Delegates OK Resolutions Asking 12 1/2% Pay Increase, Condon — Wadlin Repeal

KEATING SENDING GOOD WISHES

Joseph F. Feily of Albany, an employee of the Department of Taxation and Finance has been re-elected to a third two-year term as President of the State Civil Service Employees Association, it was announced last week.

NEW CSEA OFFICERS: Pictured here are the statewide officers of the Civil Service Employees Association who will lead the CSEA for the next two years. Seated, from left, are Fred Cave, Jr., fifth vice-president; Hazl Ahmed, secretary; Claude E. Rowell, fourth vice president. Standing, from left, are John J. Homerson, Jr., treasurer; Charles E. Lamb, third vice-president; Joseph F. Feily, president; Raymond G. Castle, first vice president, and Vernon A. Tapper, second vice president. John F. Powers, immediate past president, installed the officers at a dinner last week in the Park Sheraton Hotel, where the Association held its 53rd annual meeting.

CSEA Election Results

Joseph F. Feily of Albany, an employee of the Department of Taxation and Finance has been re-elected to a third two-year term as President of the State Civil Service Employees Association, it was announced last week.

Results of the Association's biennial elections were made at a banquet concluding the 115,000-member Association's 53rd Annual Meeting at the Park Sheraton Hotel here.

The contest for Tax Dept. representative was declared undecided and a recount will be made. Samuel Emmett, Brooklyn, and Bernard Schmahl, Albany, are the candidates.

Feily's plurality over Albert D. Schiel, of the State Motor Vehicle Department, Albany, fell just short of 20,000 votes.

Other Officers

Other results for state-wide offices were:

1st Vice President—Raymond G. Castle, Commerce Department, Strasbourg over James L. Adams, Correction Department, Sing Sing Prison.

2nd Vice President—Vernon A. Tapper, City Parks Department.

Delegates Hear Comptroller Term Wholly-Paid Retirement System ‘Logical, Inevitable’

Terminating a non-contributory Retirement System for State Employees as "inevitable," Comptroller Arthur Levitt said last week that such a system was a "logical extension" of the five per cent contribution provision enacted in 1960. Addressing nearly 1,000 persons attending the dinner session that closed the 53rd annual meeting of the Civil Service Employees Association, held here in the Park Sheraton Hotel, the Comptroller declared that the cost of a wholly-paid Retirement System would be less than the amount needed when the State first picked up the first five points of employee contributions.

The so-called 5-point plan was developed and sponsored by the Employees Assn. for State personnel and has been adopted in numerous political subdivisions.

Burden

Levitt pointed out that when

Militant Delegates Order Study Of Possible Removal Of CSEA No-Strike Pledge

By PAUL KYER

More than 800 militant delegates attending the 53rd annual meeting of the Civil Service Employees Association last week withheld their approval of resolutions that call for a 12 1/2 per cent, across-the-board pay raise for State workers and appointment of a committee to study removal of the more than half-century old CSEA constitutional section that pledges its members not to strike.

Linked up to the committee study was another resolution calling for repeal of the Condon-Wadlin Law, which forbids public employee strikes in New York State. (See editorial on Page 6)

To demonstrate how seriously they were considering possible removal of the current no-strike pledges, an additional section was added to the resolution stating that if the CSEA ‘Salary and Negotiating Committees declare on or before December 7, that negotiations with the State are unsatisfactory, the president shall be authorized to call and finance a special delegate meeting in Albany so that delegates can be advised of the feasibility of removing the no-strike pledge.’

The CSEA is currently engaged in a series of meetings with the State Division of the Budget on the Association’s pay case. If delegates should meet in December and vote to remove the no-strike clause the action could become effective at the next regular delegate meeting, usually held in late February or early March while the State Legislature is in session.

The aggressive mood of the delegates (Continued on Page 3)
The Woman's Angle

BY MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication at 9:30 a.m. on Thursday.

Announcement

The 26-member Commission, which held public meetings during the past 18 months, is represented by broadly varied occupations, religious affiliations and regions of the country. Until the time of her death, Mrs. ELEANOR ROOSEVELT chaired the Commission.

Among the formal recommendations made by the Commission, as they appear in the Commission's report, "AMERICAN WOMEN IN CIVIL SERVICE," are:

1. Federal systems of manpower utilization discourage part-time employment. Many women have jobs including highly trained professionals, who are not free for full-time employment, but can work part-time. The Civil Service Department of Personnel last week opened filing for the women's promotion examination to applicants after receiving a court order that effects an anti-discrimination order.

Third Merit Award
ALBANY, Oct. 13—Cherie J. Couri, a 16-year veteran, won his third merit award as an employee of the State Department of Agriculture and Markets.

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118 East 15 Street, Near 4th Ave., New York 3, N.Y.
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Feily Wins Third Term: Hennessey and Caff are Elected To State Office

(Continued from Page 1)


Delegates OK Resolutions

(Continued from Page 1)

In an obvious reference to the recent pay raise war by New York State teachers, one delegate said on the floor of the meeting "if people can win a pay raise merely by threatening to strike, then it is time we re-examined the procedures we have been using to get public employee gains."

General line of the motion was set in an opening address by CSEA President Joseph F. Feily when he said that "we are at an important 'crossroads.' Feily said that all the old methods of bargaining need not necessarily be thrown out but that new methods should certainly be sought. "

"Cards on the Table"

As for current negotiations with the Administration over salaries, Feily declared "I laid my cards on the table. It is not my problem where the money will come from to supply the salary needs for (State) personnel."

In contrast to previous years, CSEA stated its representation this year at an earlier date so that its arguments could be placed before the Administration while the 1964 budget was in preparation. Speaking of budget-making, Feily told the delegates that "(salary and benefits) priority should be given by the state to its employees before new, different or other costly programs are embarked upon."

The CSEA president cautioned the delegates not to push for short-run tactics that were not fully thought out, when considering action by the membership as a whole.

"What will we want to do here," Feily said, "is to provide means of action that will not only be useful to us but will be of help to our successors."

During the two-day session, delegates acted on a number of resolutions that either call for action by the Legislature to improve working conditions, fringe benefits, etc., or required Administrative action. Also approved were resolutions dealing with the internal operations of the Employees Association.

Because of a printers holiday, the Leader was forced to an early deadline and these resolutions will be printed in their entirety in next week's edition.

Delegates OK Resolutions

(Continued from Page 1)

October 15, 1963

SPEAKER: Comptroller Arthur Helvid, left, gave the major address at the dinner which ended the 53rd annual meeting of the Civil Service Employees Assn. in Park Sheraton Hotel. He is seen with Samuel Emmett, who served as toastmaster. In rear is CSEA President Joseph F. Feily.

TABLE TRIO: Mrs. Joseph F. Feily gets a smiling reaction from H. Eliot Kaplan, left, president of the State Civil Service Commission, and Dr. T. Norman Reed, director of the State Division of the Budget, looks on. The scene was the dinner that ended the annual meeting of the Civil Service Employees Assn. in Park Sheraton Hotel.
Payroll Deduction Regulations Issued

The new regulations and instructions, authorizing Federal agencies to withhold employee-organization dues, which became effective January 1, 1963, were recently released by the Office of Personnel Management.

The regulations were prepared as a result of President Kennedy's memorandum to the Commissio on May 21 which requested that CSC "develop regulations, standards, and practices in permit departments and agencies to operate a system of voluntary withholding of employee-organization dues for members who elect to pay dues in this fashion. The main points of the instructions are presented below, as prepared by the CSC.

1. Employee must be members in good standing of an employee organization granted exclusive or special recognition of which the Federal agency has agreed in writing to make payroll deductions for the payment of employee-organization dues. Allotments are automatically ended if the employee organization has been formally or exclusive recognition. In considering dues deductions, agencies may take one or more employee organizations that have formal recognition at the national or local level and those with exclusive recognition at the national or local level.

2. Changes in the amount to be deducted as employee-organization dues are not permitted more than once every 12 months.

3. Part-time and intermittent employees must regularly earn enough to cover dues deductions. Though an employee who belongs to more than one employee organization may make more than one allotment, his agency may limit the number of allotments.

4. Dues-withholding arrangements between an agency and an employee organization must be in writing. Both groups are to be sure that employees and members understand the voluntary nature of the allotment. Employees' organization must furnish to the CSC a list of its officers, the organization's mailing address, dues for the fiscal year, and the payment of employee-organization dues, along with any changes in the amount.

5. Dues normally will be withheld every two weeks, coinciding with the regular bi-weekly pay periods. However, an agency may deduct dues on a monthly basis if it is an economical way to do so.

6. Allotments are automatically ended if an employee transfers to a different Federal agency, or if the employee moves without his own agency to another segment of the Federal service, and the employee is in good standing of an employee organization to which he belongs has not been granted recognition.

7. Through revocations of allotments by employees are permitted to be filed any time, the revocation will be effective in the first pay period after March 1 or September 1, as appropriate.

8. In order to cover the cost of payroll deductions, agencies must charge an employment organization two cents for administering each payroll deduction from every employee. In virtually all cases this amount does not exceed 5 cents per employee per year.

postmaster Gronouski Reveals Personnel Beliefs & Politics

"The new Postmaster General, John A. Gronouski, has already announced his personnel policies and beliefs. He feels that the Post Office Department has a "long history of great respect for civil service procedures," a "solid commitment" to the labor movement, and a "solid respect for the merit system."

In speaking on the controversial work measurement system, he said, "Some form of evaluating efficiency is necessary but the form it takes can make a world of difference to the employees involved."

Over the Past 64 Months

Imagine the relief on this man's face when the postman brings a monthly check for $115.00. Disabled and out of work as a result of a serious car accident, this member has been receiving checks for the past 64 months: checks that help keep his family together until he can return to his job. This money, plus the other important benefits covered by your State Employees' Association, and the officers of the CSEA, the employees involved.

For full details on how you can join the CSEA Accident and Sickness Plan contact:

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THE CSEA Accident and Sickness Plan is a cost-sharing plan that provides medical benefits for employees and their dependents. It is available to all members of the CSEA and covers hospitalization, surgery, and doctor visits. The plan includes inpatient and outpatient hospitalization, as well as prescription drugs. It also provides coverage for disability, including short-term and long-term disability benefits. The plan is administered by the CSEA and is funded entirely through employee contributions. It is available to all members of the CSEA and is one of the most comprehensive employee benefit plans in the country.
Transit Patrolmen Start At $6, $6; Filing Open Now

October 31 is the final filing date for the position of transit patrolman (Transit Authority). The title has an expected increase in quota and a salary range of $6,180 to $7,631. The Department is seeking permanent appointments. The current eligible list for the title is expected to be used within the next few months. Transit patrolmen receive the same salary and benefits with the exception of the retirement system. It is expected that a parallel retirement system will be set up in the coming session of the State Legislature.

Filing for the title of parking meter attendant is now open. Filing for this $4,000 position will remain open until Oct. 22. In conjunction with this announcement, The Leader is now carrying the last examination which was given in this title.

The attendant position has an annual salary range of $4,000 to $6,000, a uniform allowance and holiday pay, the equivalent is required before appointment. The minimum height is 5 feet, 8 inches. Maximum age for this position is 39, with time served in the military services to be deducted from the age.

Applications will be accepted by the Department of Personnel on weekdays from 9 a.m. to 4 p.m. and Saturdays from 9 a.m. to noon at the applications section, 96 Duane St., N.Y. 7, N.Y. Final date for filing is Oct. 31.

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Twin Kudos

A YEAR has passed since the Board of Education-Department of Personnel cooperative education program was launched. To date, it has been a success, according to representatives of both departments. It has spurred an interest in civil service as a career, field for high school graduates and, equally important, it has served to keep young boys and girls interested in civil service careers by young people.

The most important part, however, is the feeling that government is really a part of us all. It is not serving either the public or the private employee. Inaction on the one side invites action on the other; a very undesirable action.

The next move, which is needed immediately, is up to government.
NEW SERGEANT — Westchester County Parkway Patrolman James J. Byrne, former president of the department's Patrolmen's Benevolent Association and current president, is the new sergeant of the Westchester County Police Conference is shown being sworn in as a sergeant by Westchester County Executive Edwin O. Michaelian. Looking on, his wife, Edythe and Marvin Ericson, police chief.

Pioneers in Protection

Just as Pasteur was first to learn how treating certain foods could make them free from disease-bearing bacteria without changing their taste or food value . . . so the STATEWIDE PLAN was the first program of protection against the costs of hospital, surgical-medical and major medical care for the employees of the State of New York.

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If you are not a subscriber and would like all the facts on the STATEWIDE PLAN, see your payroll or personnel officer.
New York City Plays Host To 800 CSEA Delegates

The events report above share scenes from the 51st annual convention of the 155,000-member Civil Service Employees Association, which was held last week at the Park Sheraton Hotel. Some 800 delegates, representing State, county and municipal employees, hammered out resolutions dealing with a State salary increase, improvement in retirement systems and better working conditions in both State and local government.

At top left, Harry W. Albright, Jr., CSEA associate counsel, is seen announcing information on a point of order sought by a delegate. At the microphone in the next picture is Robert Ginnis of Albany, speaking in a resolution. Next photo shows the convention's final session, from left, John Wolfl, also of Albany, is seen giving a committee report.

As far right, Joseph F. Bally, who was elected to a third term as president of the Employees Association, answers a question from the floor.
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Parking Meter Attendant Queries Prepare Readers

The New York City Department of Personnel was expected to open filing on October 2 for the examination for the position of parking meter attendant (women). The examination is one of the most popular that the City offers and in an effort to aid its readers in preparation for this test, The Leader is publishing the last examination which was given in these titles. The exam and the key answers which correlate with the questions will be published in part this week and continued for the next few weeks.

First the chart below showing the absences in Unit A for the period November 1 through November 15, 1959; then answer questions 66 to 70 according to the information given.

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STEAM AND DRY IRON

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Model 1/3

Model 1/3

Model 1/3

DELUXE PEEK-A-BREW COFFEE MAKER

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Model C31

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New Buffalo CSEA Unit Starts Off With 800 Members

From Leader Correspondent
BUFFALO, Oct. 13, The newest chapter in the Western Conference of the CSEA is going strong with an initial enrollment of about 800 members.

It is the State University of Buffalo chapter and represents university employees. The University of Buffalo, formerly a private institution, is now part of the State University System.

Temporary Officers

The CSEA granted the new chapter a charter on Aug. 27. Chlorine, J. Murray, secretary-officer at the university, is temporary chapter president; Alex Weik is temporary treasurer and Doris Metz is acting secretary. Permanent officers are expected to be elected later this month.

Members of the new chapter are expected to be elected to Buffalo chapter, CSEA.

Buffalo chapter voted recently to give the new unit a pro-cata share of money already paid for the Buffalo chapter treasury by members who now belong to the university chapter. It amounts to about $176.

Installations will be paid as the new chapter needs funds and final payment will be made when the chapter is fully organized.

FREE BOOKLET by U.S. Government on Social Security. Mail only, Leader, 97 Dixie Street, New York 7, N.Y.

Sample Questions

(Continued from Page 10)

17. Which of the following is a member of the Board of Estimate? (A) Borough President of Manhattan; (B) Budget Director; (C) President of the Board of Education; (D) Secretary to the Mayor.

18. Parks on New York City railways are set by the (A) Board of Estimate; (B) City Council; (C) Mayor; (D) Transit Authority.

19. Which one of the following is a tax of the New York City government? (A) Income tax; (B) real estate tax; (C) social security tax; (D) unemployment insurance.

20. La Guardia Airport is located in (A) Jamaica; (B) West New York; (C) New Jersey; (D) New York City.

LOCAL NOTICE

CAUCUS,  Feb. 14, 1965,  5 p.m.,  at  42-44  Main  St.,  Buffalo;  the  Caucus  of  Buffalo  CSEA  Unit  members  to  plan  strategy  for  the  coming  year.

The  phone  number  is  245-1884.

Starlight  Drive-In  will  be  showing  the  following  pictures  on  Nov.  1,  1965:  It's  a  Mad  Mad  Mad  Mad  World  (Walt  Disney  Pictures)  and  The  Young  Doctors  in  Passion  (United  Artists).

P.S.  111  and  the  Audubon  Society  are  working  under  the  auspices  of  the  United  States  Forest  Service  to  help  survey  the  wilderness  in  the  Adirondack  Park.

House  of  Hats

House  of  Hats  will  be  open  for  business  on  Saturdays  from  9  A.M.  to  4  P.M.  and  on  Thursdays  from  8  A.M.  to  5  p.m.

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The reason that everyone else wants to get on the bandwagon is two-fold: —1) President John F. Kennedy and 2) Senator Barry Goldwater. Even though the prophetic candidate reality that Kennedy will be most difficult to fight, they still want to go against him. This notwithstanding a great respect for his vote-getting power and prestige.

New York City's Mayor Robert F. Wagner, doesn't say whether he wants to go to Washington, but he has political problems in the City. He may want to give the impression that he will hold on to the patronage reins for another four years. But his heart is set on Washington—as it has been for many years.

Aid for Wagner
If Wagner wants to go, there is no reason why Bronx powerbroker Charlie Buckley and Brooklyn leader Stanley H. Haddad would not like to see him do so and do all in their power to assist him in attaining his goal. They want him out of the City!

Uptowners think Wagner would be a strong candidate and a powerful vote-getter and Manhattan County Ed Chaykin surely would be a true-blue supporter.

Congressman Sam Stratton who has shown himself to be a fighting candidate in past campaigns will fight just as hard this time to claim the nomination. His strong support for the gubernatorial nomination during the last primaries and his congressional upset in a traditionally GOP district certainly are good indications of his motives.

Franklin D. Roosevelt, Jr., claims he does not want the nod but he would be happy to "grab" the nomination. He relies on the fact that this is a "Republican year" and is an intimate of President Kennedy.

Mayor's legal advisor, State Attorney General Robert F. Kennedy, has seemingly expressed his desire to run for the post. However, he would change his present plans and fight a good fight if the Attorney General should request it.

The nature of dignified state's man Avard Harriman has long impressed political leaders because of his efforts for peace. Hope for peace is on the public mind and could be of prime importance at the polls. He is, therefore, a front runner of the Washington group.

Two other representatives of New York State in Washington, Congressmen Otto Fisa and Hugh Carey, also hold good Democratic circles after upsetting their opponents in GOP districts by healthy margins.

Of course, the possibility of Alatt attempt—now a resident of New York State—returning to the spotlight cannot be overlooked. Stevenson obviously would make a great candidate and a strong contender.

Four other statements who have not expressed their desire to run include Manhattan Borough presidents Samuel D. Frankel; Presiding Judge of the Appellate Division Bernard Clarke; U.S. Attorney Robert Morgenthau; and Securities and Exchange Commissioner William Chace. These men have been mentioned but have not spoken out.

Arthur Levitt, successful Democratic candidate for the position of State Comptroller, cannot be considered as a party strong in terms of voter appeal. In view of the fact that he was the non-member of a bipartisan ticket to take a major Statewide elective office in a "Republican year", he cannot be overlooked in any situation. In addition, he looks good to private Brooklyn pollsters.

Why would anyone want to run against Keating in face of heavy odds? —

* Against Goldwater, Kennedy could sweep New York State. The same could hold true against Romney, Rockefeller and Bratton. Many hopefuls feel "Why not get on a winning bandwagon?"

* The honest, although, they realize that more and more people are voting independently these days, feel it does not hurt to have a powerhouse like President Kennedy running against a "weaker."

* Conservatively if General Lucius Clay or any other new face were to enter the race, the picture could be changed.

High GOP figures—most I'm told—consider the early declarations of some New York State see Keating as the top vote-getting GOP contender in the seasoned city politics today. Whether or not this same enthusiasm has been picked up in the suburban areas.

But the fact remains that the one dark horse that New York Democrats don't want to see come out of the Republican National Convention is Keating. He is the only New York that could give President Kennedy a hard race in the Empire State, they say.

"It has AM, FM, short wave, TV, stereophonic, a tape recorder, and a section reserved for whatever comes next." —Quoting The New York Times
Fair Treatment Will Avoid Demonstrations By Public Employees, Says Flamenbaum

(From Leader Correspondent)

Baldwin, Oct. 14—Irving Flamenbaum, president of the Nassau chapter, Civil Service Employees Association has put Nassau County officials on notice that the CSEA will avoid public demonstrations as long as employee problems can be negotiated in a sympathetic manner with municipal officials.

Flamenbaum spoke at the Nassau chapter's 15th annual dinner, held at the Celull Hotel in Baldwin. The dinner, which attracted 450 guests, was addressed by executive director Eugene N. Nickerson and the members of the Nassau County Board of Supervisors as well as other town and county officials. The Nassau chapter, Flamenbaum noted, has grown in 15 years from 20 members to nearly 9,000 members.

Chapter Compliment

Nickerson and Hempstead President Palmer D. Forrest both complimented the Nassau chapter for its activity at the county and town levels.

Flamenbaum said he believes that the Nassau Chapter, with help of its members, will continue to be formidable.
CANDID CAMERA VIEW OF CONVENTION