Governor Refuses Assn. Request Giving Employees Time Off For Holidays Falling On Saturdays

ALBANY, Feb. 3—Governor Rockefeller's office has turned down a request from the Civil Service Employees Association for a change in attendance rules that would allow state employees equivalent time off for holidays that fall on Saturday.

The recent decision came after CSEA appealed to the Governor for a change in attendance rules that would allow the proposed amendment should an average of approximately 21 days per year vacation on the calendar from eight to eleven with an average of approximately ten per year.

He cited the year 1962 saying the attendance rules provide for eleven paid holidays each year. "The Attendance Rules for state employees provide for eleven paid holidays each year. From these, the administration will not make any adjustments in state employees' vacation time due to holidays falling on Saturday, in which case it is not observed as a holiday. Under this eleven-holiday provision, the number of paid holidays per year varies with the Governor's budget bills.

McClosey Bill Would Pay Aides For Unused Vacation

ALBANY, Feb. 3—Assemblyman Francis P. McClosey of Nassau County wants the Legislature to amend the Civil Service Law to provide that any employee who is prevented from using his vacation time or overtime during a fiscal year be given cash instead.

The bill does not authorize an employee to accrue large amounts of vacation or overtime deliberately in order to receive a cash payment. It would apply only to those who are not permitted to use up earned time by their superior.

liberalized sick leave

In another measure, McClosey would liberalize the State's sick leave policy. The Republican legislator wants to amend attendance rules to permit an employee to be paid wages in instances where he has accumulated more than 150 days of sick leave and has not used any of the 150 days.

Under present law, if an employee accumulates the maximum of 150 days of sick leave, he can not accumulate any more. McClosey said his amendment would reward the faithful employee, who has not used any of his sick leave.

World's Fair Tickets

Discount tickets for the World's Fair will be offered the Civil Service Leader for its readership. Tickets will be sold at the rate of $1.33 for adults and 65 cents for children. See convenient order form on Page 16. The tickets will be mailed to purchasers in June.

Take a Tip from Mr. Zip... Include Zip Codes in All Addresses

Feily To Speak At Budget Hearing

Legislature Gets Pay And Retirement Bills

(Special To The Leader)

ALBANY, Feb. 3—Legislation to implement the retirement and salary program proposed by Governor Rockefeller for State employees was introduced into the State Legislature last week. Public hearings on the Governor's bill, which includes this program, will be held here Feb. 13 and 13.

The legislation deals with the salary portion of the Governor's proposal was introduced by Assemblyman Prescott B. Huntington (D-Suffolk.) The introductory numbers are Senate Intro. 2160 and Assembly Intro. 3391.

The retirement portion of the program has been introduced under Governor's budget bills. Numbers are Senate Intro. 3760 and Assembly Intro. 3391. The legislation on new money proposals is $13,000,000 for the 1964-1966 fiscal year, which ends March 31, 1965, and $25,000,000 for each full year thereafter.

The retirement portion will cost approximately $13,000,000 a year.

Although copies of the bills have not yet been printed, it was learned at the Capitol that the salary proposal in addition to the guaranteed salary increase for the classified service, also provides comparable salary increases for other positions such as troopers, State Military and Naval Affairs personnel, etc., whose salaries are fixed in different laws.

Chart

The chart below shows how the retirement benefits, plus the tax savings, plus the new money increases provide much greater salary increases in take-home-pay for various grades in the classified service. Further details will appear in future issues of The Leader.

Tentative Benefits According to State Employees Under the Proposal to Improve State Salary and Retirement Plans Made by the State Administration for 1964-66

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Retirement Grade</th>
<th>Estimated Average Income Tax Savings</th>
<th>Tentative Salary Increase</th>
<th>Estimated Total Benefit*</th>
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* As a percentage of gross salary
Buffalo, Feb. 3 — State Comptroller Arthur Levitt last week urged members of the New York State Association of County Officers to support his proposed "Conflict of Interest" law which would enable localities to develop their own individual code of ethics.

"The political careers of these two men, who were preparing to be Assemblymen before the Mayor and by members of the system themselves was introduced in the House this week by the request of John De Lury, president of the United Shirts and Skirts, Inc., New York City.

De Lury declared it was "high time that the employers have a voice in how the system is to be operated."

"It is our hope that in recognition of the principle that the Board of Estimate will join with us in a unanimous plea to the legislature for passage of this measure. Moreover," continued the union leader, "the passage of this bill is to be a triumph of the Labor System will not be a can's paw in the political arena. We have witnessed efforts to play politics at our expense and such tempestation will be removed when we have their own representatives on the board. There is no good or wholesome reason why their union should not be recognized as we suggest. Other pension systems, national or local, have hired attorneys, and the men, employees representing the time has come for us to make the most of them."

Levy's proposed legislation would provide, among other things, that any municipality may adopt a code of ethics, to include standards of conduct to be reasonably expected of all employees, in respect to (a) representation of private interests before municipal agencies and courts, (b) disclosure of interest in legislation before local governing bodies, (c) acceptance of gifts and favors, and (d) the holding of investments in conflict with ethical standards, and (e) a code of conduct for employees in both public and private employment.

"This provision," Levy said, "recognizes that in this great State of ours, there is a tremendous diversity among municipalities, population, degree of urbanization and the like. Consequently, a code of ethics appropriate to the City of Buffalo would be inappropriate for the City of Webb, and in most villages and in all school districts. Any meaningful, workable code must be tailored to local needs within the framework of the community conscience," he concluded.

"Runner-up for Public Employment Accepts Pay Plan"

Charles S. Lewis - Room 721
103 East Main Street, New York, N.Y.

Please send me information and application blanks for the following examination. If this is not available at the present time, please keep me informed on future tests. Thank you.

Name

Address

City. Zone State

A Southern Conf. Accepts Pay Plan

The Southern Conference, Civil Service Employees' Association on Friday voted to accept the Governor's salary and pension plan, according to Nicholas Puziferi, conference president.

Complete details of the meeting will be reported in next week's edition of The Leader.
Out-of-Title Work At Pilgrim State Shows In Study Ordered By Levitt

ALBANY, Feb. 3 — The contention of the Civil Service Employees Association at Pilgrim State Hospital that many employees have been working out of title has been borne out by the findings of an official State audit of the hospital.

Executive Chapter Nominations Made

Nominations have been announced at the chapter's regular meeting were: Harry Dickinson and Eldora Shermata, first vice president; Lawrence Barry, Ralph Fratello and Pal King, second vice president; Esther Grossman and Eileen Tanner, secretary; and Louis Balan, treasurer.

The nominations were announced by Jean L. Hais and Eileen Tanner, co-chairman for publicity.

Kitcherho On Board

ALBANY, Feb. 3 — Alfred H. Kitcherho, editor of the Buffalo Evening News, has been reappointed to the Board of Directors Made at the Buffalo Evening News, has been reappointed to the Board of Directors Made at the chapter's regular meeting were: Harry Dickinson and Eldora Shermata, first vice president; Lawrence Barry, Ralph Fratello and Pal King, second vice president; Esther Grossman and Eileen Tanner, secretary; and Louis Balan, treasurer.

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Hassan Board Backs CSEA Move For Salary Study

MINDELA, Feb. 3—The Nassau County chapter of Civil Service Employees Association, has won the backing of the Republican-controlled Nassau Board of Supervisors for a $90,000 study of county salary and classification schedules.

Nassau Board backs CSEA move for salary study

In State Labor Dept.

Valentine Becomes First Career Aide Named Deputy

ALBANY, Feb. 3 — A career State Labor Department employee, who started State service as an inspector in 1948, is the first in department history to be elevated to the rank of deputy commissioner.

He is Nicholas Valentine of Binghamton, who, prior to his promotion, was the chief of the Bureau of Public Works.

Mr. Valentine has been in the department as deputy industrial commissioner, labor affairs was announced by the Bureau of Public Works Commissioner Martin P. Catherwood.

This position pays $5,817 a year. The position is a new one authorized by the Governor in his budget message.

Work Performance Ratings Comm. Studying New Rules

ALBANY, Feb. 3—The special committee on Work Performance Ratings of the Civil Service Employees Association met recently in Albany to discuss the revision of the work performance rating rules as proposed by the State Civil Service Department.

According to the Samuel Crossfield, chairman of the committee, one of the important aspects of the Departmental proposal for revision of the rules is the use of a special rating to in giving candidates credit on promotion examinations. The committee is studying this part of the proposal "very carefully."

The committee is also looking into the work performance ratings currently in use by all State agencies with particular attention being given to the recently approved systems in use in the Office of General Services and the Public Service Commission which provide for the use of rankings for all positions 

ALBANY, Feb. 3—A Joint Legislative Committee on Health Insurance Plans was urged to continue the "pioneer spirit" shown in forming a health insurance plan for public employees, in studying the feasibility of a dental health plan.

Daley, chairman of the CSEA Insurance Committee, was addressing a Joint Legislative Committee on Health Insurance Plans at a recent hearing in the Capitol in Albany.

At Capitol Hearing

Daley gives CSEA Stand

On A Dental Health Plan

GIVES ASSN. VIEWPOINT:

Robert Daley, seated at table at right, seen as he finished presenting the Civil Service Employees Association on a dental health plan for public employees.

"I am sure you know that our Association represents 120,000 public employees in this state and, secondly, that we have an enormous interest in any matters or proposals relating to the State Health Insurance Plan, in which this Association played an important part in founding.

"We are particularly grateful to this committee and, in particular, to Senator Metcalf, our chairman, who has given such support and leadership to the creation of the State Health Insurance Plan. All of you in this room fully recognize that this state was a pioneer in the field of public employee health insurance and that other states and other groups have used our program, its comprehensive benefits and coverage as a model and we urge you to continue to support that program.

"We are here in particular to express our position and the position of the delegates of our Association to you with respect to the proposal to authorize the President of the Civil Service Commission to establish a health insurance plan for public employees in this state in the interest of the health and well-being of thousands of public employees in this state, a matter of great interest and importance."

(Continued on Page 14)
U.S. Service News Items

Fringe Benefit Bills Held Over For 1964 Legislative Action

The 1963 session of Congress failed to push through the Federal employee pay raise bill which was expected in April of last year for hearings held by the House and Senate Civil Service Subcommittees. The bill will be heard again this year. The Senate Sub-committee has requested hearings on a bill to increase the government workers' retirement benefits.

Civilians cannot be candidates for any National, State, county, or municipal office filled in partisan elections. They may not run in any local office only in elections that are non-partisan; that is, where all the candidates stand the Hatch Act, the U.S. Service Commission is now recruiting for jobs classified as exempt from the Hatch Act. These are the IRT 7th Avenue Line and the IND 8th Avenue Line, which travel through State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Madison Tower, Rochester. (Wednesdays only)

Any of these addresses may be used for jobs with the State. The State's New York City Office has a few blocks south on Broadway from the City Personnel Department. The same transportation instructions apply. Mailed applications need not include return envelopes. Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Avenue), New York 17, N. Y. located at 96 Duanes Street, New York 1, N. Y. located at 96 Duanes Street, New York 1, N. Y.

FRINGE BENEFIT BILL HELD OVER FOR 1964 LEGISLATIVE ACTION

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86. Modern fire hoses have rubber-lined hose after use. The controls are usually set to provide heat no higher than 50 degrees F, above room temperature. Of the following, the most important factor for not using more heat is that the (A) wear and tear on the drives (B) drive dies more thoroughly if it does show the proper temperature (C) heat will not dry up a hose before it is hung on the top of a mountain. 73. A substance which is a good conductor of heat is most likely to be a poor (A) conductor of electricity (B) insulator of heat (C) vibrator of sound (D) reflector of light.

Answer: (C) 70. The one of the following which best explains why smoke usually rises from a fire is that (A) places lighter, warm air (B) heat energy (C) smoke from (D) burning matter is chemically changed into heat energy. 71. A load is to be supported (A) conductor of electricity (B) good mainly because (C) bad mainly because (D) water would correct the situation. 68. The one of the following is that (A) conductor of electricity (B) conductor of heat (C) conductor of sound (D) reflector of light.

Answer: (B) 74. In the above diagram, crossing the V belt as shown by dotted lines will result in (A) pulley A reversing direction (B) no change in the direction of either pulley (C) pulley B reversing direction (D) stoppage of motor.

Answer: (B) 69. The above diagram shows various types of ramps leading to a loading platform. The ramp which would permit the load to be moved up to the platform with the least amount of force is (A) 1 (B) 2 (C) 3 (D) 4. 72. Only one of the following statements relating to the temperature at which water will boil is correct. The correct statement is (A) water always boils at the same temperature regardless of pressure (B) water heated slowly by a low flame will boil as a higher temperature than water heated quickly by a high flame (C) a large quantity of water will boil at a higher temperature than a small quantity (D) water heated at sea level will boil at a higher temperature than water heated on the top of a mountain.

Answer: (B) 87. In the above diagram, crossing the V belt as shown by dotted lines will result in (A) pulley A reversing direction (B) no change in the direction of either pulley (C) pulley B reversing direction (D) stoppage of motor.

Answer: (B) 73. A substance which is a good conductor of heat is most likely to be a poor (A) conductor of electricity (B) insulator of heat (C) vibrator of sound (D) reflector of light.

Answer: (B)
Inadequate Protection

An [illegible] companies with only four men adequately equipped to respond to New York City fires is answer no, according to Gerald J. Ryan, president of the Uniformed Firemen Association. This viewpoint is shared by the National Fire Protection Association and the National Board of Fire Underwriters—two of the fire insurance rating bureaus. The UPFA is not interested in increased fire insurance premiums. It is interested in the safety of New York City residents.

If Ryan's arguments are correct—and they are backed up by professional figures—then the Fire Commissioner must resign. The Fire Commissioner is interested in the safety of New York City residents.

Catherine Prefers the Merit System

We wish to congratulate State Labor Dept. Commissioner Martin Catherwood for some outstanding support of the Merit System. In his time, he has been firm in his belief that the firing of a person should be based on merit, not favoritism.

I retire and she continues working full time, will her earnings affect my checks?

The result is a solid victory for the Merit System and we salute Mr. Catherwood for sticking to his guns.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York, N.Y.

"My wife and I both work. If I retire and she continues working full time, will her earnings affect my checks?"

"I'm 72 and still working, but my friends tell me I can get Social Security anyway. What should I do?"

"You should apply for your Social Security benefits in time. Get in touch with your local Social Security office and they will assist you in making a claim. If other relatives are eligible, they will help you get them too."

"Will my benefits start automatically when I reach 65?"

"You must apply for your Social Security benefits in time in order to get them. You can do this at your nearest Social Security district office. You will find the address listed in your phone book under 'U.S. Government, Department of Health, Education, and Welfare, Social Security Administration.'"

"I'm a [illegible] last month, and receiving social security checks since then. I'd like to know if I can get the same Social Security benefits."

"You may be entitled to Social Security benefits if you are not receiving any more Social Security in the key was answer 'oxygen,' you would have had a chance of a time getting credit by going to court."

"That was the case prior to December 23, 1965, when even the testimony of a Nobel Prize winner was not enough to help. On that date, however, reason triumphed, when the New York Court of Appeals decided Acosta v. Lang reversing a line of lower court decisions."

"The ACOSTA examination did not contain the chemical illustration given above; it did involve other multiple choice questions. Acosta and other officers seeking sergeant's stripes, claimed that their answers were as good or better than the key answers. And they were prepared to prove it in court by police experts."

"While the Judge in Supreme Court, New York County, decided they should have the opportunity, the Appellate Division, First Department, unanimously thought otherwise. (18 App. Div. 2nd 618, Dec. 6, 1962)."

"It thrust an almost insupportable burden on an employee attacking the commission's key answers. To win, the Court held, a petitioner must show that there is no reasonable basis for the commission's action. Otherwise, he would lose even those cases where the Court ordered the answer to be as good or even better than the key answer."

"Could this indeed be the law? Other judges thought so. Within less than a year there were almost identical decisions by the Appellate Division, Third Department in Meaney v. Kaplan, 19 App. Div, 2nd, 590 (June 27, 1963); and by the Second Department in Gentile v. Niesely, 19 App. Div, 2nd 723 (July 1, 1963). These were followed in August, 1963 by Duffy v. Carey, 19 Misc. 2d, 415 (1963), in which Judge Young sharply criticized an examination but felt compelled by the cited precedents to uphold it."

"The ACOSTA decision and the trend it precipitated are now reversed, specifically contradicting language that had become current, the Court of Appeals stated: 'Petitioner is not required to show that there is no reasonable basis for the key answers rejected by the Commission, but merely that the answer given by the candidate on the test is better or at least as good as the key answer. Where there are two equally acceptable answers to a question, the candidate is entitled to the one which is the better of the two.'"

"The Court of Appeals finally said: 'The result of a test must be deemed to be the result of arbitrary decision.'"

"This opinion is not only important to Civil Service employees; it signifies a healthy return to the proper scope of judicial review. Under the current law, courts have often gone too far in deferring to administrative expertise. There is often a fine line between proper discretion and arbitrary action."

"If two answers are equally correct, to credit only one is certainly not discretion. Public employees may be emasculated that the Courts can recognize and strike down arbitrary action.

Motor Vehicle Dept. Assigns Banfi and Lynch To New Posts

ALBANY, Feb. 3—State Motor Vehicle Commissioner William S. Hults has named new assignments for Frank Banfi and Thomas Lynch, both career employees.

Under the department's Manpower Development Program, Banfi and Lynch have been place in charge of the department's Data Processing Division. Banfi was promoted to the position of assistant director of the division and Lynch was moved to the office to direct staff services in the division of administrative services.

 Rotation to Memos

The staff rotation policy was announced in a memorandum sent to department officials. The memo stated: "It is expected during the assignment of Banfi as director of administration, that we will provide a "growth" position for Mr. Lynch, the Division of Administration Bureau.

"Your cooperation with Lynch and Banfi in their new assignments will be appreciated," Hults concluded.

Bates New Chief

WATERTOWN, Feb. 8—George B. Bates, 41, first deputy fire chief of Watertown, was appointed by Mayor Frank Coughlin to succeed retiring Chief Walter L. Schell, Chief Bates, who was appointed to succeed retiring Chief Bates. Mayor Coughlin said Jan. 28, 1966, as a fireman. He was promoted through the years from city civil service eligible list.

The salary of Council in the Board of Ethics has been set at $13,600 per annum by action of the City Civil Service Commission.
Part-Time Jobs Open At Veterans Hosp. For Food Service Workers

An examination is now being offered for a part-time position at the Veterans Administration Hospital in New York City. The little, food service worker, offers an hourly salary of $1.80 and has no experience or training requirements.

The examination will be used to establish an eligible list from which appointments at the hospital will be made. Since the title is not limited to veterans.

Applications may receive additional information or application forms by contacting the Board of U.S. Civil Service Examiners, First Ave. at East 24th St., New York City, or the Director of the New York Region, U.S. Civil Service Commission, News Bldg., 120 E. 42nd St., New York City, and asking for announcement number NY-75-2 (1964).

Elmira Re-elects Levanduski President

The Elmira Reformatory and Reception Center Employees Federal Credit Union recently re-elected Theodore J. Levanduski, president of the chapter.

Other officers elected were: Calvin R. Gilette, first vice president; James J. Powers, second vice president; Edward J. Losney, treasurer; Clement J. Kmith, Francis E. McGuirt and John D. Wilmot, Board of Directors; Hugh O. Lewis, (chairman), Richard E. Sawyer (secretary) and George Zielinski (member), Credit Committee; Stephan J. Lauretta (chairman), Paul R. Wills (secretary) and Herbert C. Everett, supervisory committee.

Mrs. Steiner Reappointed

ALBANY, Feb. 3 — Mrs. Dorothy Steiner of Snyder has been reappointed a supervisor at Gowanda State Hospital.

Pioneers in Protection

Just as the stethoscope was the first aural device to help establish a scientific means of diagnosing diseases of the chest... so the Statewide Plan has the first program of protection against the costs of hospital, surgical-medical care for the employees of the State of New York.

This three-part program — Blue Cross, Blue Shield, and Major Medical — offers most State employees, active or retired, the most liberal benefits at the lowest possible cost. That's why more than 480,000 State employees and employees of many local subdivisions of New York State and their dependents are now subscribers.

If you are not a subscriber and would like all the facts on the Statewide Plan, see your payroll or personnel officer.
D'Angelo Clarifies Edict

Don't Throw Away Those Hotplates

By JOE DEASY, JR.

A clarification on the restriction placed on vending machines in City buildings was made this week by Water Supply, Gas and Electricity Commissioner Armand D'Angelo.

In answer to last week's Leader editorial on the matter, Commissioner D'Angelo pointed out that his edict was misinterpreted by other City departments. "The ban or change on these machines is intended for those operated by commercial establishments as a profit—not on machines and electrically operated equipment owned by the employees," the Commissioner pointed out.

"In fact, we have often found need for a hot plate in our offices when we are too busy to leave our desks for lunch," he added.

The commissioner's edict is an attempt to reduce the electrical bill. Other means taken was to reduce the bill have been to do away with mercury vapor lights and increase the number of windows.

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Sanitationmen Support State Dental Plan

ALBANY, Feb. 3 — In testimony before the Joint Legislative Committee on Health Insurance Plans, John D. Conlary, President of the Uniformed Sanitationmen's Association called for the creation of a dental plan for State employees with the State acting as its own insurer.

He also opposed any attempt to have such a plan administered by an existing company because "the work is too specialized." He stated that a medical monopoly which would "create another medical monopoly which would be a real blow to the efforts of the Board of Estimate to obtain equitable salaries for the State employees." Conlary recommended that the consumer cooperative with self-insurance and professional participation be established. Quality control and professional standards would be established.

LEGAL NOTICE

SUE W. MINOR, 237-241 State Street, \[Address Redacted] who has been declared dead, according to the Decree of the Supreme and Surrogate's Courts for whom the Decree herein declared her heir and representative.

REQUEST — Gladys Fount- tain, Manhattan representative for the Terminal Employees Local 522 to the Traffic Department, is shown at a recent meeting of the Local requesting that the meter roads evening shift end at 9 p.m.

LOW RATES

For more information, please call 462-6416.

DUNLOP TIRE SALES

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We will check your tires to see if they comply with the new state regulations. No charge for this service.

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CIVIL SERVICE LEADER

The formula will be applied only to positions that were fill by June 1, 1963.

- Court stenographers earning more than $10,000 will have the formula applied for their salaries. These earnings will be increased to a minimum of 3%.

- Supreme Court Justices' Clerks will receive $15,000.

- Provenance of Supreme and Surrogate's Courts for whom the Justices had mandatory salary increases before organization, are to be given the formula.

Israelin Consul Speaks

The Public Hearing Lodge and Chamber, B'nai B'rith will hold a special meeting on Wednesday, Feb. 5, at 8 p.m. Speaker will be Joseph Raziel, Consul of Israel, New York.

Zip code numbers help speed your mail. Use them in return address.
Financial PR—A Necessity

State, municipal and agency bond issues hit the $40 billion level in 1963, and these tax exempts are being ground out such bonds—called "municipals." In 1963, weekly average of $158,000,000. A sausage machine. In 1963, every week like hot dogs from a sausage machine. In 1963, more than an exercise in arithmetic. Servants in both finance and study of financial public relations, better begin the study of financial public relations.

The situation hasn't been helped by a change in pension funds, which is one of the very same states and municipalities. Instead of paying pensions in tax exempt bonds, including their own, they have been buying bonds yielding corporate bonds and mortgages.

With the competition for bond money getting keener, government finance executives are interested reading "Financial Public Relations" (McGraw Hill: $5.95) by Oscar M. Beveridge, a new book sub-titled "Tested Techniques for Communicating with Financial Publics." This should be a hint enough to government finance executives to be diligent in learning all about some new "publics," including bond buyers, prospective investors, security analysts, investment counselors, the financial press, statistical services; investment company, pension and endowment funds managers; bank trust department investments, estate trustees, insurance companies, security and investment brokers, and financial vice presidents of corporations.

New comes the $64-million question: With what information should these new "publics" be provided? Enter the operating civil servants. The bond buyers must be provided with facts of superb civil service performance, a business-like, non-nonsense operation of municipal services, intelligent economy, and evidence of solid planning to upgrade the area served by the agency. The new "publics" are interested in getting reasonable, attractive facts, and not glowing advertisements or political oratory.

Outstanding performance should be no problem to the dedicated civil servants, who are in the overwhelming majority on the payrolls of the 91,236 governments in the U.S., states, counties, cities, towns, school, water, military, fire, and other districts. At least three of these governments now have outstanding bond debts.

We recommend Mr. Beveridge's new book for close study by government executives. Not all its contents apply to government, but Chapters 1 through 12 certainly do. The day is not too distant when a financial public relations expert will be an indispensable part of every budget offering of "municipals."

Solomon Installed

David Solomon, a patrolman assigned to the Police Laboratory was installed as president of the Shimunian Society last week. He succeeds L. Louis Frank of the Police Academy.

State-Wide Insurance Company

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FULL YEAR PREMIUM for the insurance required by New York State for practitioners of the Dental Profession.

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QUEENS (128 6th Avenue)  971  BROOKLYN  226

Dental Plan

The Jewish Teachers Association will hold an art show this Spring, according to George Weisbard, director of the exhibit. The display, non-restrictive in scope, is open to all teachers in the New York City School System. For further information, contact Mr. Weisbard at the Woodrow Wilson Vocational High School, 1445-10 Basiley Blvd., Jamaica, L. En-close a stamped self-addressed envelope when writing, Weisbard asks.

Donson Speaks

Jerome Donson, executive director of the Office of Cultural Affairs was the featured speaker at the 52nd annual meeting of the College Art Association of America in Philadelphia last week. Donson was the first New York City official to address the association.

College Aides Honored

Dean of Administration James E. Mecham of Hunter College addressed affiliated at ceremonies recently where aides were honored for over 30 years of service each at ceremonies at the college.


Your Public Relations IQ

Mr. Marpilis is Adjunct Professor of Public Relations in the New York University School of Public Administration. The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

In The City Civil Service

Art Exhibit

The Jewish Teachers Association will hold an art show this Spring, according to George Weisbad, director of the exhibit. The display, non-restrictive in scope, is open to all teachers in the New York City School System. For further information, contact Mr. Weisbad at the Woodrow Wilson Vocational High School, 1445-10 Basiley Blvd., Jamaica, L. En-close a stamped self-addressed envelope when writing, Weisbad asks.

Donson Speaks

Jerome Donson, executive director of the Office of Cultural Affairs was the featured speaker at the 52nd annual meeting of the College Art Association of America in Philadelphia last week. Donson was the first New York City official to address the association.

College Aides Honored

Dean of Administration James E. Mecham of Hunter College addressed affiliated at ceremonies recently where aides were honored for over 30 years of service each at ceremonies at the college.

If you want to know what's happening to you, to your chances of promotion to your job or to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening to your job or to your next raise and similar matters! Enter your subscription now.
(see back of envelope)

If you want to know what's happening to you, to your chances of promotion to your job or to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!

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Here is the newspaper that tells you about what is happening to your job or to your next raise and similar matters! Enter your subscription now.
REAL ESTATE VALUES

5 OFFICES READY TO SERVE YOU! Call For Appointment

LOVELY "RANCH STYLE"
OVERSIZED, 5 rooms, detached full basement, 2 kitchens, 2 baths, garage, 40x100 suburban plot. A beauty, will go fast at...

12,000
NO CASH G.I.
BRING DEPOSIT
JA 9-4400
135-19 ROCKAWAY BLVD
SO. OZONE PARK
JAMAICA

MUST SELL TO AMITYVILLE
CABRINI HGTS.
2-FAMILY $17,900
4 down, 12 months, all tax, at ten o'clock in the forenoon of the 10th day of March next, why the account of proceedings in the estate of Mary J. Watts, Mary J. Watts, deceased, whose names and post office addresses are unknown and cannot after inquiring be ascertained by the administrator, to wit:amounting to...

172 South Franklin St.

SOLID BRICK
ST. ALBANS, various, 3/4 rooms, 1 bath, kitchenette, all fuel, gas, 3 rooms, modern kitchenette, tiled floor, throughout, 3 rooms and bath. Owner will accept...

140-31 Hillside Ave.=

CAPITAL DISTRICT

James W. Perkins
1641 Washington Ave. - Albany

For Sale - Florida
7 KiMi. modern ranch, tanin, full basement, large laundry room, screened porch, beautiful fixtures, extra room, 4 bedrooms, fully equipped, 1/2 bath extra, large fireplace, formal dining room, great room, 20x20 bedroom, fully finished, 14x24, beautiful, fully landscaped, savings and sprinkler, Good transportation. Asking $24,000. Terms. Call CO 4-1120.

LONG ISLAND

BETTER REALTY
ALL 5 OFFICES OPEN 7 DAYS A WEEK; 8:30 A.M. TO 8:30 P.M.

WESTBURY
$11,490
G.I. BRING $900 TOTAL CASH
Only $150 needed for G.I. for this attractive 1-family home. No...
Brotherhood Comm. To Cite Sullivan, Newman Feb. 20

Two men will be honored by the New York State Em-
ployees Brotherhood Commission on Feb. 20 in the Hotel Manhattan, New
York City. Each year the Committee presents Brotherhood Awards to two
State employees who, in the opin-
ion of the organization, have made
outstanding contributions toward eradicating bigotry and fostering un-
derstanding and respect among men, regardless of race, creed or
religion.

To be honored this year are Comissioner P. Vincent Sulli-
van of the New York State Motor
Vehicle Dept., and Harold E. New-
man, a senior claims examiner in the Division of Employment.

In announcing the recipients of
this year’s awards, Berithold Wol-
tner, chairman of the event, de-
clared that “at no time has there
been greater need for all Ameri-
cans to work for brotherhood and
the wiping out of bigotry.”

HAROLD E. R. NEWMAN

P. VINCENT SULLIVAN

Promotion Exams

(Continued from Page 2)

Department of Employment; $10,520 to $12,575.

(Continued from Page 2)

Assistant civil engineer (trac-

teering materials techni-
cian; exam no. 1112; Public
Work Department, $4,500 to
$5,225.

Senior biochemist; exam no.
1236; State University, $7,360 to
$8,995.

Purchasing agent; exam no.
1172; Thruway Department, $7,350 to $8,995.

Senior account clerk; exam
no. 1197; Kings County, D.A.
Office, $4,300 to $5,990.

Senior account clerk; exam
no. 1286; Queens County D.A.’s Of-


Harmony House

147 East 76th Street
New York

RE 7-8766

The Veteran’s Counselor

By FRANK V. VOTTO

Director, N. Y. State Division of Veterans’ Affairs

New York State pays an annuity of $500 to eligible blind veterans.
It is our State’s contribution to those who are handicapped, assuring
them to lead lives of dignity, usefulness, and purposeful citizenship.

Who is Eligible?

Veterans are eligible:

• who served without discharges during specified wartime periods;

• who meet the NYS standards of blindness as defined, and

• whose active duty was for 90 days or more, unless dis-
charged for service-connected disability in less than 90 days.

• who were NY State residents when they entered active
duty in the US Military service and are and continue to be resi-
dents (considering residence requirement not applicable to annu-
tants whose claims were approved prior to June 1, 1958), and

• widows of such deceased veterans who were in receipt of
annuities at the time of death if married to veteran prior to
March 15, 1956.

What Military Service Qualifies?

Wartime service beginning, ending or during the following periods is re-
quired:

• Spanish-American War, from April 21, 1898 to April 11, 1899 inclusive;

• Philippine Insurrection, or China Relief Expedition, from April 11, 1899 to July 4, 1902 inclusive;

• World War I, from April 6, 1917 to November 11, 1918 inclusive;

• World War II, from December 7, 1941 to September 2, 1945 inclusive;


What Proof Must Be Provided?

The claimants:

• Complete, signed application

• Eye report on prescribed form by here doctor; ophthalmolo-

• Two affidavits or other acceptable evidence of State re-

• Copy of discharge

• Copy of marriage record

• Discharge received of any previous marriage

What Restrictions

The permanent residence requirement must be met (see section
“Who is Eligible?”). Receipt of Blind Annuity may reduce or bar
benefits payable by the VA if the annuity increases income exclu-
sive of VA pension or veterans’ and servicemen’s rights will be

table to the deceased veteran’s burial expenses.

By FRANK V. YOTTO

Tuesday, February 4, 1964

Veterans Questions Answered

Are members of my immediate family eligible for VA hospitaliza-

Veterans only are eligible to re-
cieve care in a VA hospital. First priority goes to veterans with ser-
vice-connected disabilities; after that service men without service-
connected disabilities who are un-
able to pay for hospital care.

Always include your Social Security number in your return address.

Are members of my immediate family eligible for VA hospitali-
zation?

Veterans only are eligible to re-
cieve care in a VA Hospital. First priority goes to veterans with ser-
vice-connected disabilities; after that service men without service-
connected disabilities who are un-
able to pay for hospital care.
Although there are many complaints to the contrary, it is obvious that the New York State Government allows plenty of opportunity for women interested in attaining high positions.

At the coffee hour sponsored by the Women's Program of the New York State Commerce Department, women in State government met with women of Metropolitan newspapers, wire service, radio and television. The event was held at the Overseas Press Club in New York City.

Among those State employees present were:

Edith Bailey—Port Washington: Program Associate in the Governor's office; newly appointed to Governor's Committee on the Education and Employment of Women.

Margaret Barnard—Albany: Deputy Commissioner for Family Services in the State Department of Social Welfare.

Eleanor Walsh—Albany: Assistant to Margaret Barnard.

Jane Barton-Oak Ridge: Program Director, Radio-TV-Motion Picture Bureau, in the Commerce Department.

Grace Biss—New York City: Assistant Commissioner of Housing: Supervises the Bureau of Research and the Bureau of Public Information and Reports.

Gertrude A. Cavanaugh—New York City: Member of Workers' Compensation Board: Research consultant to World's Fair.

Mamouole Coleman—New York City: Member of Placement Services for the Labor Department: Director of Employment: member of NYC Mayor's Task Force on Youth and President's Commission on the Status of Women.

Judith Dorothea Donaldson—New Rochelle: Judge of Court of Claims; former chairman of the New York State Unemployment Insurance Appeals Board.

Elizabeth Speel—Marlins: Associate in Education, Guidance in the Bureau of Guidance of the State Education Department.

Margaret Parris—Albany: FR: Director for the Department of Mental Hygiene.

Lois Gray—New York City: Director in the District of Cornell University Extension School of Industrial and Labor Relations.

Buhl Des—Albany and Syracuse: Associate Council to the State University of New York.

Mary Goode Kroce—Chattanooga and Albany: as president of the Civil Service Commission, also holds the highest position held today by any woman in State Service.

Dorothy Bell Lawrence—New York City: Commissioner on the Unemployment Insurance Appeals Board.

Blanche McIntosh—New York City: Business Consultant in the State Commerce Department's Women's Program.

Miriam Mankin—Albany: Senior business consultant for the State Commerce Woman's Program.

Elisel Metzendorf—Albany: Principal Economist and Assistant Director of the Bureau of Business Research in the State Commerce Department's Division of Economic Research and Statistics.

Blanche Nechewsky—Albany: Associate in Industrial Education with the State Education Department's Bureau of Trade and Technical Education.

Rosa Panship—New York City: Youth and Work Coordinator for the Division of Youth.

Frances Schoen—New York City: Supervisor, Special Service to Older Workers in the Labor Department's Division of Employment.

Caroline K. Simon—New York City: Recently appointed a judge in the State Court of Claims, formerly Secretary of State of New York.

Mae S. Sine—New York City: one of 12 women serving as Assistant Attorneys General in State Dept of Law.

Margaret Farrar—Albany: PR Director for the Department of Social Welfare.

Assistant Commissioner of Home Insurance Appeals Board.

Director for the Department of Mental Hygiene.

Assistant Commissioner of Housing.

Director of the Bureau of Business Research.

Director of the Bureau of Labor and Research.

Director of the Bureau of Youth and Employment.

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Fourth Page

Eligibles on State and County Lists

Assistant Special Deputy Clerks—September 1963

Name, Address, Age, Birth Doy

A. Austin, Pittsford, 24, Dec. 1, 1939

No Physical For CSEA Group Life Plan in Feb. If Under Age 50

February is the month for new applicants for Civil Service Employees Association Group Life Insurance under age 50 to get into the plan, without taking the usual medical examination.

Assistance to the month's special enrollment period was made by A. Austin, acting president of the Civil Service Employees Association, who said there are many who qualify for the plan for those who qualify.

Special Features

Among the features to the plan are:

- No medical examination during February, 1964, for applicants under age 50 who have not been previously insured or who have been disqualified for life insurance on the basis of the medical examination.
- All life insurance protection for 15 cents per bi-weekly payroll period for members 19 years or younger—proportionally lower rates for older members.
- Premiums are waived if you should become permanently and totally disabled as described in the plan.
- Limited indemnity in the event of accidental death at no additional charge, as described in the plan.
- Practically all claims are paid within 24 hours of the Association's notified of death of members.

State Employees Earn $1,750 in Awards

The New York State Suggestion Award Program recently awarded $1,750 to 19 employees in State service. The awards are made for suggestions which save the State time and money.

The $700 went to Francis R. Smith, a principal assistant in the Office of the State Comptroller, for a suggestion that the State take delivery of new sets on a "take care" basis from contractors with a contract for delivery to the desired site. The suggestion saved the State $700 in transportation costs for the two winters first year savings were in excess of $20,000.

A $300 award was made to Edward P. Hynes, senior civil engineer with the Department of Public Works, for his suggestion that the State take delivery of new sets on a "take care" basis from contractors with a contract for delivery to the desired site. The suggestion saved the State $300 in transportation costs for the two winters first year savings were in excess of $20,000.

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CSEA Insurance Claims

CSEA members and their beneficiaries under the Association's Group Life Insurance Program are reminded that claims in the plan can be handled quite simply, without any complicated details and in many cases entirely through the mail.

When death of a member is under age 50, and the beneficiary's home is outside the City of New York, please submit application for new benefits to the Department of Social Security.

Cash Awards

$400 was awarded to Leonel P. Vieira, a member of the Department of Health, for his suggestion that the State take delivery of new sets on a "take care" basis from contractors with a contract for delivery to the desired site. The suggestion saved the State $400 in transportation costs for the two winters first year savings were in excess of $20,000.

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**Proposed Study May Revamp Watertown's Working Rules**

*(From Leader Correspondent)*

**WATERTOWN, Feb. 3—Civil Service officials are expected to be invited to take part in a series of discussions designed to lead to reorganization of municipal employee rules and regulations.*

The Watertown city council has decided to have City Manager Warren W. Fisk contact employee association representatives, such as The Civil Service Employees, and to launch the program, on the basis of the desirability of many of the present rules, more in effect since the early 40's.

The council also agreed to meet Tuesday at 7 PM to hear the results of the program of discussion of the nature of the work and to keep the list active.

Other council members and the city managers urged a cautious approach to the subject, pointing out that the whole problem of reorganization of the subject of concerned study.

Possible Changes

Opening up the rules and regulations question generally is expected ultimately results in city council decisions to make many changes in the character of personnel and how to change paid holidays—employees have now 11 such days a year plus vacations and sick leave among other things.

Firemen and police have presented rules and regulations that rights of civil service workers generally stem from a city council agreement, in the nature of a formal act, setting forth regulations and provisions.

Mayor John H. Galvin, a staunch advocate of employee benefits, says he feels the present regulations should be reviewed, study with the view of streamlining them to meet today's needs.

**Ruderman Heads Jewish Court Attaches Group**

The Annual Installation Dinner of the Jewish Court Attaches Association, presided over by Jack Simberg, was held last Thursday night in the Empire Hotel in Manhattan.

Supreme Court Justice of the Kings County Bar Association named Ruderman as president of the newly elected officers of the organization.

He succeeded Nathan S. Spool of Brooklyn as president, and George Hodes, Arthur Thiele of the Bronx, vice president and Philip T. Sills of Queens, treasurer.

**Sotillo Appointed**

ALBANY, Feb. 3—Mrs. Patricia Sotillo of Brooklyn has been appointed as a temporary by the State Banking Department.

**No Protests**

The New York City Department of Personnel recently announced that there were no protests presented on examination number 5813 for which there were 96 candidates on Dec. 28, 1960. The title was senior laundry worker.

1,187 Candidates

The New York City Department of Personnel gave an examination for parking meter attendant to 1,187 candidates on December 21, 1960.

**No Protests**

The New York City Department of Personnel recently announced that there were no protests presented on examination number 5813 for which there were 96 candidates on Dec. 28, 1960. The title was senior laundry worker.

**PREPARE FOR APRIL EXAM REPORTERS EXAM**

**ACCOUNTANT**

**INTENSIVE COURSE**

**COMPLETE PREPARATION**

**CITY EXAM COMING SOON**

**EARN YOUR HIGH SCHOOL EQUIVALENCY DIPLOMA**

for civil service for personal satisfaction

**FREE**

**ST HELENA SCHOOL**

**FOR PERSONAL SATISFACTION**

**MONROE SCHOOL-IBM COURSES**

**FOR ADDITIONAL EDUCATION**

**TRY THE PHYSICS**

**YHICA Evening School**

**SHOPPING FOR LAND OR HOMES**

**LOOK AT PAGE 11 FOR LISTINGS**

**SCHOOL DIRECTORY**

**MEMBER SCHOOLS**

**MONROE SCHOOL—IBM COURSES**

**MCNAB-IBM COURSES**

**YORK SHORES—IBM COURSES**

**MONROE SCHOOL—IBM COURSES**

**MCNAB-IBM COURSES**

**YORK SHORES—IBM COURSES**

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**MONROE SCHOOL—IBM COURSES**

**MCNAB-IBM COURSES**

**YORK SHORES—IBM COURSES**
Need For Hard Work On Pay Raise Is Theme Of West Conference Meet

BUFFALO, Feb. 3 — "The salary increase isn't passed just because the Governor put it in the budget," George DeLong of Dansville, reminded delegates to the winter meeting of the Bureau of CSEA's administrative staff.

Despite blustery, raw weather, about 150 persons attended the afternoon session of the meeting in the Schenectady Motor Inn.

Going Home To Work

The majority were chapter chairmen and other chapter leaders and "we are going home," as one chairman put it. "To get our people to work harder than ever on the assemblies and senate.

DeLong pressed for talks and letters to the legislators. Mrs. Sarah K. Riley of Saratoga, Second Vice President of the Conference, was named Conference publication chairman.

"A very important state is now. Our legislators are not being fully utilized," said Charles R. Skinner of Buffalo, regional CSEA salary committee chairman. "They feel the grievance machinery should and will be used more often.

Sandler on Procedures

"New grievance procedures are not being fully utilized," said Charles R. Skinder of Buffalo, regional CSEA salary committee chairman. "They feel the grievance machinery should and will be used more often."

Skinder, associated with the CSEA for 10 years, is becoming the CSEA's legal arm, said that "we do pride ourselves in putting up a fight when we think there is a fight to be made."

O'Connell

Blue Cross and Blue Shield now provides benefits for 102,000 civil service employees in 800 political subdivisions in the state, said William O. O'Brien, of Albany, manager of government group, with Buffalo Cross and Blue Shield, who spoke at a seminar.

Mrs. Jane Rice, of Buffalo, elected president of the Conference in May, said that CSEA was named Conference public relations chairman.

The Niagara County chapter got a "well done" from Henry J. Dailey, CSEA field representative for Buffalo, a speaker for "change for action is necessary in civil service employees in 80% security after a change of political administration."

Assemblies at Dinner

Three Erie County Assemblies attended the dinner portion of the meeting in the evening, for which DeLong was toastmaster. They were Vincent Arone, Stephen Greco and Frances Griffin, all of the Conference.

Other guests at the meeting in- cluded CSEA vice presidents Ray mond Wilson, of Buffalo; Thomas J. Benard, of Fred Cunard; Jr., Samuel Borich, chairman of the Conference; John F. Lucent, of the Workshop, Thomas Ranger, president of the Central Conference, and Dr. Paul Krey, editor of The Leader.

Security Breach Causes Exam To Be Cancelled

ALBANY, Feb. 3 — Cancellation by the New York Civil Service Commission of examinations held November 3 for Capital Buildings Police lieutenant, sergeant and officer, and February 4 for the public policy division, was announced by Goode Kromme, Commission president.

In announcing cancellation of the examinations, Miss Kromme said: "Because of the breach of security uncovered in our investigation of these examinations, the Commission believes that the only equitable course is to hold new examinations for the positions in question. We regret sincerely whatever inconvenience this cancellation may cause to candidates not involved in the fraud, but we have no alternative."

Early Date Planned

Those temporary members of the state's police who have not been disqualified as a result of the investigation and all other members of the Central Civil Service Commission, will, without further application, be notified to appear for the rescheduled examinations.

These tests will be held on the earliest possible date.

Eligibility for the rescheduled examinations will not be limited to those who participated in the November 3 tests.

Cuccolo Reappointed

ALBANY, Feb. 3 — Governor Rockefeller has reappointed Anthony Cuccolo of Buffalo as a member of the Public Insurance Fund. He will receive $50 a day for a total of $1,500 a year.

Holidays Vetted

(Canceled From Page 1)

Eligible

From the New York Times

On average, the average number of paid holidays compared most favorably to the number of days of paid time off with pay for legal holidays. The days of paid leave were: January 1, New Year's Day; May 31, Memorial Day, June 15, Independence Day; Sept. 5, Labor Day, Sept. 17, Columbus Day; Oct. 15, Veterans Day; Nov. 11, Memorial Day, Dec. 25, Christmas Day.

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