Broome County's Rejection Of Pay Raise For Employees Is Called 'Rude, Callous'

(Bong Leader Correspondent)

BINGHAMTON, Sept. 7—Joseph F. Felly, president of the State Civil Service Employees Assn., has sounded a strong protest to the refusal of a pay raise for Broome County employees.

In a letter to Henry M. Baldwin, Board of Supervisors chairman, Felly charged that the employees' group which presented the salary proposal was "treated with a callous disdain and a rudeness that we found shocking."

Wants 'Immediate Review'
The CSEA president requested "an immediate review and reconsideration of the rejected employees benefits program."

He added: "This complete disdain for the welfare of Broome County's 1,000 employees and their families, Baldwin, does not bode well for an enlightened county government that realizes the only way to attract and retain trained competent and loyal employees is to accord them salaries and other benefits at least comparable to the minimum paid by other state, local and nongovernmental jurisdictions."

Last week about 125 county employees voted unanimously to seek an indication of taxpayer approval of a pay raise by circulating petitions and to seek a meeting with the full Board of Supervisors.

The Employees Committee of the board has stated it will not (Continued on Page 3)

Ronan, Corbin, Hurd To Confer With Assn.

(Special To The Leader)

ALBANY, Sept. 7—The Civil Service Employees Assn. has filed suit to compel the State Director of the Budget to comply with a ruling of the Civil Service Commission that would have raised the salaries of some 2,400 workers in the Division of Employment.

At Leader press time it was learned that Governor Rockefeller, responding to a CSEA request for a meeting on the whole question of budgetary velos and, in particular, a reversal of the DE title veto, had advised the three top members of his cabinet to meet Sept. 9 with CSEA representatives on the general procedures now being followed in the handling of salary appeals. Representing the Governor will be his secretary, Dr. William Ronan; his counsel, Sol Neil Corbin; and Dr. T. Norman Hurd, Director of the Budget.

The Governor agreed to meet with the CSEA should the preliminary meeting concerning salary appeals procedures fail to satisfy the Employees Assn. He refused to meet on the budgetary veto, however, on the grounds that the matter is now before the courts and it would be therefore inappropriate to discuss the merits of the case at the present time.

CSEA Will Pay The Bill

In announcing the law suit in the CSEA meeting room on Sept. 7, Joseph F. Felly, CSEA president, said "The Assn. will undertake all the financial costs of this suit and assure its members within the Division of Employment that if necessary, it will pursue this case up and through to the court of Appeals, the highest court in the State."

The law suit seeks to force the Director of the Budget to abide by a decision of the State Civil Service Commission, which approved the following reallocations for employees to the Division of Employment—Employment Interviewer and Unemployment Insurance Claims Examiner, Grades 12 to 15; Senior Employment Interviewer and Unemployment Claims Examiner, Grade 15.

No Reason For Veto

In the court action, it was alleged that for the budget veto could not possibly relate to fiscal considerations affecting State salaries since the State is reimbursed by the Federal Government for all the salary and fringe benefits of the employees involved.

At the same time, Felly authorized the commencement of an examination for the position of Employment Counselor, stating that "this examination should not take place until the court can determine the issue of the salary reallocation appeal."
Don't Repeat This!

(Continued from Page 1)

CIVIL SERVICE LEADER

AMERICAN LEADING WEEKLY

OF PUBLIC SERVICE

BY CHARLES S. LEWIS

The U.S. Department of State's Sept. 17, 1776 anniversary of "Declaration of Independence" is a prime target of the "CIVIL Service Leader."...Mr.

Tuesday, September 8, 1964

Secretary Udall in his testimony reiterated the accomplishments of the Kennedy-Johnson Administration in the field, and criticized his fellow Arizonan, Republican Senator Goldwater. But there is a difference in terms of the platform of his party and the program of his party are inadequate. And the program of his party and the program of his party are inadequate. And the program of his party are inadequate. And the program of his party are inadequate. And the program of his party are inadequate.

Today, we celebrate one important special event: the 399th birthday of the City of New York, in celebration of its 399th birthday, which the Department of Public Events has called New York's special event. Here are some of the special events: "a key topic on the agenda when the President visits Mexico in a couple of weeks."

Charles S. Lewis - Room 415
45 Thomas St., New York 10007, N.Y.

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

Address

City Zone State

A complete history of the development of saline water conversion—whether it be in Israel, or Mexico, or India—appears he considers desalination as a cripplered instrument of peace. He has said that water should never be the cause of war, but also peace. It is obvious then that this is the case. And if (a traffic citation a little faster, it would be even more dynamic.)

New York City was purchased from the British. Mrs. Nolan Neil, former news-

Helen Nolan Neil

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Syracuse State School Meetings Begins Sept. 17

SYRACUSE, Sept. 7 - The Syracuse State School Chapter, Civil Service Employees Assn., will hold a meeting Thursday, September 19, 1964 at 7:30 p.m. Preparations will be made for the chapter's annual dinner-dance which will be held November 7th at the Yates Hotel.

Principal speaker at the dinner will be Paul Kier, editor of the "Civil Service Leader." Committee will also be named at the meeting. Clarence Laufer Jr., chairman of the dance and Mrs. Evelyn Thierman is chairman of the miscellaneous committee. President is present of the chapter.

Feily Calls For Cancellation Of MVD Program Manager Exams

ALBANY, Sept. 7 - The Civil Service Employees Assn., has asked for the immediate cancellation of examinations in the motor vehicle program manager series on the grounds that it is discriminatory and would violate "closed shop" conditions in certain instances.

The examinations are scheduled for Sept. 26.

"Follow Procedures" (Continued from Page 1) recommended approval of any of the CSEA's five-point proposal for higher pay and increased benefits.

Petitions

Benjamin Roberts, local CSEA field representative yesterday said that as many as 3,000 people soon may be circulating the petitions. There are about 1,000 county employees, and the Binghamton group of state-employed CSEA members has offered the help of its 2,000 members.

Besides a 12.5 percent across-the-board raise, the employees asked for other promotional examinations outside the Department of Motor Vehicles.

A person who passes the competitive promotional examination and subsequently receives a permanent appointment to grade 20 positions from list A would still have his name on List B for consideration for permanent promotion to positions Grade 24-26 after deletion of List B, which would be certified to fill positions allocated to the grades.

Other Objections

Other objections noted by Feily were:

1. The establishment of the three lists is based primarily on the salary range to which specific titles are allocated rather than on the positions titles themselves.

2. The use of an privileged list, "to back up a list established for titles at the higher salary grade would be thrown open to view over what is currently considered to be the next highest position in a promotional period.*

3. The use of oral tests which are to be welcomed equally with the written tests for two of the examinations.

4. It is our contention that those examinations create a situation which would be discriminatory to employees in other state agencies . . . and would provide a "closed shop" with respect to promotional opportunities within the Department of Motor Vehicles," Feily concluded.

PAY ACTION — Members of the Bronx County Chapter, Civil Service Employees Assn., facing the group is James A. Burrows, president of the Bronx County Chapter.

Mrs. Dorothy Haley Mrs. Dorothy Haley is the vice president of the Metropolitan Division of the Civil Service Employees Assn. She was appointed to the Merit System Committee, chaired by Barry G. Ginsberg of the Department of Social Affairs. Mrs. Haley was a member of the division.

Mrs. Haley was very active in CSEA affairs, serving as chairman of the chapter's Social Security Committee. As a member of the statewide Membership Committee for the 1964 elections, she was instrumental in winning the endorsement of the chapter for Robert F. Kennedy for the presidency.

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**U.S. Service News Items**

### New Salary Rates

**WASHINGTON, D.C., Sept. 7 — A general amendment showing the new salary rates for positions in the Federal Government under the General Schedule in accordance with the Federal Employees Salary Act of 1964, has been announced.**

This amendment applies to all civil service examination announcements currently open for receipt of applications except those specifically amended to provide for minimum pay rates.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Basic Salary</th>
<th>Maximum Salary</th>
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<tbody>
<tr>
<td>GS-1</td>
<td>$3,385</td>
<td>$4,930</td>
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<tr>
<td>GS-2</td>
<td>$4,005</td>
<td>$5,505</td>
</tr>
<tr>
<td>GS-3</td>
<td>$4,680</td>
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<tr>
<td>GS-4</td>
<td>$5,305</td>
<td>$6,910</td>
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<tr>
<td>GS-5</td>
<td>$6,055</td>
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<td>GS-6</td>
<td>$6,820</td>
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<td>GS-7</td>
<td>$7,620</td>
<td>$9,280</td>
</tr>
<tr>
<td>GS-8</td>
<td>$8,420</td>
<td>$10,080</td>
</tr>
</tbody>
</table>

Employee who perform at an acceptable level of competence will receive periodic within-grade increases beyond the basic salary until the maximum rate for the grade is reached.

This amendment supercedes the previous General Amendment concerning salary rates dated January 1964.

**Rockland Offers Senior Titles To Stenops, Typists**

Rockland County is offering promotional examinations for its stenographers and typists. Exams for promotion to senior titles and senior stenographer will be held October 10; filing is open until September 9.

Candidates for the title of senior typist must be permanently employed in the competitive class of specified Rockland County districts and must have served continuously as typists for six months in any lower clerical title. They must also have completed a standard high school course and have one year of office experience; or one year of competitive service in the municipal service of Rockland County.

Applicants for the position of senior stenographer must be permanently employed in the competitive class of the specified district and have served continuously on a permanent basis for six months in any lower clerical title. They must also have completed a standard high school course and year of office clerical experience; or have one year of satisfactory service in a competitive class office clerical position of the county.

### 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 rapid transit system.

**NEW YORK CITY—The Application 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 11 noon. Telephone 566-3730.

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 filled by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Application 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 6th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton Line's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

**STATE—First floor at 210 Broadway, New York 7, N.Y., corner of Chambers St., telephone Barclay T-1616, Governor Alfred E Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 400 Midtown Tower, Rochester (Wednesday only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so 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, 229 East 42nd Street (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-plaza train from any point on the line to the Grand Central stop.**

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

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

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

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**ROSEMARY T. PARNELL**

High School at Home in Spare Time

Because you can earn more, have greater job security, win promotion faster. If you are 17 or over and have left school, you can earn a diploma. Our graduates have entered over 900 universities and colleges. Write for free High School booklet tells how.

AMERICAN SCHOOL, Dept. 9AP-156 120 West 40th St., New York 18, N.Y. Phone Affiliated: 3-9065 Day or Night

Address:

City:

State:

Our 67th Year

Good Reasons for Joining CSEA Accident-Sickness Insurance Plan!

1. Pays in addition to other insurance
2. More than 40,000 CSEA members are enrolled
3. Bread protection
4. 24 hour coverage—24 hours a day, 7 days a week if desired
5. Twelve conveniently located claims offices
6. Limited reductions and exclusions
7. World-wide protection
8. Premium arranged through payroll deductions
9. Cost is less than standard individual policies
10. Favorable renewal conditions

See your TerBush & Powell representative soon for complete information on how you can enroll.
**City Employees Offered Courses In Cooperative Effort With Universities**

The New York City Department of Personnel annually sponsors the Municipal Personnel Program jointly with The City College and Long Island University, City College. Last week, the Leader started a listing of those courses which are designed to help City employees improve job skills and prepare for promotion. Certificates are given at the completion of each course.

All classes meet in the neighborhood of City Hall. The fee for each course is $15 with two exceptions which require an additional lab fee. The normal course consists of ten two-hour sessions, beginning at 6 p.m. The Fall term opens September 28. For further information, contact the Training Division, Department of Personnel, 55 Thomas St., NYC. The following classes are a continuation of the listing.

Smlin Charlie A Credit To Civil Service System

By ART YATES

**THERE'S a man who works at 270 Broadway in New York City. He likes people, people like him. His job: Receptionist for the State Commission for the Blind. Why is he there? Because he attempts to pacify those who come into the offices of the State Commission for the Blind. He tries hard all day to make people feel better, but not of the corny variety. He wants to help, only because he knows what it is like to be handicapped.**

He has never let the fact that he is blind bother him. He has always considered himself a handicapped person. He is sick and tired of the discrimination that is affecting blind people.

"Blind people are discriminated against like the different minority groups are," the stylish personality claims.

"What must be remembered is that the blind person wants help, but not of the corny variety. He wants to help only when he knows what it is like to be handicapped. He has noticed that things were blurred. He became concerned.

"One night as he was driving home from New Jersey he noticed that other cars on the road were honking like crazy. He noticed that things were blurred. He became concerned.

"It was a small hitch in the road, but it brought home the severity of the problem. He has noticed that other cars on the road were honking like crazy. He noticed that things were blurred. He became concerned.

"He checked with his doctor. The result: nothing. Pending blindness.


"The only time I am concerned about traffic is when I am crossing Broadway and Chambers St," Charlie said, "and here I am where I look for help.

"Then the man with sight looks around when he crosses the street. It's a crazy intersection." I think the goal of this man is to help and to convince all visually handicapped people that their lives are not too hard.

"There is hope, there is a good life, and this must be the message to those destined to go through life without the use of their eyes," says Charlie.

"This guy doesn't want pity for the blind. He wants constructive aid and the chance to work."

"He wants them to get the use of the talking book and other aids that are offered to blind people."

"He wants the blind person to fight for what he wants and he wants the blind person to get it."

"He works hard every day. He never asks a favor. He does his job well."

The Civil Service should have many more like him.

**INTERVIEWING TECHNIQUES**

Philip Slons, Spanish Teacher

Training Coordinator, NYC Housing Authority, Spring '64.

"The ability to communicate effectively with others on a one-to-one basis is one of the most essential skills needed by supervisors, examiners, investigators and others who have responsibility for performing interviews, public relations, employment interviewing, complaint adjustment and information dissemination.

"This course in interviewing techniques will be conducted on a workshop basis so that the student will have an opportunity to hold practice interviews. These interviews will be taped, and evaluated in terms of technique, manner, and validity of results."

**CASE STUDIES IN HUMAN RELATIONS**

Erle Beaumont, Manager, Communications, and John DeSanto, Training Specialist, Port of New York Authority, Fall '64.

"The case study approach of the human relations approach to supervisory training in the Civil Service will be critically analyzed, with emphasis on courses, selection and development of supervisors. Cases selected will include problems in interviewing, counseling, discipline, public relations, communications, evaluating, motivating, and training."

**MODERN BUDGET PROCESSES**

Arthur Rosenbaum, Principal Budget Officer, Bureau of the Budget, Fall '64, Mondays, 55 Thomas Street, Mezzanine, Room 3-35.

"The course will review a variety of approaches to budgetary decision making and the systems of data analysis and presentation that are required to support such decision making processes. The budgetary systems and practices as used in the City of New York and other large cities will be surveyed. Comparison will be made of the New York City system with those of other large cities. The most recent research in this field and applications of the recommended systems. The importance of computerized budgetary systems for departmental planning and operation will be discussed. The development and use of work measurement and time and motion study in budget making and management will be reviewed. The preparation of budget requests, justification and analysis, and analyses will be surveyed. There will finally, be a review of the budgetary practices."

**CONVERSATIONAL SPANISH**

Philip Slons, Spanish Teacher

High School Education Program, Fall '64, Wednesdays, 60 Worth Street, Mezzanine Room M-6.

"A course in Spanish conversation for City employees who are in need of Spanish-speaking help. Students will learn to converse with such other and the instruction is in Spanish, simulating real-life situations encountered in their jobs. Previous knowledge of Spanish is not required."

**INTERMEDIATE CONSERVATIONAL SPANISH**

Philip Slons, Fall '64, Thursdays, 60 Worth Street, Mezzanine, Room 3-35.

"A course in intermediate Spanish conversation for City employees having contacts with or interviewing Spanish-speaking personnel. Previous knowledge of Spanish is required or successful completion of elementary Spanish conversation is a prerequisite."

**ADVANCED CONSERVATIONAL SPANISH**

Philip Slons, Spring '65.

"A course in advanced Spanish conversation for City employees whose work requires greater facility in Spanish. Students will be able to converse with each other and with the instructor simulating real-life situations."

**CONSERVATIONAL SPANISH**

Philip Slons, Spring '65.

"A course in Spanish conversation for City employees whose work requires greater facility in Spanish. Students will be able to converse with each other and with the instructor simulating real-life situations."

The Fall term opens September 28. For further information, contact the Training Division, Department of Personnel, 55 Thomas St., NYC.
Solving The Problem

CITY, State and Federal officials have joined forces with private industry to combat a major problem in the nation—unemployment.

Surplus manpower from automated industries were doomed to remain in the ranks of the long-term unemployed until major programs were inaugurated recently.

For several months, retraining programs were approved by legislative bodies. Instructors were recruited from the ranks of the civil service community to staff the training schools. Everyone concerned was urged to enroll for the newly trained workers. The program began to take root.

Private industry and government agencies are cooperating in this project which will ease the unemployment problem.

To date, many of these newly retrained and formerly unemployable persons have been placed in new positions and can look forward to a rewarding future.

This is another example of government—and the civil service community—at work.

A Great Opportunity

THE City Department of Personnel has announced a variety of courses on the college level designed to assist civil service employees to better their job skills and improve their chances for promotion.

The relatively low cost of these courses, $15, puts them within the financial reach of all employees.

Additionally, most City departments are offering free in-service training courses designed for the same purpose.

We urge all New York City civil service employees to take advantage of these convenient courses so that they can help others by helping themselves.

Social Security Questions Answered

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 the name and send it to the Social Security Editor, Civil Service Leader, 51 Duane St., New York, N.Y. 10013.

Q. "My husband died many years ago and my son was my sole support until he died about two years ago. I have been receiving monthly payments on my son's social security record. An old friend has asked me to marry him. Must I report the social security file if I marry?"

A. Yes, a person who is receiving benefits as a surviving spouse of a deceased worker is required to report if she should marry. Generally, the surviving spouse would lose her right to any further benefit in the event of remarriage.

Q. "I'm 67. I've had no work for the last six months. Am I entitled to receive some benefits from the social security office?"

A. No, you are not entitled to receive any benefits from the social security office. To receive benefits, you must have worked and paid social security taxes for a certain number of quarters to earn credits to get social security payments. The period of eligibility for the monthly benefit payments depends on your age and the credits you have earned.

Q. "During the past year, my employer has been deducting the social security tax from my paycheck each week. However, I do not recall ever seeing him make any report for the year. What do I know that he is reporting my wages correctly?"

You may get a complete record of your earnings and check your earnings record by writing to the Social Security Administration.

Q. "How often do I have to report my earnings to the social security office?"

Benefits are paid monthly on the 15th of the month following the month in which the earnings occurred. This is the same as the reporting period for your employer. If you do not file your report on time, you will have to pay interest and a penalty for late filing.

Q. "I heard that all part-time jobs must be reported to the social security office. If I've been working part-time for only a few hours a week is it necessary to report these hours?"

There is no requirement to report part-time earnings to the Social Security Administration. The reporting requirements apply only to full-time earnings.

Q. "My husband works for a company that has a retirement plan. He is 65 years old and the company told him that he would be eligible for a retirement benefit when he reaches 70. He has been working for the company for 40 years. Is it necessary for him to report his earnings on his Social Security statement?"

A. No, it is not necessary for him to report his earnings on his Social Security statement. Employees who are covered by a qualified retirement plan may elect not to report their earnings for Social Security purposes.

Q. "I retired from the government last month and received a check for $1,000. Is this amount taxable?"

A. Yes, it is taxable income. All Social Security benefits are subject to income tax. The Social Security Administration will send you a Form SSA-1099 to report your benefits as income.

Q. "If I become unemployed, must I report the unemployment benefits I receive to the Social Security Administration?"

A. No, you do not have to report unemployment benefits to the Social Security Administration. However, it is important to keep accurate records of your unemployment benefits in case you need them in the future.

Q. "If I work part-time and receive unemployment benefits, will I have to report my earnings to the Social Security Administration?"

A. You may not have to report your unemployment benefits if you work part-time and receive benefits for less than $50 a month.

Q. "I have a friend who has earnings from self-employment. He is claiming that he has no income. Is this true?"

A. No, a person who has self-employment income must report it to the Social Security Administration. The self-employment income is subject to both federal and state income taxes.

Q. "I work part-time and receive unemployment benefits. Can I still receive Social Security benefits?"

A. Yes, you may still receive Social Security benefits if you meet the eligibility requirements.

Q. "I have a question about social security benefits. Can you tell me about the monthly benefit payments?"

A. Monthly benefit payments are based on the worker's average earnings over the years he worked. The monthly payment is a percentage of the worker's average monthly wages.

Q. "I'm retired and have been receiving Social Security benefits for several years. Can I still receive benefits if I work part-time?"

A. Yes, you can still receive benefits if you work part-time as long as your earnings do not exceed a certain limit. The limit is based on your age and the number of months you worked.

Q. "I'm married and my spouse works part-time. Can we receive combined Social Security benefits?"

A. Yes, you and your spouse may receive combined benefits if you meet the eligibility requirements. However, it is important to review your eligibility and earnings each year to make sure you continue to qualify for benefits.
CSEA A Family Affair
To The Rowell Clan

(From Leader Correspondent)

ROCHESTER, Sept. 7—Membership in the Civil Service Employees Assn., and work in the Rochester State Hospital, have become a family affair for the Rowells of Rochester.

The head of the clan, Claude E. Rowell, has charge of the hospital’s industrial shop and is fourth vice president of the CSEA. His wife, the former Lenore Wood of Dunkirk, N.Y., has worked in the hospital’s sewing room and is a CSEA member. Her brother, Norman Rowell, works in the hospital’s Industrial shop, and is also a CSEA member.

Another, Freeman Rowell, belongs to the CSEA and works as a hospital attendant. His parents Roy and Elsie Rowell, are retired hospital employees and former CSEA members.

An Accent

Rowell was born in Ogdensburg on the Canadian border, where residents say “about” for “about” and “foot” for “foot.” “I’m often accused of being an Englishman or a Christian,” he says.

After graduating from high school in 1937, he worked on his father’s farm for two years. And though he was a 4-H Club leader, he didn’t like farm work at all, since “everything was done by hand.”

There was a waiting list of job applicants at St. Lawrence State Hospital, Ogdensburg’s biggest employer, so Rowell took a job in 1938 as an attendant at Rochester State Hospital. In a year and a half he transferred to St. Lawrence.

Liked What They Saw

On several trips, Rowell and his wife have been to hospitals in the state and in New York City. They have no friends or relatives there, but “found hospitals to be interesting places.” They have become a family affair for the Rowells of Rochester.

The upstater has belonged to the CSEA ever since its dues were $0.50 a year. He couldn’t recall how long ago that was and was unable to find a clipping that might have reminded him.

He has served as chapter president, vice president and delegate, as president of the Western New York Conference and as a member of the state board of directors, on the state personnel surveying board and on the special attention, education, grievance and other committees.

This has meant a good many sacrificed weekends and evenings, averaging 10 to 16 hours a week, he says. In his first nine months as a state vice president, he traveled 9,000 miles.

Time and Effort

“The general membership doesn’t realize the amount of time given by our officers,” Rowell says. But he believes the work is important if only it helps community members to the public the job state workers are doing.

“You have to sell the state employee and the services he renders so the public won’t feel cheated or taken advantage of,” he says.

Since 1938, Rowell has sold new and used cars as a night side-line. He and his wife have a daughter, Fable, who’s approaching 16.

In Westchester

Ganter Retires After 16 Years Of Keeping Employees Contented

WHITE PLAINS, Sept. 7 — The man who, since 1949, has preached the slogan “Contented County employees are good county employees. Pay them before you buy anybody else,” retired as Westchester County Finance Commissioner last week, completing 22 consecutive years in the County service.

Edward J. Ganter, the former County Sheriff and Yonkers banker, will be 72 years of age this month.

It was under his leadership that Westchester switched to automatic writing and compiling of employee schedules through Univar. He also changed the pay periods from twice a month to every two weeks, following a survey which disclosed that employees preferred the latter system.

Ganter, in 1959, served in a triumvirate with Lt. Governor Malcolm Wilson and County Executive Edwin G. Michaelian to head the County Republican party.

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

FREE CHOICE OF DOCTOR ANYWHERE IN THE WORLD: Under the GHI Option, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits, GHI pays the doctor directly. If a non-participating doctor is chosen, you receive the check.

CONFIDENTIAL: relationships between doctor and patient are maintained because claims and payments are sent directly to GHI by either the subscriber or the doctor.

FREE BOOKLET by U.S. Government on Social Security. Mail order. Leader, 97 Duane Street, New York 7, N.Y.
Free Training is available in many fields, from accounting and electronics to business and social science, in available through a variety of programs. The New York State extension office offers free training programs to help students at the New York State Community College System, from accounting and business administration to computer science, health science, social science, and more. The extension office offers training in accounting and business administration, computer science, health science, and social science. The extension office is also available for training in accounting and business administration, computer science, health science, and social science. The extension office is also available for training in accounting and business administration, computer science, health science, and social science. The extension office is also available for training in accounting and business administration, computer science, health science, and social science. 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Lefkowitz Clarifies Pension Law Affecting Policemen, Firemen, Other Benefits

Last week The Leader started an explanation by Attorney General Louis Lefkowitz of the recent changes in the pension law affecting police and firemen in the Statewide Retirement Plan. This week, the Attorney General's report is continued.

1. Will the member mentioned in subdivision h. who does not have 25 years of creditable service in the department on September 1, 1964, ever be subject to compulsory retirement?

2. If you read subdivision h. as added by chapter 358, as referring to "Subdivision" g. and not "Section" g. and I used the word "section" as it appears for a second time in subdivision h. as referring to subdivision h. my answer to question 6 is that subdivision g. will not require retirement of a member as of a policeman or fireman described in subdivision h. such policeman or fireman would nevertheless be subject to the general age 70 mandatory retirement provisions of Retirement and Social Security Law, § 70, subdivision b. This, of course, is subject to the determination of the local pension law providing for termination of service at an earlier age than 70. See Bluebird v. City of New York, 129 N.Y.S. 2d 13, 268 N.Y.S. 2d 201, Div. 11, 1961, and A.F.T. 1961, et al. See page 412 Executive Law, § 228, and Village Law, § 212.

(c) In the present law, where a member has served in excess of 25 years of service, his pension as calculated on a final average salary, is less than 1/2 of his final average salary, an additional pension of 1/100th for each year of service in excess of 25 is granted. In accordance with the new retirement law, this statutory retirement allowance to exceed 1/2 of the member's final average salary is the 1/100th benefit provided by the bill in addition to this additional pension of 1/100th which is a benefit to be set in lieu thereof?

3. My answer to this question is that the 1/100th benefit provided by subdivision f. is in addition to any additional pension of 1/100th for each year of service which is counted to make up a retirement allowance of not to exceed one-half of a policeman's or fireman's final average salary and which is not included in the pension provided by subdivision e. paragraph 1 or paragraph 2.

(f) In the case of the contributions for a member electing to participate in the benefits provided by subdivision f. is it to be based on a 1/100th or 1/60th basis, or a combination of the two? Presently, under the 40 year plan, the member's rate was determined by the percentage contributed by the employer toward the 25 years.

4. It is my opinion that subdivision f. clearly requires that a policeman or fireman making an election under such subdivision f. shall contribute at the rate of the contributions at which he is currently contributing under subdivision e. without regard for the provisions in subdivision e. or subdivision f. Preceding the 1964 law prior to the time his contributions were discontinued under subdivision e. paragraph 4. of such section.

(d) In what manner is the employer to make the additional contributions provided by the bill? Are such contributions to be made in a lump sum, or over a period of time? And, the latter, who fixes the period of liquidation of this liability? If additional contributions are not accepted by a lump sum payment, my State pay pensions re- sulting from an election under subdivision f. prior to the collection of the additional contributions from the employer?

5. My answer to question 4 is that any contributions that employers for additional benefits provided under subdivision f. should be handled in the same general manner as additional employer contributions are now met to meet additional contributions as is now provided for by applying the provisions of Sections 30 and 31 of the Retirement and Social Security Law to the situation you have in mind. Thus, additional benefits may be paid under subdivision f. regardless of the amounts of additional contributions made in a lump sum or over a period of time. This is so whether the employer is the policeman or fireman in the case of those employeers covered by Section 31 (see Section 31. subdivision d.)(f).

(h) Does the member get an additional pension from the contributions that he made in the normal course of his election or do these contributions become a part of his accumulated contributions and the annuity paid as provided in subdivision e. without regard for the time this impair or diminish a benefit by reducing the annuity paid? What would otherwise be provided by the employer under subdivision e. if there is a pension for increased -1/100th - home pay? Is there any provision in the act that effect the 1/100th pension which is provided by the bill?

My reply to this question is that because of the operation of the provisions in subdivision f. which heretofore have limited retirement allowances to one-half final average salary and which have provided for additional pension credit, to make up the difference between the annuity and one-half final average salary, as a master of legislative intent the contributions made by policemen and firemen under subdivision f. after the point has been reached when contributions have been or otherwise could be discontinued under paragraph 4 of subdivision e. paragraph 1. the additional contributions must be treated as being toward the purchase of additional annuity. As so treated, member's contributions in this situation no impairment or diminution of the retirement benefit under the Constitution, Article V. 1.

5. My reply to the inquiry in the latter portion of your question (d) is that the additional benefits provided by subdivision f. would be treated in accordance with the one-half final average salary less the amounts of additional contributions made in a lump sum or over a period of time. This is so whether the employer is the policeman or fireman whom you named. The contributions which are made to the plan are added to the plan's balance. When the time arrives for the purchase of the retirement benefit, the plan's balance will be used toward the purchase of the retirement benefit.
U.S. Job Opportunities

Numerous positions with the Federal Government are now being offered on a continuous basis throughout the United States and overseas. The vacancies are scattered in and around Washington, D.C., New York City; at various field offices of the United States—Announcement 4 B. Administrative specialist, $12,000 to $19,000; accounting specialist, $11,000 to $19,000. Fishing season assistant, $7,000 to $10,000. Urban economist, $11,000 to $14,000. Research specialist, $14,000 to $17,000. Agricultural extension specialist, $15,000 to $17,000. Position at 220 East 42nd Street, New York City; full-time position throughout the United States. —Announcement 229 B. Airports officer, $14,000 to $16,000. United States program assistant, $15,000 to $17,000. Research assistant, $15,000 to $18,000.
The Veteran's Counselor

By FRANK V. VOTTO

Eligibility

• Veterans with wartime service may be provided hospital care for those conditions incurred or aggravated in service that have been adjudicated service-connected by the VA.

• Veterans discharged for disability incurred or aggravated in line of duty can be hospitalized for such service-connected disability or for another disability that has been adjudicated as being associated with such disability.

• Any veteran with at least one day of wartime service (excluding the Korean War) and not service-connected, may receive hospital care provided he was discharged under other than dishonorable conditions and states he cannot afford the expense of private hospitalization. He must provide a statement of his financial status as part of the application for hospital admission.

• Certain retired military personnel are eligible for hospitalization under some circumstances.

• There is no provision for providing hospital treatment to non-disabled veterans unless they are entitled to hospital care in their own right.

• VA (and not the service) is the enrolling authority for disabled veterans. VA (and not the service) is the enrolling authority for disabled veterans.

• Priority veterans are eligible for hospital care on the same basis as wartime veterans if they are in receipt of compensation or were disbarred for a disability incurred or aggravated in service.

Hospital Treatment

• Veterans who are eligible may receive hospitalization (both pre-service and post-service) when it has been determined that they are to be admitted to the hospital. A formal application for hospital treatment must be completed.

Travel Expense

• Travel at government expense may be provided in connection with VA Administrations hospitalization but it must be authorized by the VA Hospital before travel begins. In emergencies this authorization can be secured by telephone. Travel for service-connected conditions can be authorized at government expense without regard to the veteran's financial condition. For non-service-connected conditions, it can be authorized only if the veteran states he cannot afford the expense of the travel.

Examinations

• When a veteran applies for hospitalization in a VA Hospital he may be examined to the extent necessary to determine whether he needs hospital treatment. Laboratory work for private physicians, etc., will not be done.

Dental Care

• Service-connected dental care will ordinarily not be done in the hospital unless hospitalization for this or other reasons is required. Long-term hospital patients (service-connected or non-service-connected) may receive extensive dental care; otherwise, only emergency treatment is available.

P. R. Column

(Continued from Page 2)

"It's a birthday, isn't it?" It's the Birthday of the Largest Civil Service newspaper in the world. In circulation, it is the 140-page weekly newspaper in New York State, second only in size of big city dailies.

Vast Careers Open for the Social Worker

New York City urges all qualified persons in and out of the service field to apply now for positions with the City. The Board of Hospitals, and various agencies throughout the area, are recruiting applicants on an indefinite basis.

Free booklet by U.S. Government on Social Security. Mail your name and address on a 3 x 5 card to:

Social Security Administration, New York, N. Y.

Employees Offered Courses

(Continued from Page 2)

Tuesday, September 8, 1964

employees are offered courses in engineering, economics, accounting, and general business. The courses are designed to help veterans increase their earning power and to make them more competitive in the job market.

Free booklet by U.S. Government on Social Security. Mail your name and address on a 3 x 5 card to:

Social Security Administration, New York, N. Y.
(Continued from Page 13)

i radio adapter.  $4,690 to $8,410; specialist, $5,236.

Research and development positions for chemists, mathematicians, metallurgists, physicists, $5,950 to $12,000; $6,680 to $14,630, in the Washington, D.C. area. Announcement 203 B.

Transportation: $4,690 to $7,030. Announcement 218 B.


Landscape architect, $5,660 to $9,980. Announcement 224 B.

Libraryrarian, $4,690 to $6,680. Jobs are in the Washington, D.C. area. Announcement 277 B.

Stenographers. Those employed by Veterans Administration install in the United States (excluding Alaska and Hawaii) and Puerto Rico. Announcement 197 B.

Medical.

Corrective therapist, occupational therapist, physical therapist, $3,236 to $7,030 a year—Jobs are with the Veterans Administration. Announcement No. 230 B.

Medical officer, $6,816 to $18,180, with the Veterans Administration. Announcement 192 B.

Pharmacist, $5,950 and $7,030—Positions are with the Veterans Administration. Announcement 212 B.

Psychiatric consultant. $3,50 to $3.50 an hour—Announcement 14-1 (33).

Public health adviser, $7,030 to $15,665—Public health analyst, $6,665 to $14,630. Announcement 125 B.

Rehabilitation technician. $4,690 to $5.74 an hour—Announcement 135 B.

Scientific illustrator (medical). $4,690 to $5,796—Medical photographer, $4,690 to $5,796. Announcement 124 B.

Social worker (correctional), $5,796 to $15,665; social work assistant, $4,690 to $11,685. Announcement 333 B.

Social worker (correctional). $5,796 to $15,665; social worker—public welfare research specialist; social worker—public welfare research specialist; $7,030 to $15,665. Announcement 320 B.

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Tivoli To Become Grand Ol' Lumberman at Installing Fete

Anthony Tivoli, executive secretary of the New York City Department of Parks and Recreation, will be installed as Grand Ol' Lumberman of the department's annual lumberman parade on September 8 at 3 p.m. The event is the culmination of the department's annual lumberman polka fest and parade.

File Power Plant Aides' Reallocation Appeal

ALBANY, Sept. 7—A reallocation appeal on behalf of employees in seven titles in the Power Plant Series of state service was filed by the Civil Service Employees Assn. with the Division of Classification and Compensation for which the applications are sought are in the departments of Mental Hygiene, Correction, Civil Service, and the Office of General Services. Job titles and reallocation requests are as follows:

Power plant helper, grade 4 to grade 3; steam fireman, grade 5 to grade 7; stationary engineer, grade 11 to grade 14; senior stationary engineer, grade 13 to grade 16; steam stationary engineer, grade 14 to grade 16; head stationary engineer, grade 15 to grade 18; and senior mechanical engineer, grade 21 to grade 34.

Realistic Evaluation

In its reallocation request, CSSEA contends that "a realistic evaluation of the positions has long been overdue. The need for an annual compensation offer by the State of New York for these positions is clear." The request does not reflect the value of the services rendered nor the trends in salaries paid for similar services, both within and outside of New York State, as well as private employers across the state.

Tel. Operator Position Open Until Sept. 9

An open competitive examination for telephone operator will be given in Monroe County; filing is open until Sept. 9. The position is a non-classified civil service position.

Jefferson GSEA Names Committee on Membership

(From Leader Correspondent)

WATERTOWN, Sept. 7—Mrs. Roberta Kidney and James Halley have been appointed Jefferson Chapter Civil Service Employees Association committee chairman for the 1970-1971 period. It has been announced by Mrs. William L. Smith, chapter president.

Mr. Smith has notified Joseph Forbes, district deputy of the Civil Service Employees Associated, and J. Ambrone Donnelly, field representative, of committee designations.

Mrs. Kidney heads the Watertown section of the nine-member city committee. Mr. Halley heads a 12-member county committee.

The committee of Chairman Halley's committee are: Mrs. Roberta Kidney, President; J. Paul Martin, First Deputy; Miss Marie Pauline Dwyer, Second Deputy; and Robert J. Synk, Secretary.

The members of Chairman Halley's committee are: Joseph Forbes, district deputy of the Civil Service Employees Associated; Miss Dorothy M. Martin, field representative; and L. M. Watterman, temporary secretary.

Post to Schoolmaster

ALBANY Sept. 7—Governor Nelson A. Rockefeller has appointed the reappointment of John F. Schoonmaker, director of the New York State Department of Education, for a term ending June 30, 1972.

Schoonmaker, 56, is a former Department of Education employee, has served the county and has been a member of the Board of Regents.

Politics May Cost Firemen Their Jobs

LACKAWA NY, Sept. 7—A Supreme Court Justice ruled here yesterday that the absence of firemen, all civil service employees, will not be enforced if they are not required by the state law as political party committeemen.

Supreme Court Justice Harold P. Lounsbury said that the absenteeism of firemen is not a bar to their appointment to the Civil Service Law.

Justice Lounsbury also ruled that if the firemen are fired they may be put on the civil service exam list for the dismissal and in that way be put back on the list.

Three of the firemen are Democratic committee members and three are Republicans.

Trustee Named

ALBANY Sept. 7—Governor Rockefeller has appointed Herbert A. Shipp, chairman of the Board of Trustees of the New York State University of Science and Technology, to the Board of Trustees of the State University of New York at Potsdam for a term ending June 30, 1973.

The post is unaffected by the vacancy in the Board of Trustees' ranks due to resignations of the Board of Trustees' rankings due to resignations of the Board of Regents of the State University of New York.

County Home Super Named

WATERTOWN, Sept. 7—Ned K. Smith, manager of the Jefferson County Home super named.

Smith has been the manager of the Jefferson County Home for the past 15 years, before he became a service for the New York Tele-
Campaign To Train For Jobs

(Continued from Page 8) were in New York City and 94 with the remaining 4,060 trainees throughout New York State. It is interesting to note that while training was approved for 7,810 persons during the year, there is still a backlog of 90 positions in various stages of development calling for the training of about 18,000 additional persons.

The total commitment of funds to New York State for approved MDTA projects amounted to $13,867,776 or which $8,804,840 was earmarked for payment of training allowances and the remaining for training costs.

The project can be considered a success from the number of graduates who have found employment directly related to their training. Over 73 percent found jobs of some kind following the training sessions while 66.6 percent of the trainees had jobs in their training field.

An innovation and the foremost job was the approval of a large multi-occupation training project for 1,600 disadvantaged and out-of-school youth in the Rochester area at a cost of $2,200,000. This program combines individual counseling and basic education along with occupational training.

Some of the 39 major occupations for which MDTA training was approved included machine operator, automobile mechanic, maintenance mechanic, assistant teacher, practical nurse, nurse aide orderly, electronic mechanic, stenotypist, typist, and clerk typist.

Of the approved trainees, 53 percent were males and 47 percent were females. Over 72 percent found employment within Section 509 of the Unemployment Insurance Law which permits those unable to work due to seasonal occupations to re-engage vocational training without forfeiting their unemployment insurance benefits.

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Over 50 percent of the graduates who have found employment were males and 50 percent were females. Over 72 percent found employment within a two year period following their training.

In addition to institutional training sessions while 66.6 percent of the trainees had jobs in their training field.

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State and County Eligible Lists

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<tr>
<th>Code</th>
<th>Name</th>
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</tbody>
</table>

Note: The table lists the names and positions of eligible candidates for various state and county positions in New York state.