 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.")

## Reclassification or Promotion?

IN VIEW OF State Constitutional amendment and implementing legislation, both effective September 1, 1962, the Administrative Board of the Judicial Conference has been engaged in establishing a unified court system. The Administrative Board, which includes the Chief Judge of Appeals, as Chairman, and the Presiding Justices of the four Appellate Divisions, has adopted a job classification plan and title structure for 10,000 non-judicial employees assigned to the unified court system. As 50 per cent of the employees are employed within the City of New York, it was in the City that the Administrative Board first applied the reversed job classifications. The start was made in the Borough of Manhattan. The new classification plan and title structure, effective July 1, 1966, resulted in classification of former Manhattan assistant deputy clerks as clerk, grade I and deputy clerks as clerk, grade II. Certain lower court clerks were also classified as court clerk I.

IN AUGELLO v. McCOY (New York Law Journal, Sept. 30, 1966, page 16), the former assistant deputy clerks of the Manhattan Supreme Court sought to annul the classification plan adopted by the Administrative Board unless they were reclassified as court clerk II. The petitioners further demanded judgment enjoining the Acting Commissioner of Labor from proceeding with collective bargaining concerning the petitioners inasmuch as the petitioners claimed to be improperly classified.

MR. JUSTICE George M. Carney concluded that part of the relief should be granted and part denied. The relief granted was the least important sought by the petitioners. It stayed the Commissioner of Labor from collective bargaining procedures until a final determination of the composition of court clerk I personnel. Meanwhile, a hearing was directed as to whether lower court clerks should have been included with Supreme Court assistant deputy clerks under the title of court clerk I.

THE PRINCIPAL relief desired, the inclusion of assistant deputy clerks with deputy clerks under the court clerk II title, was denied. Unlike New York County, the Supreme Court of Kings County traditionally had only one level of clerk known as clerk, grade B. In order to introduce, in Kings, the two level clerk system that applied in New York County so naturally, the Administrative Board utilized a conversion formula. The conversion formula resulted in classification of former clerks, grade B, as court clerk II if the employee had a year's cumulative experience in that category. Otherwise, he was relegated to court clerk I.

THE AUGELLO petitioners contended that the Kings County situation justified treating them the way Kings County formerly treated its employees—everyone in one grade. In other words, the petitioners urge that since certain Brooklyn clerks, grade B, were converted to court clerk II, equal treatment demanded that they, too, be given court clerk II titles. Judge Carney accepted the respondents' answer to this contention that the use of the conversion formula in Brooklyn was proper in that it codifies positions and levels held by employees for a period of time.

AT THE SAME time, the respondent, Thomas F. McCoy, admitted "that it could be maintained that the application of this conversion formula . . . is in effect granting promotions without examination." The entire question of the propriety of the utilization of the conversion formula in Kings County is currently before a three-judge Federal Court of the Southern District of New York (Brody v. McCoy).

FUNDAMENTAL IN competitive civil service is the Constitutional requirement that positions be filled on a merit basis determined by competitive examination. This Constitutional mandate applies to the Administrative Board. The Administrative Board may not promote to higher positions without competitive examination. However, reclassification into new job titles does not violate the Constitutional mandate when the reclassifications conform to the realities theretofore existing. As stated by the Appellate Division in the Mandle case:

Thus, if the reclassification does no more than give accurate titles and more accurate job descriptions to positions which existed before the reclassification, it is unexceptionable.

(Continued on Page 11)

# Hospital Care Investigator Trainee Walk-In Examination On Thursday

Walk-in examinations for hospital care investigator trainees will be held on Thursday, Oct. 20, at 9 a.m. and 1 p.m., Acting City Personnel Director Solomon Hoberman has revealed.

The position has a salary of \$5,750 per annum to start, \$6,050 after six months, and calls for promotion after one year to hospital care investigator with a yearly salary range of \$6,400 to \$8,200.

Fringe benefits include four weeks of paid annual vacation, paid holidays, membership in a generous retirement and pension program, and a choice of basic medical and hospital insurance plans for which the City will assume full cost beginning Jan. 1, 1967.

The requirements are a baccalaureate degree with any major from an accredited four-year college or university; or high school graduation, plus four years of program, case work, or acceptable social service experience in an approved social welfare agency, including service in a hospital setting; or a satisfactory combination equivalent of education and experience.

Hospital care investigators determine the degree of medical indigence of those who seek medical care at the City's public hospitals. They also refer patients to services, as needed, outside of the hospital system.

Candidates will not be asked to show proof of the required education or experience at the time of the examination. No advance filing is necessary.

All candidates need do is appear for the examination at 40

Worth St., Mezzanine Floor, Manhattan.

The written test will be of the multiple choice type, and may include questions covering general intelligence, vocabulary, reading comprehension, arithmetic reasoning, and psychological and sociological concepts.

Further details concerning the position of hospital care investigator trainee may be obtained by riting, visiting, or phoning the City Personnel Department, Recruitment Division, 220 Church St., New York, New York 10013, or by telephoning 566-8700.

## Assets Analysts Are Sought

Suffolk County is accepting applications for a Nov. 19 examination for assets analyst. Filing for the exam closes Oct. 19.

Candidates for this position, which has a bi-weekly salary range of \$250 to \$304, must be college graduates or have at least four years' business experience.

For further information, contact the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.

Register and Vote

## Secretaries' Institute Set For Wednesday

The Fourth Annual Institute for Executive Secretaries will be held Oct. 19 at the Union Carbide Building, Solomon Hoberman, Acting City Personnel Director, has announced.

The program features Dr. Timothy Costello, Deputy Mayor—City Administrator; Alice Van Horen of Offices Services Training at New York University; and Emily Wilkens of the Fashion Institute of Technology. The program also includes a number of workshops and a talk and demonstration on "The Art of Good Grooming" by Miss Wilkens.

The Institute has been designed as an extension of the course "Conference for Executive Secretaries," given by the Training Division of the Personnel Department for secretaries to commissioners and other high City officials. Only those secretaries who have participated in the "conference" are eligible to attend.

## City TA Seeks Asst. Supers

New York City is accepting applications until Oct. 25 for a promotion examination to assistant superintendent (buses and shops) with the New York City Transit Authority.

Candidates for this job must have served in the title of supervisor (buses and shops) for at least one year prior to the date of the exam, February 1, 1967. The salary ranges from \$10,500 to \$15,000 per year.

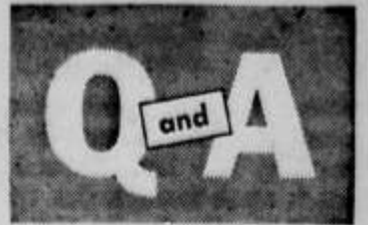
For further information, contact the Department of Personnel, 49 Thomas Street, New York, N.Y. 10013.

## New Rochelle Will Give Patrolman Test

The New Rochelle Civil Service Commission is accepting applications until Oct. 21 for an examination for police patrolman. The written test for this position, which pays from \$6,030 to \$8,000 a year, will be held Dec. 3.

Candidates must have been legal residents of Westchester, Nassau, Putnam, Rockland Counties; or of the Bronx or Queens, for at least four months prior to the exam date.

For further information, contact the Municipal Civil Service Commission, City Hall, 515 North Ave., New Rochelle, N.Y. on weekdays from 9 a.m. to 4:30 p.m.



## QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I am over 65 and covered by Medicare. I am also enrolled in the Statewide Plan. If I should have to go to the hospital, what should I show them to have my bill paid?

A. Upon being admitted to the hospital, show both your social security card for Medicare coverage and your Statewide Plan identification card.

Q. Please tell me if my Statewide Plan will cover any expenses for orthoptics?

A. Yes. Expenses for correction of a deformity may be included under the Major Medical portion of your Statewide Plan, with deductible and co-insurance applying.

Q. I was in the hospital for more than 120 days because of an automobile accident. How long do I have to wait until I will be eligible for any more hospital days under my Statewide Plan?

A. Hospital confinements which are separated by 90 days are considered different confinements. Therefore, 90 days after you were discharged from the hospital, you would be eligible for the 120 days of in-hospital benefits under the Blue Cross portion (Part I) of your Statewide Plan. Remember, however, that any additional expenses you have for hospital confinement which are not covered by Blue Cross may be combined with other covered medical expenses when making a claim under Part III (Major Medical) of your Statewide Plan, with deductible and co-insurance factors applying.

## Sergeant Tests Key Answers Note Change In Protests

The New York City Department of Personnel has released the proposed key answers for the promotion examinations for sergeant (Police Dept.), housing sergeant and sergeant (Transit Police) which were held on Oct. 1.

Candidates who wish to file protests against these key answers must make a written request for permission to review the test. Such written request must be postmarked not later than Oct. 28 and must contain the candidate's application number. The request should be addressed to the Department of Personnel, 55 Thomas St., N.Y., N.Y. 10014, with the examination title written on the front of the envelope. Requests postmarked after Oct. 28 will not be considered, nor will claims of manifest error in request to final key answers be accepted from candidates who have not made a timely request.

Acting City Personnel Director Solomon Hoberman notes that candidates protesting keys in the three examinations will be allowed to see not only the questions in the test booklets with which they are concerned, but also a photostat of their answer paper as well as the key answers.

The answers are:

### Sergeant P.D.

- 1B; 2A; 3C; 4D; 5B; 6B; 7B; 8A; 9C; 10D; 11B; 12B; 13D; 14D; 15C; 16C; 17A; 18B; 19D; 20B; 21D; 22A or D; 23C; 24B; 25A or B; 26D; 27B; 28B; 29A; 30C; 31B; 32C or D; 33C; 34A; 35B; 36D; 37A or C; 38A; 39B; 40C; 41D; 42C; 43C; 44C; 45B; 46D; 47C; 48A; 49D; 50C; 51D; 52C; 53A; 54D; 55B; 56A; 57A; 58C; 59A or B; 60C; 61A; 62C; 63A; 64C; 65D; 66 Delete; 67D; 68B; 69A; 70C; 71C; 72D; 73A; 74C; 75C; 76C; 77A; 78D; 79C; 80C; 81B;

### Housing Sergeant

- 1B; 2A; 3C; 4D; 5B; 6B; 7B; 8A; 9C; 10D; 11B; 12B; 13D; 14D; 15C; 16C; 17A; 18B; 19D; 20B; 21D; 22A or D; 23C; 24B; 25A or B; 26D; 27B; 28B; 29A; 30C; 31B; 32C or D; 33C; 34A; 35B; 36D; 37A or C; 38A; 39B; 40C; 41D; 42C; 43C; 44C; 45B; 46D; 47C; 48A; 49D; 50C; 51D; 52C; 53A; 54D; 55B; 56A; 57A; 58C; 59A or B; 60C; 61A; 62C; 63A; 64C; 65D; 66 Delete; 67D; 68B; 69A; 70C; 71C; 72D; 73A; 74C; 75C; 76C; 77A; 78D; 79C; 80C; 81C; 82C; 83A; 84C; 85D; 86A; 87B; 88C; 89B and 90A.

### Sergeant (NYCTA)

- 1B; 2A; 3C; 4D; 5B; 6B; 7B; 8A; 9C; 10D; 11B; 12B; 13D; 14D; 15C; 16C; 17A; 18B; 19D; 20B; 21D; 22A or D; 23C; 24B; 25A or B; 26D; 27B; 28B; 29A; 30C; 31B; 32C or D; 33C; 34A; 35B; 36D; 37A or C; 38A; 39B; 40C; 41D; 42C; 43C; 44C; 45B; 46D; 47C; 48A; 49D; 50C; 51D; 52C; 53A; 54D; 55B; 56A; 57A; 58C; 59A or B; 60C; 61A; 62C; 63A; 64C; 65D; 66 Delete; 67D; 68B; 69A; 70C; 71C; 72D; 73A; 74C; 75C; 76C; 77A; 78D; 79C; 80C; 81A; 82D; 83D; 84B; 85B; 86A; 87D; 88B; 89B; 90A; 91B; 92C; 93C; 94D; 95A; 96 Delete; 97B; 98A; 99C and 100D.



**BULL MOOSE** — John W. Raymond, president of George T. Gilleran Memorial chapter, Civil Service Employees Assn., of the State Department of Public Works and Public Works Dept. representatives on the CSEA Board of Directors, proudly displays the 1,400 pound bull moose he bagged at Demoine River, Quebec, Canada.

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# Senior Attorney Test Now Open; \$11,650 & Up

Filing for the promotion examination for senior attorney in the Law Department is open through Oct. 25 at the Application Section of the City Department of Personnel.

This test is open to employees in the Rule XI title of attorney or attorney (law librarian) or in a Rule X title from which he may elect to convert to these titles and

has served in this title for at least six months.

Salary for this position starts at \$11,650 and increases with annual increments to \$14,050 a year.

The test for this position will be conducted in a law library and will be of the essay type. It may include the preparation of memoranda of law involving highly difficult and complex problems en-

countered in the work of the Law Department. The written test will count for 35 per cent of the final average and 70 per cent is required. A technical-oral exam, based on the written test will count 15 per cent of the final mark. The performance and seniority sections will make up the remaining 50 per cent with a 75 per cent mark required in the

# N.Y.S. Has Openings For Computer Prog.

Computer programmers are needed by New York State. Applications for this position are being accepted now on a continuous basis.

The exam number for computer performance test.

For further information and applications, contact the Personnel Dept. offices in person, by mail or by calling 566-8700.

programmer is 27-100. The salary is \$6,675 to \$8,135 a year.

For further information contact the State Department of Civil Service, the State Campus, Albany and refer to the examination numbers in requests.

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Jewish State Aides Set Meeting Oct. 26

The Jewish State Employees Association of New York has arranged an interesting meeting for Wednesday, Oct. 26, at 80 Centre St., Manhattan, at 5 p.m. in Room 639, according to Abraham D. Shavelson, president.

A special matter will be the announcement by former president Nat Rogers, general chairman, giving names of the various committees chosen for the 14th Annual Chanukah Dinner Dance, to be held on Thursday, Dec. 8th, in the Colonial Room of the Sheraton-Atlantic Hotel.

It is planned at this occasion to also honor vice-president Louis Berkower, a principal motor vehicle license examiner in the Department of Motor Vehicles, who is retiring after about 26 years of service.

Berkower, the author of a book entitled "What Do You Think Of That Driver's Driving?" anticipates keeping busy with Driver Improvement Programs in this State and elsewhere.

Printing Specialists Needed By U.S. Navy

The U.S. Navy Publications and Printing Service office in Brooklyn, N.Y., is seeking printing specialists at a starting salary of \$9,231 per annum. Applications will be accepted by the Interagency Board U.S. Civil Service Examiners until Oct. 24.

Competitors will not be required to report for a written test but will be rated on the basis of their experience.

For further information, contact any Post Office (except those in Manhattan and the Bronx in New York City) or the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 230 E. 42nd St., New York, N.Y. 10017, and ask for announcement NY-33-6.

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

Advertisement for Hotel Commodore featuring 'Special Low Rates for State Employees' and contact information for John C. Egan, Gen. Mgr.

TEST AND LIST PROGRESS - N.Y.C.

NEW CERTIFICATIONS

Table listing new certifications for various professions like Architect, Assessor, Asst. chief consultant, etc., with their respective dates and counts.

OLD CERTIFICATIONS

Table listing old certifications for various professions like Accountant, Architect, Asst. clerk, etc., with their respective dates and counts.

ORDER DIRECT - MAIL COUPON form with fields for name, address, city, county, state, and a coupon for 55c for 24-hour special delivery.

Civil Service Law & You (Continued from Page 6)

OF COURSE, if the reclassification is on the basis of out-of-title work, it may involve an unlawful promotion. If the Augello petitioners, Judge Carney wrote, had performed the equivalent of court clerk II work in the past, this was an out-of-title assignment which is not authorized under the Mandle doctrine as a basis for promotion without competitive examination.

Physical Therapists In Oneida County

Oneida County has announced an open competitive exam for supervising physical therapist. Applications for the Nov. 19 test will be accepted until Oct. 19.

Physical therapists earn from \$6,568 to \$7,882 a year. Candidates for this position must be college graduates with two years' experience in physical therapy.

For further information, contact the Oneida County Department of Personnel, 200 Mary Street, Utica, N.Y.

Putnam County Seeks Account Clerks

Putnam County is accepting applications for a Dec. 3 examination for account clerk. Filing is open until Nov. 4. The salary range for this position is \$3,650 to \$4,570.

For further information and applications, contact the Putnam County Civil Service Commission Office Room 210—County Bldg., Carmel, N.Y.

LEGAL NOTICES

CITATION.—File No. 6517, 1966.—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent, To Oscar Hills, Frieda Assendorf, Ely Hoffmann, Egon Hoffman, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on November 22nd, 1966, at 10:00 A.M., why a certain writing dated July 19, 1966, which has been offered for probate by Christoph Augustin, residing at 30-14 87th Street, Jackson Heights, New York should not be probated as the last Will and Testament, relating to real and personal property, of Paula Ebeling, Deceased, who was at the time of her death a resident of 320 East 83rd Street, in the County of New York, New York. Dated, Attested and Sealed, October 11, 1966.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk.

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO ATTORNEY GENERAL OF THE STATE OF NEW YORK: Aristuri Kosonen, Ilmari Laine, Frank E. Campbell "The Funeral Church," Inc., Consul General of Finland, and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Carl Nurmi, also known as Kalle Nurminen, deceased, if living, and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Carl Nurmi, also known as Kalle Nurminen, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Carl Nurmi, also known as Kalle Nurminen, deceased, who at the time of his death was a resident of 244 East 77th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at the Hall of Records, Room 800, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of December, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 10th day of October, in the year of our Lord one thousand nine hundred and sixty-six.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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Oct. 24 Filing For Policewomen

Nassau County is accepting applications for an open-competitive examination for policewoman until Oct. 24. The salary range for this position is \$6,694 to \$8,263. Candidates must meet the following requirements: They must be residents of Nassau County,

between 20 to 34 years old, and have completed two years of study at the college level. In addition, they must satisfy specific medical and physical requirements and possess a driver's license. Conviction of a felony will bar, and of a misdemeanor may bar, exam-

ination and appointment.

For application forms, contact the Civil Service Commission, 140 Old Country Road, Mineola, N.Y. or any precinct of the Nassau County Police Department. Enclose a self-addressed envelope with 10 cents postage.

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Broadcast Tech.

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

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Farms & Country Homes Ulster County COUNTRY PROPERTY BARGAINS ACREAGE HOMES, FREE LIST C. P. JENSEN, 2 John St., Kingston, N.Y.

Farms & Country Homes Orange County Bulk Acreage - Retirement Homes, Businesses in the Tri State area. GOLDMAN AGENCY 85 Pike, Port Jervis, NY (914) 856-5228

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# LETTERS TO THE EDITOR

(Continued from Page 8)

may well hinge all hope of curbing the rampant spread of crime and family disintegration in New York City. The real question is whether or not professional standards and a genuine effort are to be utilized in the war on crime.

The outcome of the negotiations also will affect the lives of many thousands of persons. Also,

no one can tell how many shocking tragedies like those in the Chicago nurses' dormitory and on the University of Texas campus, and the recent terrible Percy murder in Chicago, could occur under today's social pressures in a city as big as New York, if there were no probation system.

Probation is the only weapon that, when properly utilized, has proved widely effective in rehabilitating first offenders and in detecting early the signs of incipient criminal recidivism, or the symptoms of emotional disturbance growing out of family tensions.

Probation saves the taxpayers millions of dollars yearly. It costs the taxpayers seven times as much to keep an offender in jail as to try to rehabilitate him while on probation. Custodial care of juvenile offenders costs twice as much as that of adults. Probation spares the taxpayers the cost not only of custodial care, but also even the expense of a trial for more than half of all juvenile offenders through a professionally expert screening process called "intake."

Between them, probation and parole officers keep thousands of families intact and thousands of homes that have been broken up are reunited by their efforts.

In New York City, the probation officers also handle a tremendous load of non-support complaints and other family problems at big savings to the taxpayers and with enormous benefit to the troubled families concerned. Yet the City's probation officer force, built up by patient and painstaking effort over many decades, has been disintegrating for the past year. This is due to low salaries, crushing work loads, and cynical neglect on the part of the City's top bureaucrats.

Unless the negotiations which started October 5 result in a much improved contract, the City's courts will be in grave danger of having no effective probation system in the not too distant future.

Should this happen, Negroes, Puerto Ricans and disadvantaged ethnic groups in the foreign language and racial enclaves of the City will be hardest hit. It is a statistical fact that, because of their disadvantaged condition,

these people have the highest arrest rates and need probation and parole services most.

The probation officers staff already has been hit by a dangerous wave of resignations, and the Director of Probation, John A. Wallace, has complained repeatedly that he is unable to recruit replacements at the low salaries authorized by the last wage contract which expired July 30, 1965.

In fact, Mr. Wallace already has had to turn back to the City General Fund \$250,000 allotted in the budget this year to hire new probation officers because he could not get them. The list of eligibles produced by the last Civil Service Examination for probation officers included hardly any eligibles except persons already on the staff as provisionals.

To be blunt, the salary scales for probation and parole officers in the nation's largest city are below that of many other cities—and so low in comparison with that of the Federal Courts as to be disgraceful.

Low salaries also prevail in the parole officer staff, which needs to be greatly expanded.

The probation officers had to come within an inch of striking on September 12 in order to compel our court employers to agree to resume bargaining, even though we have been without a contract now for 15 months; and to collect past due portions of mandatory salary increments for our members. Some of the payments were 14 months in arrears.

There is a fatal time element in this tragic erosion of the City's probation officer force. The State of New York reimburses the City for 50 percent of the probation officers' pay. In return for this, the City and the Judicial Conference are required under a law passed last year to meet by January 1, 1968 certain minimum standards set by the State for caseloads. To meet the new State requirements will require double the present number of probation officers.

The State's recommended standard caseload is 60 supervisory probation cases or 12 pre-sentencing investigations per month per officer. The present caseload is twice that and in many cases even more.

This is an admitted statistical fact not a contention by the PPOA. It also has been admitted by Mr. Wallace in official communications that his department not only is making no progress towards meeting the January 1, 1968 deadline, but is failing to maintain its present staff and caseloads, and that standards of efficiency and morale are slipping ominously.

We cannot help but take note of the recent action of caseworkers in the City's Welfare Department in dumping thousands of files, in excess of the Department's prescribed 60 cases per worker, back on the desks of administrators.

Walter J. Papisian  
President

## City Exams Now Open

(Continued from Page 5)

date: Jan. 28. Filing closes Oct. 25.

**CONSULTANT (YOUTH AND WORK)**, No. 1176; \$8,600-\$10,700 — Requirements: A master's degree with a specialization in educational and/or vocational guidance and counseling and five years of experience in one of these fields. Two of the five years' experience must be in a supervisory, administrative, or consultative capacity. — Tentative test date: Dec. 8. Filing closes Oct. 25.

**HOSLER**, No. 1532; \$4,850-\$6,290 — Requirements: Three months of experience in the care of horses and general stable work. Open to men only. Applicants will be rated on training and experience. Filing closes Oct. 25.

**HOUSING ASSISTANT**, No. 6022; \$6,400-\$8,200 — Requirement: A baccalaureate degree from an accredited college; or, a high school or equivalency diploma plus four years of experience in housing or real estate management; or a satisfactory equivalent. Tentative test date: Jan. 7. Filing period closes Oct. 25.

**RECREATION LEADER**, No. 6073; \$5,750-\$7,190 (Part-time \$3.14 per hour) — Requirements: A baccalaureate degree from an accredited college by September, 1967 with 18 credits in recreation, physical education, or group work; or, a baccalaureate degree and six months of paid leadership experience in an organized recreational program. Tentative test date: Jan. 24. Filing Oct. 25.

**REHABILITATION COUNSELOR**, No. 6024; \$7,450-\$9,259 — Requirements: A two year master's degree in vocational rehabilitation; or, a related field and one year of experience in vocational guidance or medical or correctional rehabilitation; or, a satisfactory equivalent. Citizenship is not required. Applicants will be rated on training and experience. Filing closes Oct. 25.

**STREET CLUB SENIOR STUDENT WORKER**, No. 6050; \$6,400-\$8,200 — Requirements: A master's degree from an approved school of social work; or, a master's degree in psychology, sociology, guidance or a related field and one year of experience in related social service work; or, a senior high teaching (junior or senior level); or, a baccalaureate degree and two years of such experience; or, a high school diploma and a six-year combination of college and appropriate experience. Tentative test date: Jan. 24. Filing closes Oct. 25.

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### CSEA Needs Area Representative

The Civil Service Employees Assn. is seeking a field representative to service CSEA chapters in Oneida, Herkimer, Jefferson, Lewis and St. Lawrence counties. The jobs pay \$8,365 and go to \$10,125 in five annual increments. Residence in Utica or a suburb is required of the successful candidate.

Field representatives assist local CSEA chapters in planning and executing of programs of service, public relations, political representation and other related duties.

Minimum requirements include high school diploma or equivalency certificate; three years of satisfactory responsible business or investigative experience which must have involved extensive public contact as an adjuster, salesman, customer representative, inspector or complaint supervisor. Labor relations experience from employer or employee standpoint is especially desirable.

For full details, write to Civil Service Employees Assn, 8 Elk St., Albany, New York. Closing deadline for applications is Nov. 15.

Your postmaster suggests: Use ZIP code numbers to help speed your mail — Use them in all addresses.

## 36 Correction Dept. Aides Cited At Ceremonies Marking 'Correction Employees Day'

Commissioner George F. McGrath recently presided at "Correction Employees Award Day" ceremonies during which he presented certificates and cash awards to 36 employees.

Board of Education certificates for successfully completing a 15-week training course entitled "Organization and Functions of the Department of Correction" were presented to 29 employees who took this course on their own time. It is a planned program of employee improvement sponsored by the Center for Correctional Training in conjunction with the New York City Department of Personnel and the New York City Board of Education.

The three departmental employee-instructors of the course received Correction Academy Instructor certificates for their voluntary participation as teachers.

In addition, four employees who have successfully contributed suggestions to the City of New York Employee Suggestion Program received certificates and cash awards.

Commissioner McGrath stated, "this ceremony is indicative of

the sincere desire of the department's career employees to improve themselves and thus make a more valuable contribution to the many faceted operations of the department and the City of New York."

Those cited include:

**Board of Education Certificatees**  
Jennie Anthony, Aubrey Ashby, Billella, Mildred Bogart, Lillian Brown, Jeanette Campbell, Lynda Coley, Beatrice Collins, Viola Covert, Mary Curcio, Grace Davis, Thelma Dodson, Joyce Gessner, Leonard Greene, Arcadia Hall, Mintha Hall, Roberta Harrison, Louise Hendricks, Helen Johnson, Richard Kaufman, Hortense Lagria, Ann Mora, Carolyn Powers, Nancy Sachs, Gladys Silva, Delicia Somersille, Olga Thomas, Lynette Washington and Ruth Weiner.

**Instructor Certificatees**  
Saul Brandler, Albert Glick and Harold Wildstein.

**Suggestion Awards**  
Clinton A. Davis, Robert Goeff, Delicia Somersil and Louis Tirelli.

### U.S. News

(Continued from Page 4)  
reached in the three months. Cost-of-living annuity increases become effective the first day of the third month following the three-month period. In this case, if at least a 3 percent increase in the CPI is maintained for September and October, the annuity increases will be effective January 1, 1967. The earliest possible date they could be included in annuity checks would be those of February 1, 1967, which pay the annuities earned in the preceding January.

Because the cost-of-living increases are granted automatically, the Commission noted that annuitants needs not write to the Commission to obtain them.

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## The Job Market

By V. RAIDER WEXLER

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

Here are office jobs. **SECRETARY - STENOGRAPHERS** are needed at various Manhattan locations. The work is mainly with electric typewriters. Salaries range from \$85 to \$115 a week... Also needed are **MULTILITH OPERATORS**, with printing and offset experience in commercial shops. These jobs pay \$90 to \$100 a week... Apply at the Office Personnel Placement Center, 575 Lexington Avenue, New York City.

Many career opportunities are now available at hospitals and schools operated by the State Department of Mental Hygiene. These include openings for **REGISTERED NURSES, OCCUPATIONAL THERAPISTS, SOCIAL WORKERS, DENTAL HYGIENISTS, DIETITIANS, RECREATION WORKERS**. All these jobs have excellent promotion opportunities to higher salary levels, liberal vacation, sick leave, pension and other benefits... Apply to the Professional Placement Center, 444 Madison Avenue, Manhattan.

In Manhattan, there are jobs for house to house **SAMPLE DISTRIBUTORS**. Must have neat appearance. Pay is \$1.60 an hour. Also black/white **CUSTOM ENLARGERS** with at least 6 months experience are needed. Salaries range from \$90-\$125 a week. Other industrial jobs available include **AUTO BODY REPAIRMAN** with own tools able to perform complete collision job at \$2.75-\$3.30 an hour; **PLATEN PRESS FEEDERS** at \$60 to \$100 a week and experienced **CYLINDER PRESSMEN** at salaries ranging from \$70-\$125 a week... Apply for these jobs at the Manhattan Industrial Office, 265 West 54th Street.

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# Annual CSEA Committee Reports

## Membership

By SAMUEL EMMETT & IRVING FLAUMENBAUM, Co-Chairmen

A new membership record has been attained. The total membership is now 141,250. Congratulations to our members, chapter officers and committees, regional conferences, Statewide officers and committees, and staff on this marvelous achievement. The State division total is 98,821; County division, 40,751, and associate members, 1,678. The State division increased 3,857 during the year; County division increased 3,384; Associate membership increased 154—a total increase of 7,395.

Our committee met on several occasions since the March delegate-meeting. All possible ways to improve membership strength were discussed and a number of recommendations made to the Board of Directors. We offered assistance to all chapters and conferences, and the committee members attended a number of conference and chapter meetings. Headquarters and field staff were consulted and guided relative to our overall membership effort. Our committee makes the following recommendations:

- The goal for the coming year is 150,000 members.

- Five field representatives be added to staff, to be free of any particular field area and be used full time as organizers in any location where needed as assigned by headquarters. Our committee feels this is essential to continue to expand our membership in the face of ever-increasing efforts of competing organizations and to represent and protect our membership adequately in connection with the more formalized employer-employee relationships which are anticipated in public service.

- That membership campaign material supplied to chapters be packaged in an attractive envelope which the chapter can give to eligible non-members, and which will contain membership appeal as well as explanatory literature and applications for CSEA insurance programs.

- Each chapter be urged to set up a complete membership committee which is well informed and able to canvass and re-canvass all non-members to secure membership in CSEA.

- Each chapter be urged to arrange luncheon or dinner meetings of its membership committee to plan an efficient membership campaign and otherwise stimulate continuous active effort to secure new members.

- Each chapter and regional conference reserve time at its meetings to emphasize the need for membership effort.

- New employees be canvassed for CSEA membership right after they start work. Competing organizations rely on these new members for most of their membership—securing them sometimes before they are aware of CSEA.

- Payroll deduction of dues privilege be arranged in every political subdivision where not now available. Each County division chapter establish a committee to accomplish this. Dues deductions on payroll for low cost CSEA insurance should also be arranged to make this service available to all members. When dues deduction arrangement is initially installed, a complete canvass of all

employees should be arranged through headquarters and field staff to gain substantial additional membership strength.

- Regional conferences and chapters conduct training seminars for their officers and committees with the help of field and headquarters staff to enable full understanding of services and programs of CSEA and procedures within the organization.

- CSEA loses during each year 10 percent of its membership through deaths, resignations and retirements—during the coming year, this loss will approximate 14,000. Before a net increase can be attained, the loss referred to must be overcome. To accomplish the membership goal of 150,000 set in this report, about 24,000 new members must be attained during the year ending September 30, 1967. This is truly a huge task—it is evident that the cooperation and effort of all chapter officers and committees is needed. That this task can be accomplished has been proven in past years.

A membership report, recently distributed, lists each chapter and gives more detailed information than heretofore supplied. It indicates the increase or decrease during the year just ended and the approximate number of non-members for each chapter.

By all of us in CSEA working together during the coming year, we can accomplish the 150,000 membership goal set herein. The effort made in each and every chapter is vital to this success.

Others committee members are Julia Duffy, Emmett J. Durr, James McGill, Julia Naab, John W. Raymond, Lorraine Sandler.

## 5-Day Mardis Gras Trip To New Orleans

A five-day carnival trip to New Orleans at Mardi Gras is being offered to members of the Civil Service Employees Assn. for the first time with a program that ranges from a Mississippi River boat ride to a gala Mardi Gras ball.

Other features included in the total price of \$265 are breakfast at Brennan's French Restaurant and dinner at the Mardi Gras ball; hotel rooms, sightseeing, reserved seats for the major parades and round trip jet transportation.

This tour is open to CSEA members, their families and friends. Space is limited and immediate application should be made by writing to Mrs. Julia Duffy, P.O. Box 43, Brentwood, L.I.

## Salary Resolution

(Continued from Page 1)

These provisions call for making the 1/60th retirement bill permanent and seek cash payments for unused sick leave after retirement.

Delegates passed numerous other resolutions, all of which will be reported on in next week's issue of The Leader. Chairman of the resolutions committee was Grace Nulty and the delegates gave her a standing ovation when action on the resolutions was finished.

Joseph F. Feily, CSEA president, guided the convention through two days of strenuous business activity.

A report on the dinner that closed the meeting and a full picture story also will appear in next week's issue.

Maurice Sokolinsky, James J. Lennon, Robert Clift, Elinor Georgopoulos, and Marian Murray.

Frederick H. Cave and Vernon A. Tapper, serve as committee consultants.

## Education

By CELESTE ROSENMANZ

Committee Chairman

The education committee, in accordance with recommendations of the Association's Board of Directors, is pleased to report that chapter officer training seminars have been scheduled for most of our conferences within the next few months and, hopefully by next Spring, each conference will have had the opportunity to provide their chapters with this very important training.

The committee has reviewed and is in the process of revising and updating the chapter officers' manual. Within a short time, the chairman of each of CSEA's standing committees will be asked to review and revise, if necessary, the duties of his particular committee as outlined in the present manual.

The education committee also recommends:

- Specific training for headquarters and field staff in labor relations, especially in organizing, preparation of contracts, all phases of collective bargaining, etc. The committee feels that, while our field staff is accomplishing an excellent service operation in the field, CSEA must anticipate, and our staff must be equipped and ready to meet, heavier and more intensified opposition from competing labor organizations.

- That because of the continuous periodic change of officers, chapter and conference minutes and records are easily misplaced or lost during the transition and, for this reason, the Association should construct a standard form and record book for chapter and conference minutes.

- The newly revised chapter officers' manual should be distributed as in the past, e.g., each chapter should receive four manuals, one each for the president, vice-president, secretary and treasurer. In addition, each member of the Board of Directors of the State Association should receive a copy of the manual. Should a chapter require replacement of a manual, additional copies would be furnished at a nominal cost of \$1 each.

- The Association's supervisor of field staff should periodically remind all field representatives to request the chapter officers in the chapters they service to turn their manuals over to their successors. It should be stressed that the manual is considered personal property of the chapter for use by an officer while he holds his office and not the personal property of a particular officer.

In conclusion, the education committee invites and strongly urges both standing and special committees of our Association to call upon it for cooperation in all matters pertaining to education.

Other committee members are Moe Brown, Ronald Corsetti, George DeLong, Philip Ferrato, Dr. George Grover, Libby Hawron, Dr. Charles T. Kilne, Harry A. Kolothros, Irene Lavery, Mary Masterson and Robert Wilber.

Vernon A. Tapper serves as consultant.

## Public Relations

By RAYMOND CASTLE  
Committee Chairman

The public relations committee is happy to report that the revision of the CSEA film, "Accent On Service", as called for by the delegates to the March, 1966, Annual Meeting, is nearing completion. Final photography for the new sequence in the film was completed some two weeks ago in New York City and it is expected that the remainder of the work on the film, including several more mechanical steps such as realignment of musical score and preparation of a final new sound track, will be completed within a few weeks and the film redistributed through the various outlets previously used.

At its most recent meeting, several weeks ago, the public relations committee discussed at length, with representatives of the Civil Service Leader, its plans for a continuing series of articles entitled, "Civil Service—A Community of Influence", the objective of which is to enhance the individual civil servant's concept of his own importance in today's society, which would result in an upgrading of the image of the public employee in his own eyes. The Leader representatives at the meeting reported they were about to embark on a pilot program.

The committee has given a great deal of consideration to the upcoming Constitutional Convention and its possible effect on public employees throughout the State. The committee feels that one of the Association's greatest weapons in defending the merit system against any possible weakening through proposed amendments to the State Constitution is and will continue to be publicity and public relations.

The committee is aware that the Association already is working on several programs in conjunction with the Constitutional Convention and strongly recommends that it publicize its efforts as vigorously and as widely throughout the State as possible.

The committee also considered what it feels is a fast moving transition period in which the whole approach to employee-employer relations in the public service is undergoing a thorough change. Many factors could be cited as causing this change, among them the steady rise in government employment to a point today where approximately one out of every seven workers is employed in one government or another; a growing awareness on the part of public employees and the organizations which represent them that laws such as the Condon-Wadlin Act are outdated and

## Stowell Retires

SYRACUSE — Howard C. Stowell, regional park manager of the Central New York State Parks Commission, has announced his retirement. A retirement testimonial dinner will be given in his honor by the Commission employees at the Sheraton-Motor Inn, Syracuse, New York on Saturday evening, Oct. 22.

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ineffectual; the potential passage and implementation by State government here in New York of elaborate new employee-employer relation procedures; the economic boom of the past decade in which public employees want to participate; the progress in the field of communications which has resulted in a distribution of information never before available to so many people; the awareness during the past decade on the part of national labor unions of the lucrative organizing field within public employment and the growing rivalry among these unions to outdo each other in tapping this potential membership.

All of these factors and many others vividly point up the need our own Association to constantly reassess its position and to implement whatever new programs are needed to assure its continual growth and leadership among public employee organizations throughout the State. In order to do this, the committee feels, the Association first has to know its own membership and to be aware of its strong points as well as its weaknesses. It is accepted practice in private industry that in order for an organization to sell a product it must first know its "market". The same principle applies, this committee believes, to the Civil Service Employees Assn., which should undertake periodic "market" surveys of its entire membership, by professional testing groups, so that the programs it undertakes are those the majority of the membership want and need.

In line with this recommendation, the committee feels that the size of the CSEA staff should be increased to meet the needs of the constantly increasing membership. The committee feels the Association's public relations could be seriously hampered by its inability to produce services required by the membership, when needed, simply because the staff isn't large enough. For instance, the concept of "organizing" personnel who can be sent into specific areas of the State at any time to organize groups of potential members is one which the Association should be taking advantage of to the fullest. Use of this concept would not only add to the membership strength of the Association, the committee believes, but would enhance the image of the Association as an up-to-date, well-organized employee group.

In addition, other sections of the Headquarters staff should be increased, including the public relations department. The committee feels it is extremely difficult for the present public relations staff to service the needs of a 140,000 member organization, broken down into some 220 local chapters, based on its present size. For instance, for local chapters to be truly effective in the use of their most important tools, namely publicity and public relations, the public relations staff should spend much time in the field coaching our chapters, units and conferences in the proper use of public relations and publicity programs.

Other members of the committee are: William Forsbach, Clara Boone, Viola Demorest, Arthur Kasson, Lorraine B. Maloy, Henry Marier, Frank H. Otwell, Fannie Smith, Richard Weber and John S. Uylid. William J. Rossiter, serves as committee consultant.

# Your Public Relations IQ

By LEO J. MARGOLIN



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

## Follow Up Public Relations

THERE IS actually something called "follow-up public relations", and it is a problem faced by civil service people more than by almost any other group.

AS WITH all public relations, there is nothing mysterious about "follow-up public relations."

AND, AS with all public relations, all that is necessary to solve the resulting public relations problem is just the least amount of extra effort. It is precisely the same little extra effort, which is the difference between the civil servant who just gets by, and the outstanding civil servant who makes good public relations for all civil service.

"FOLLOW-UP PUBLIC relations" evolves something like this: DURING THE course of a day's work, there are many, many times when a civil servant must say: "This is a matter which must be referred to this or that official, or to this or that section, bureau or Department."

THIS IS not buck-passing. The referral invariably is necessary because the law places the responsibility for that particular matter with the other official or the other the other department.

AT THIS point, "follow-up public relations" begins to operate either favorably or adversely. You have done your job in making the referral informatively and courteously.

BUT WHAT about the person or the department at the receiving end of the referral? Here is here more bad public relations is generated than at any other point in the government administrative process.

THE REFERRAL is shuffled. It gets put at the bottom of the "in" basket. Or it is erroneously dropped into the "out" box. It even gets lost in an office which is over-administered—meaning an office so busy sending and receiving inter-office memos that the public needing service never do get any.

A CONSCIENTIOUS civil servant can prevent a snafu in "follow-up public relations" by the simple effort of following up the referral to see that it is handled promptly.

NO SELF-RESPECTING civil servant wants the public relations he or she has earned destroyed by a thoughtless someone, who doesn't perform in the public interest.

THIS PLACES the responsibility on the conscientious civil servant to follow-up—and if necessary, prod the referral receiver.

NO ONE would want to place the public relations of civil service in jeopardy. That is precisely what happens when "follow-up public relations" fails.

IT IS no longer a matter of, "This is now out of my hands; let the other fellow worry about the problem." This attitude is neither good government nor good public relations.

EVERYONE IN government, particularly the civil servant, must

be involved in the total process of good and efficient government. We know it doesn't say so exactly in the rules and regulations.

BUT IT does say so emphatically in the book of good public relations.

## Filing Open For Stationary Engr. Promotion Exam

Stationary firemen, oilers and maintenance men in New York City Departments are eligible to compete in the Jan. 28 examination for promotion to stationary engineer.

Applications for the exam will be accepted until Oct. 25 at the Department of Personnel's office, 49 Thomas St., New York City, N.Y. 10013.

At the time of filing, candidates must have a valid stationary engineer's license issued by the New York City Department of Buildings or have passed the stationary engineer's license examination given by the City Department of Personnel with the license pending. In addition, appointment to some positions require a refrigerating machine operator's license, a certificate of fitness to operate oil-fired equipment and a permit to operate sprinkler and stand-pipe equipment.

The written test will count for 85 per cent of the final mark for the general eligible list and 50 per cent for the departmental list. This test is geared to determine knowledge of plant operational procedure and safe operating rules, familiarity with the design and application of power plant equipment, basic knowledge of the fundamentals of power generators and other related areas.

For further information and applications, contact the Application's Section of the Department of Personnel at the above address or call 566-8700.

## File For Nov. 19 Accountant Exam

An open competitive examination for assistant accountant will be held Nov. 19 in Rockland County. Applications will be accepted until Oct. 19.

The salary range for this position is \$6,578 to \$8,320. Candidates should be college graduates who majored in accounting. However, experience may be substituted for education on a year to year basis.

For further information and an application, contact the Rockland County Personnel Office, County Office Building, New York City, N.Y.

## 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, October 23

4:00 p.m.—City Close-up—Patricia Marx interviews. (Guest to be announced.)

6:00 p.m.—Human Rights Forum—Ramon Rivera, executive director of City Human Rights Commission, moderates the discussion.

9:30 p.m.—Viewpoint on Mental Health—"Psychiatry in a General Hospital".

### Monday, October 24

3:30 p.m.—Teacher Training—Let's Look At First Graders.

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

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

6:00 p.m.—Community Action (live)—Health program of the Woman's City Club.

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

10:30 p.m.—Safe Driving—Film series illustrating safety measures.

### Tuesday, October 25

3:30 p.m.—Teacher Training—"And Gladly Teach (Orientation)".

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

4:30 p.m.—Profile (live)—John Carr interviews John S. Wilson, Jazz Critic, N.Y. Times.

7:00 p.m.—Viewpoint on Mental Health—"State and Federal Legislation on Mental Illness."

7:30 p.m.—Human Rights Forum (live)—Ramon Rivera moderates discussion.

### Wednesday, October 26

3:30 p.m.—Teacher Training—America's Cultural Heritage.

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

4:30 p.m.—Profile (live)—John Carr interviews.

5:30 p.m.—Safe Driving—Film series.

6:00 p.m.—Lee Graham interviews—Guest is Allyn Baun, author of "Antarctica".

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

### Thursday, October 27

3:30 p.m.—Teacher Training—Probing the Physical World.

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

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

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

8:30 p.m.—City Close-up—Patricia Marx interviews. Guest to be announced.

10:30 p.m.—Community Action—Health program of the Women's City Club.

### Friday, October 28

3:30 p.m.—Teachers Training—Guiding the Learning of Atypical Children.

4:00 p.m.—Around the Clock—

N.Y.C. Police Department training program.

4:30 p.m.—Profile (live)—John Carr interviews.

### Saturday, October 29

5:30 p.m.—Lee Graham interviews—Guest is Allyn Baun.

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

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**REGISTRATION** — Some 1,000 delegates were booked into the Statler Hilton Hotel in Buffalo last week to attend the 56th annual meeting of the Civil Service Employees Assn. This busy scene took place at registration time.

## CSEA Assured U.I. Titles Reclassification Not Affecting Pending Reallocation Request

(Special To The Leader)

ALBANY—The Civil Service Employees Assn. has been assured that recent reclassification of unemployment insurance claims clerk and principal unemployment insurance claims clerk titles will in no way affect pending CSEA reallocation requests for these positions.

The reassurance came following action which approved numerous upgradings in the Division of Employment's field operations bureau but which, for these two titles, produced only a change in name.

In a letter to CSEA President Joseph P. Felly, J. Earl Kelly, State Director of Classification and Compensation, stated: "The Civil Service Employees Assn has submitted applications for the reallocation of both these classes

under their former titles . . . You have my reassurance that our reclassification action at this time in no way prejudices the application which you have made on behalf of the employees in these titles."

CSEA has asked a two-grade hike, from Grade 7 to 9, for the former U.I. claims clerk title, now called senior employment security clerk; and a one-grade move to grade 12 for the former principal U.I. claims clerk, now known as principal employment security clerk.

### Reallocations

(Continued from Page 1)

Assistant youth parole director, grade 22 to 23.

#### Reclassification

Social worker, grade 13 to social worker (A), grade 13 and to social worker (B), grade 15.

Psychiatric social worker, grade 14 to psychiatric social worker (A), grade 14 and psychiatric social worker (B), grade 15, depending upon educational requirements.

Medical social worker, grade 14 to medical social worker (A), grade 14 and medical social worker (B), grade 15.

Psychiatric social worker (TBS) grade 15 to psychiatric social worker (TBS) (A), grade 15 and psychiatric social worker (TBS) (B), grade 17.

Briefs on the reallocation requests for titles in the parole series were submitted by the New York City Parole District chapter, Civil Service Employees Assn., by Jack Weiss, chapter president

## Mental Hygiene

(Continued from Page 3)

a 37½ hour week for all state employees. Upon considering this, the special committee drew up a resolution to be presented to the CSEA Resolutions Committee to sponsor legislation to so amend the State Civil Service Law.

### Seen Unworkable

At this point some delegates rose to defend the urgency of allotting the clerical workers the 37½ hour work-week. It was their contention that there was no chance for the passage of any legislation calling for a general reduction of such proportions in the work week of all State employees and that the Commissioner now enjoyed the capacity to allow a special exemption for the clerical workers in his department for those extra 2½ hours.

The delegates protesting felt that unless Miller used this power to give the clerical workers the same work-schedule of employees in their title in all other State departments they would not be allowed the 37½ hour week by any means. One delegate illustrated the awkwardness of the situation by pointing out that in one State institution girls applying for clerical jobs in an office where four State agencies are represented considered it foolishness to accept a position with the Mental Hygiene Department for a forty hour week when the same money is available for similar work for only 37½ hours-a-week with another agency in the same building.

The move to offer the resolution to the resolutions committee was voted on and disapproved. Later it was moved that the item be reconsidered whereupon it was approved for presentation to the resolutions committee. Before this could be accomplished however, another resolution was read to the delegates for presentation to the resolutions committee. It allowed that in the State service all workers in any title should be paid the same salary for the same amount of hours worked no matter what department they were assigned to and that the State Civil Service law should be so amended. It also was approved by the delegates.

### Spiraling Problems

As the meeting progressed and the 30 items discussed by the Mental Hygiene department were presented for consideration to the delegates, the staffing problems in the Department and the resultant out-of-title work spiral emerged as the delegate's most wide-spread grievance.

Its complications, both as an administrative bottleneck within the Department itself and a day-to-day overruling of allocated duty procedure to Mental Hygiene's workers, was presented as being tenaciously interwoven into almost every level of the Department's operation. Regarding specific out-of-title work problems such as the conditions now existing at Brooklyn State Hospital and one committee item in which Miller was asked for a progress report on the problem as it generally affected the entire department the Department's response indicated some progress being made but a lack of any new over-all effort pending progress reports being prepared for the Commissioner by the Division of Classification and Compensation.

Also, a request for Commissioner Miller's support in appeals for the upward reallocation of such posi-

## CSEA Seeks Reallocation For 10,000 Aides In Cleaning & Maintenance

ALBANY — The Civil Service Employees Assn. last week called on the State Division of Classification and Compensation to grant salary reallocations to more than 10,000 State employees, most of them in cleaning and maintenance titles.

The largest group are in the "blue collar" positions — maintenance helper, maintenance man, journeyman foreman titles. Some 7,500 employees would be affected by the three grade upgrading request.

Approval of the request would increase maintenance helper to grade 7; maintenance man to grade 10; journeyman to grade 14 and journeyman foreman to grade 15.

The cleaning series involves over 3,000 positions and includes the following requests:

Domestic, from grade 1 to 3; women's restroom attendant from grade 1 to 3; cleaner from grade 2 to 4; janitor from grade 4 to 6; assembly hall custodian from grade 5 to 8; supervising janitor from grade 8 to 10; head janitor from grade 11 to 13 and chief janitor from grade 15 to 17.

Also requested by CSEA was a three grade jump for the 50 employees in the transfer agent title from grade 9 to 12.

The maintenance titles have

tions as clerical and office workers, attendants, food service workers, X-ray technicians, maintenance personnel, dental hygienists and dental assistants was met with a show of interest by the Commissioner and indications of support once the Department is presented with written proposals on all specific reallocations. However, a lack of more specific answers by the Commissioner on the reallocation procedure—which is designed to ease the brunt of the out-of-title work load and aid in the recruitment of additional much-needed personnel — brought many delegates to the microphone with further pleas of dismay about existing conditions at various State institutions.

### Merit System?

"What is happening to the Merit System" asked one delegate, responding to Commissioner Miller's position that further studies will have to be made before any more direct action can be taken to relieve the pressure of the out-of-title work situation.

Don Hansen of the Mental Hygiene Department's Personnel staff fielded the delegates questions on such problems as snow time allowance at Utica State Hospital and educational leave without pay. Again, in any approach to the handling of devices such as educational leave with pay, which could eventually aid in relieving staffing problems in some hard-to-fill and critically understaffed positions, the solution itself seemed to some delegates to create, through title-freezing for instance, further complications of the out-of-title work problem.

Hansen and the members of the CSEA's special committee agreed that, indeed, there were extremely complex nuances to every one of the specific problems and approaches to solutions and that much care and study would be necessary by all concerned to create a new atmosphere of fairness in the Department's job structuring.

for a basis in the reallocation request, the facts that comparable jobs in private industry and in other states pay considerably more than New York State.

The CSEA petition on behalf of the cleaning series cites the fact that the salaries paid by New York State "lag behind their counterparts in school districts in the various parts of the State. The high vacancy rate has resulted in a low morale of the employees and has caused excessive work at low wages."

In seeking the reallocation for the transfer agents, CSEA pointed out that the work compares favorably with warrant and transfer agents; it is considered hazardous; employees are on 24-hour call; inmates being handled are of a more difficult-to-handle nature than in former times and noted the agent's operation necessities independent judgment.

## Candidates

(Continued from Page 1)

out by people such as the delegates attending the convention.

In essence, the Governor declared that his eight years' in office had been years of continual progress for public employees and that the result has been the best in service for everyone.

### O'Connor

O'Connor, not unexpectedly, took a different view of whether or not the State had progressed and after a general summary of "lacks" the State faces launched his appeal to public employees by declaring that "in the face of the tremendous pressures created by inflation I intend to take positive action to relieve our public employees from these pressures."

O'Connor said further that he intended to institute collective bargaining "in good faith and in a manner whereby government and worker organizations will meet at the bargaining table as equal partners."

He declared his intent to carry out the full implementation of the 1/60th, guaranteed half pay retirement plan and in this context pointed out to delegates that "the creative and dedicated genius of (Comptroller) Arthur Levitt has been responsible in the main for the truly great progress made in retirement benefits."

O'Connor also pledged to do everything in his power to see that employees in political subdivisions received the same benefits gained by State employees.

### Appreciation

While the Employees Association maintained its traditional policy of not endorsing candidates for political office, the delegates did approve an expression of thanks to Governor Rockefeller, Attorney General Louis J. Lefkowitz and Comptroller Arthur Levitt for their work on behalf of public employees in past years.

A single move to endorse one of the candidates outright was vigorously rejected.

## N.Y. City Chapter Executive Meet

The next meeting of the executive board of the New York City chapter, Civil Service Employees Assn. will take place on Thursday, Oct. 20, at Gasner's Restaurant, 76 Duane St., New York City at 5:30 p.m.

A report on the CSEA annual meeting which took place last week in Buffalo will be given at this meeting.

## Award To Noel

ALBANY—Norbert L. Noel, associate counsel of the State Thruway Authority, has won international recognition for a paper outlining the billboard problems along America's highways.

The award was presented to Noel at the recent convention of the International Bridge, Tunnel and Turnpike Association in New York City. His paper was entitled: "Visual Pollution."