**CSEA, Judicial Cont.**

**Hold Point-by-Point Meeting On New Rules**

(Special To The Leader)

ALBANY, Nov. 2--Following a meeting last week between the Civil Service Employees Assn. and the State Judicial Conference, a CSEA spokesman told The Leader that the Employees Association was preparing proposals to amend some facets of new Career Service Law promulgated recently by the Conference.

The rules apply to approximately 10,000 employees of the Unified Court System throughout the State.

A second meeting, to be held shortly, will deal with problems of the Conference's classification survey covering New York City court employees.

CSEA Wants Protection Assured

At last week's meeting, held in New York City, the 60-page document outlining the rules and regulations were dealt with point by point. CSEA will solicit recommendations and comments from representatives of its members employed by the Unified Court System before submitting final proposals on the rules to the Judicial Conference. Major comment on the rules are made final.

proposals on the rules to the State Legislature were reported. This week's list sets the resolution report.

**RETIRED**

A-76—Show additional percentage payments made by the State on employees retirement annual report.

A-77—Provide full information and level rate option until eligible for Social Security.

A-78—Open Social Security.

**MISCELLANEOUS**

A-79—State vacations be in-

A-80—All rights and privileges restored to new State employees.

A-81—Equivalent time off for extra work equipment on duty.

A-82—Adequate uniform allowance for all employees injured in service.

A-83—Provide leave with full pay for all employees injured in line of duty.

A-84—Provide compensation time for time spent on business travel.

A-85—Provide cash overtime to Public Works employees on state.

** review centers adequate, says civil service dept.**

ALBANY, Nov. 2—Pre-ruling examination review arrangements for sergeant and lieutenant promotion examinations in the Correction Dept. held Oct. 17 appear “adequate” according to the Civil Service Commission. The Commission's stand was taken in answer to a CSEA Civil Service Employees Assn. request that improvements be made in the review procedure for the examination.

In a wire to the Commission last week, CSEA expected that the opportunity to examine model answers and comment thereon.

The Employees Assn. noted that review centers were established at each institution to avoid unnecessary time away from work and travel.

In answer, Mary Goode Kroun, president of the Civil Service Commission, wired the Association saying: “Thrice additional review centers, providing a total of seven, and the two review dates—Oct. 11 and Nov. 7, assure broader sampling of candidate comments than we ordinarily get.”

“Ordinarily, only Albany, Buffalo, New York, and Syracuse are available on a single date. In this instance additional review centers at Rouses Point, Elmira and Plattsburgh were opened to minimize travel time and distance for candidates. In addition, they have a choice of two dates on which to appear, rather than one. Opening new review centers in New York, and Syracuse does not, under these circumstances appear warranted.”

Port of Oswego Aides

ALBANY, Nov. 2—Governor Rockefeller has appointed Frederick Garahan of Oswego to be a new term on the Port of Oswego Authority.

E. L. Conlon, Former CSEA Field Man, Dies

E. L. Conlon, former Broome County Abolition and Beverage Control Board official and field representative for the Civil Service Employees Assn., died recently in Alis, Wisconsin. He was 76.

A State beverage control official since 1933, Conlon had assignments in Buffalo and Albany before joining the Bronx County Board in 1939. He was named its executive officer in 1951.

He held that post until 1962, when he resigned to become field representative for CSEA.

Nassau CSEA Expecting—10,000th Member Is Due

(From Leader Correspondent)

MINDLA, Nov. 2—The Nassau County chapter of the Civil Service Employees Assn. is getting ready to welcome its 10,000th member, marking a milestone growth of this Long Island unit.

"We expect to hit our 10,000th member by Jan 1," chapter president Irving Plaumanbaum said. "We expect it to be an occasion for a major celebration by the chapter."

Insurance Helped

The chapter's amazing rate of growth is indicated by the fact that there were only 2,500 Nassau members in April of 1963.

The installation of the CSEA life insurance program brought an immediate increase to 7,500 members. CSEA members have brought the membership currently to 8,200.

The second installation of the CSEA's accident and sickness program has drawn in about 1,000 additional new members and by Jan. 1, Plaumanbaum said, the chapter will reach 10,000. The

(Continued on Page 16)
Point-by-Point Meeting Held On Career Service Rules For Court Aides

(Continued from Page 1)

resignations and reinstatements, administrative Board in the formulation of a general plan to implement these provisions. Under the plan, all functions of civil service administration will be centralized in the Administrative Board and the State Civil Service Commission and Department. The Commission will retain final authority over jurisdictional classification of positions in the Court System. The Civil Service Department will also prepare, conduct and rate examinations and process examination appeals. The Administrative Board of the State will have all the other aspects of civil service administration including position eligibility, minimum qualifications, certification of eligible lists, maintenance of roster records, review and approval of personnel transactions, payroll certifications, administration of a performance rating program, salary matters, and regulation of vacations, sick leave, and leaves of absence.

Who Determines Pay Schedule

Of interest to many employees of courts throughout the State is the method by which future salaries of court employees in various courts and localities will be determined.

Following is a quotation from a letter sent last Oct. 22 by the State's Director of Personnel to the County Clerks Association to discuss the proposal by the Administrative Board of the Court System for clarifying the record trade to welcome new stockholders into the County Court System.

"Recently representatives of our office met with a committee of the County Clerks Association to discuss the role of the Judicial Conference Administrative Board in clarifying the record trade to county clerk throughout the State. During the discussion, it appeared that several of these points..."

Charles S. Lewis

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.

Name ____________________________
Address __________________________
City _____________________________ State ___________________________

Your Public Relations IQ

By LFO J. MARGOLIN

Mr. Margolin is Head of the Division of Business Administration and Professor of Business Administration at the University of New York.

Welcome Letters

LETTERS OF WELCOME are a most effective public relations technique, yet are not used by government agencies as frequently as they should be.

THESE are the letters which greet a new employee of a government agency or a new student to a college or university.

In private industry, these letters are standard operating procedure to welcome new stockholders. Some corporations carry the idea a step further: they express regret when a stockholder has sold his shares and urge him to "hurry back."

In the world of politics, these letters are used by holders of elective office to say "hello" to new voters. A really alert officeholder will expand use of these letters by employing them to cultivate constituents on the occasion of a marriage, a birth, a bar mitzvah, or a confirmation.

The CITY OF NEW YORK greets its new employees with more than a letter. They present each newcomer with a thick packet of materials, both printed and handwritten, the welcome letter, the rules and regulations, and the facts on personnel, holidays, vacations, leave of absence, pension, etc.

What does "Choice of Plan" mean?

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CSEA Committee Reports To Delegates

Membership

By JAMES ADAMS & IRVING FLAUMENBAUM

On August 28, 1964, CSEA attained another new record—125,000 members. As of September 22, 1964, our total membership was 125,194.

Our Committee of Delegates and officers and committees: our staff; the weekly publication, the Civil Service Leader; and our membership throughout the state deserve congratulations on this important achievement.

The State Division total is 91,711; the County Division 32,500 and we have 1,333 Associate members.

The State Division increased 7,877 during the year and the County Division increased 9,293—these increases are due to an increased interest among public and private employees in the benefits provided under the Civil Service Law.

Our Committee met on two occasions and held two meetings and discussed numerous bills and methods to improve membership strength.

The Board of Directors has increased the salary pay increase in order to keep pace with wage and salary increases in other public and private fields (and) to make county salaries more competitive with those paid public employees for the same position titles.

The chapter pointed out that since the Board of Supervisors was formed, the chapter has received an increase of 4 percent in state level salaries.

On April 25, 1964, CSEA at that time had 125,000 members.

The Special Attendance Rules Committee met on the evening of September 11 at the Board of Directors meeting and recommended the following:

1. Provide leave with full pay for all employees sick leave earned in lieu of the maximum accumulation provided under the present rules.

2. Provide leave with full pay for all employees sick leave earned in excess of the maximum accumulation provided under the present rules.

3. Provide leave with full pay for all employees sick leave earned in lieu of the maximum accumulation provided under the present rules.

4. Provide leave with full pay for all employees sick leave earned in lieu of the maximum accumulation provided under the present rules.

5. Increase personal leave to eight days per year.

The Committee realizes that the increase in state set awards to county employees has been proposed to the Board of Supervisors by the CSEA Committee on Civil Service Employees, Mr. Joseph A. Mathews, president of the Chapter, the program calls for:

1. A 10 percent increase in salaries for the county's 1,300 employees.

2. A modification of the county's salary schedule to include longevity increments.

3. An 8 percent increase in take home pay through the accumulation by the county of 3 percent for salaries paid for holidays.

4. The chapter called for across-the-board pay increases in order to keep pace with wage and salary increases in other public and private fields (and) to make county salaries more competitive with those paid public employees for the same position titles.

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Where to Apply For Public Jobs

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

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

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

Mail received, applications 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 dates for the filling of applications.

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

STATE—First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone Barclay 1-1618, Governor Alfred E. Smith State Office Building and The State Campus, Albany, State Office Building, Buffalo; State Office Building, Syracuse; and 300 Midtown Tower, Rochester (Wednesdays 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 application forms for State jobs from local offices of the New York State Employment Service.

FEDERAL—Second floor at 200 East 42nd Street, New York 17, N.Y. (5th Ave. and 42nd St.), 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-Pluggin 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 666-9600.

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

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ELIGIBLES ON CITY LISTS

(Continued from Page 4)

Tuesday, November 3, 1964

CIVIL SERVICE LEADER

Page Five

Vote for Curran—"13A" on Column "A"

Suffolk Emergency Housing Plan Works
A program which provides temporary emergency housing for welfare recipients through the use of two renovated cottages on the site of the Suffolk County Farm in Yaphank has proven to be a great success in its first six months of operation according to Welfare Commissioner Richard DiNapoli.

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CITIZENS UNION SAYS:

"HIGHLY QUALIFIED AND PREFERRED"


How About The Rest?

The offering of a choice of health plans in collective bargaining by New York City is a major breakthrough in a program long advocated by this newspaper. Employees in other jurisdictions have had this benefit for many years and such a plan for City employees was advised by former Comptroller Lawrence E. Gerosa when he was the City's chief fiscal officer.

Now, we urge the Board of Estimate to bring the matter up at its next meeting and offer the same choice to career and salary employees not covered in collective bargaining. Employees subject to the Career and Salary Board of Appeals deserve the same choice.

Important Reading

PROBLEMS facing creation of a unified system for State's courts are enormous, complicated and not to be solved by simple answers. Non-Judicial court employees have a big stake in proposals by the Judicial Conference in the area of rules and title classification. It is to their own interest to keep informed on developments in the Conference surveys and recommendations.

A front page story in the week's issue of The Leader reiterates the problems involved to date. It deserves the attention of all court employees.

Police Representation

The Patrolmen's Benevolent Association is planning action in State Supreme Court to force the City Labor Department to hold collective bargaining elections in order to determine representation for the City's detective force.

Detectives are patronmen on detail and, as PBA president, John Capaccio points out, not supervisory employees. The Patentmen's Benevolent Association also seeks to represent members in this detailed rank.

No matter what wants to represent detectives, representation should be determined by the men themselves—not by the City Labor Department.

It would be wise for Acting Labor Commissioner James McFadden to order the election before he is ordered to do so by the Courts.

Social Security Questions Answered

Below are questions on Social Security problems sent in by our readers and answers from the Social Security expert in the field. Anyone with a question on Social Security should write to us and ask for the Social Security Editor, Civil Service Leader, Yi Duane St., New York 7, N.Y.

My father is moving here from Florida. He asked me to take care of changing his address on the social security checks. What do I have to do?

His request for a change of address is not a problem but he must be mailed at your name. He may help you by requesting a change of address on him from the social security office, or he may simply write a card or letter to the payment center where his claims records are kept.

I have heard that it is necessary to obtain another account number to use for income tax purposes. How do I get another number?

All you need is one social security account number. If you already have an account number, you may claim it for both social security purposes and Federal income tax identifying purposes.

I receive social security benefits. I work for a church and the wages of employees there are not reported to the Social Security Administration. Do I have to count them as earnings?

Yes, all wages and income from self-employment must be counted as earnings even when the work is not covered. Get in touch with your social security office if you have any questions about how your work affects your benefits.

I am a widow and have been receiving social security benefits on my late husband's earnings. I am planning to remarry. Do I have to notify you? and if I get married, will that have any affect on my social security checks?

The Social Security Administration should be notified if you are married. The nearest social security office as soon as you know the exact date of your marriage. Your earnings will end with the month before the month you remarry. Be sure you notify the social security office to check into the possibility of your continuing to receive benefits. If you are a widow, then is also a social security beneficiary.

I have been told that a person can earn all he wants to earn while receiving social security benefits. Is this true?

Yes. However, his total yearly earnings during the year of his third birthday can affect any benefits he may be entitled to receive for the months before his fifth birthday. For more specific details about how this works, call, write, or visit your social security office.

This Week's Television List

Television programs of interest to civil service employees are listed below under WNYC Channel 31.

Tuesday, Nov. 5
2 p.m.—Nursing Today—New York City Department of Hospital training program: "Planning Supervisory Activities.

4 p.m.—Around the Fire Dept. training program, "Building Construction Frames."

Friday, Nov. 8
6 p.m.— "The Big Picture" U.S. Army film series.

7:30 p.m.—On the Job—Fire Dept. training program, "Building Construction Frames."

Joseph W. Ireland
BEACON, Nov. 2—Joseph W. Ireland, 59, of 47 Alice St., Beacon, died Oct 21st at Highland Hospital.

A cook, Mr. Ireland had been employed at the Matronin State Department of Hospitals since 1931. He was born in Beacon and was an active member of the V.F.W. He had served as a former captain and at the time of his death a trustee, and was a member of the New York State Civil Service Employees Assn. and the First Presbyterian Church.

Negro Beneficial Meeting
The Negro Beneficial Society of the New York Department of Sanitation held its monthly meeting for Thursday, Nov. 5, at 2386 7th Ave.

Social Security Law & You

Not For Faint-of-Heart

CIVIL SERVICE litigation is not for the faint of heart. The origin of a most fascinating jury trial was five years ago with the holding of a New York City police captain promotional examination. Having failed the examination, four lieutenants instituted litigation under the caption of O'Leary v. Schechter for review by a court and jury of the bosses to determine whether they were deprived of equal treatment with all other candidates who earned grades in the 66 to 69.9 percent area but were placed on the eligible list with passing marks of 70 percent. The raising of grades led a hiatus between 66 and 69.9 percent.

The petitioners' marks were raised to the hiatus area ten months after promulgation of the eligible list when the Civil Service Commission corrected manifest errors in their original grade. Unlike the original group in that area, the petitioners were not raised to passing grades.

Two of the lieutenants had withdrawn from the proceeding when their hopes had been shattered by a summary dismissal of their petition at Special Term. One of the two, a splendid case with an outstanding record suffered a personal breakdown because of the strain of the litigation and had to retire from the force.

Strong of Heart, the two remaining litigants, under the caption of Cohen v. Schechter, continued the litigation to a successful conclusion.

The appellate division was presented with an unusual record on appeal that the learned Special Term initially agreed with the petitioners in a "Draft Opinion" which through carelessness found its way into the case file.

The draft opinion observed that petitioners "content that another group who took the same examination had their marks upgraded without respect to the merits of the answers." The draft opinion concluded that "on the record herein a factual issue is presented which is best disposed of on a trial of the issue presented in the record.

The final and binding opinion, dismissing the petition because of such disposition of other allegedly similar proceedings concluded: "It would be futile for this Court to reevaluate the instant proceeding in a manner different from the well-established manner of similar cases and do so with the ever-increasing record.")

The appellate division evidently considered the draft more persuasive than the final Special Term opinion and ordered a plenary trial, stating: "The stark fact is that when the promotional examination was held not one of the candidates received a rating between 66 percent and 69.9 percent... A factual question is posed as to the actural procedure adopted in eliminating grades between 66 percent and 69.9 percent.

Initially, the Commission's position was that the hiatus in grades resulted from normal grading. Apparently in conflict with this contention were diary entries by a special examiner that he was to raise marks above 65 percent to 70 percent on the examination for promotion to assistant court clerk, Municipal Court. This examination was given about the time of the police captain promotional examination. His arguments were not put forth at the hearing. In view of his poor health and advanced years, he was excused from appearing at the trial, but parts of his deposition taken at his residence were read to the Court and jury at the trial.

AT THE TRIAL, Prof. Edward Ladenheim of Brooklyn Polytechnic Institute testified as an expert for the petitioners that in normal grading of the 329 participants in the part of the examination involved, the odds against the absence of grades between 66 percent and 69.9 percent when the list was promulgated, were 20,000,000 to 1. Revised Chief Inspector August Flahy, examiner for the Commission, testified that the hiatus was the result of regrading papers originally in order that a reading favoring the petitioners argued that his clients were entitled to the same regrading with "apparent generosity."

On the second day of trial, the Commission agreed to regrade the petitioners' grades. A hearing on the continuance of the legal proceeding was read into the record.

The Commission announced the results of its regrading in time for the petitioners' promotions on the last day of the list.
Law Trainee Jobs Open At $6,050

There are law trainee positions open with New York City at the present time, and applications will be accepted until Nov. 20 for them. The salary is $6,050 a year. Applicants must be fully matriculated students in the senior year of law school at the time of filing and must have a LL.B. degree on appointment. For further information and applications contact the Department of Personnel, 49 Thomas St., New York City.

This Christmas package is any size you want

Our Christmas Club is a joy to givers! One dollar a week or up—whatever suits your situation. Start now at your favorite Franklin National office. And when next shopping season rolls around, you’ll have Christmas all wrapped up!

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A Good Bank To Grow With
THE WHOLE PROJECT was so well organized and carried out by University's public information officer, Hugh J. Tuohey, that parents of boy students received a slightly different letter from that of boy students. The "he" and "him" were changed to "she" and "her," and the color of the price paper was different. We always approved the idea of identifying boy babies with blue booties and girl babies with pink booties.

Two-page letter extended the University's influence directly into the student's family, BEAUTIFULLY COMPOSED. Dr. Gould's letter made University "partners" of each parent. We particularly liked this paragraph:

"The University welcomes your son and you alike. It welcomes him because he is the raw stuff out of which the future of the community, the nation, and the world will be fashioned; he is our single most precious guarantee that there will be a future we can anticipate with hope rather than shrink from with fear. The University welcomes you into this new partnership, which will absorb and proccuply as both as we do what we can to create a mature, responsible human being, intellectually imaginative and spiritually sensitive. Your parental duties are no less now: they have merely changed their character."

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EXTRA BLUE CROSS BENEFITS

HOSPITAL CARE — 120 full benefit days of hospital care in semi-private rooms in Blue Cross member hospitals instead of the present 21 days—and continuing the next 180 days of care at 50 per cent of cost. There are no other charges in the hospital coverage.

EXTRA H.I.P. BENEFITS

ANESTHESIA — H.I.P. will pay allowances up to $50 for administration of anesthesia for less than two hours, and up to $100 for more than two hours, in connection with procedures performed by H.I.P. surgeons and obstetricians or in connection with covered emergency procedures performed by non-H.I.P. physicians.

PRESCRIBED DRUGS AND APPLIANCES — H.I.P. will pay 80 per cent of the cost of all prescribed drugs, appliances and equipment after the first $50 up to $1,000 a year per person. There is a maximum of $2,500 per person over the lifetime of coverage. Covered drugs include such items as aureomycin, cortisone, allergens and pills for diabetes, high blood pressure, heart conditions, etc., as prescribed by an H.I.P. physician or by any physician treating a covered emergency.

EXTENDED EMERGENCY SERVICE — H.I.P. will increase from $350 to $750 the maximum allowance for emergency medical treatment for hospitalization of illness or injury outside the H.I.P. service area or for accidental injury anywhere during the first 24 hours when circumstances require the use of non-H.I.P. physicians.

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Plaza 4-1144
Bellevue Student Nurse Honored By SNANS

A 20-year-old student nurse from the Department of Nursing at Bellevue Hospital's Bellevue-Mills School of Nursing has been selected as Most Outstanding Student Nurse of New York State "by the Student Nurse Association of New York State.

Born in Dresden, East Germany in 1944, Renata Rotkowicz came to the United States in 1955 after fleeing both the Nazis and the Communists through Germany. She was placed in the third grade in public school because she quickly overcame her rightful class. She went on to surpass them in school and college. Her two reading plans to enter the Peace Corp and complete college.

Regina Beuttemuller
came of a language barrier which she quickly overcame as she caught up with her rightful class. She went on to surpass them in school and college. Her two reasons for becoming a nurse are "self satisfaction and enjoyment of people", she said.

Miss Beuttemuller, after graduation plans to enter the Peace Corp and complete college.

Eligibles On City Lists

(Continued from Page 3)

| 165 | Joel Tepperman |
| 166 | V. Qulncy M. Lai |
| 167 | Rob- |
| 168 | Beatle Student |
| 169 | Bruce Kirsch |
| 170 | Joanne K. |
| 171 | John M. Sin- |
| 172 | Georgette Battle |
| 173 | Thordarson |
| 174 | Ernest Blu- |

Budget Saver! Family size FRIGIDAIRE Food Freezer!

- Popular family size 404-lb. food freezer! Frozen foods at your fingertips.
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- 3 full-width refrigerated shelves and bulky bin storage shelf, too!
- Durable rust-resistant Porcelain Enamel cabinet liner!
- Right- or left-hand door!
- 4 full-width, extra-deep door shelves.
- Famous, economical Meter-Miser, reliable source of constant cold. And it's Frigidaire-dependable!

Just Pennies A Day!

Thriftiest FRIGIDAIRE Porcelain Enamel Refrigerator!

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- Big 100-lb. zero zone top freezer.
- Freezes 40 ice cubes extra fast.
- Automatic defrosting in family-size refrigerator section.
- Twin Porcelain Enamel Hydrators keep nearly 1/4 bushel of vegetables.
- Roomy storage door has the exactly perfect place for everything from eggs to bottles tall and small.
- Every shelf full-width, full-depth.
- Economical, dependable Meter-Miser is sealed in steel, doesn't need oiling.

Call Us For Price!

TRAINING COMPLETED —

Thirty secretaries to department heads in the County government of Westchester were presented recently with certificates marking their completion of a two-months in-service training program covering the latest in secretarial methods and office procedure. Prior to the awarding of the certificates by County Executive Edwin G. Mihaianek, the ladies posed with County Personnel Officer Donald Peasall Jr. and Mr. Mihaianek who made the presentations. Shown, left to right, are: Mrs. Claire Silka of White Plains, secretary to the public works commissioner; Mrs. Janet H. Bailey of White Plains, community college; Mrs. Grace L. Olson of White Plains, the personnel officer; Mrs. Catherine K. LeFevre of Yonkers, of the county's attorney's office; Mrs. Anne R. Carlton of White Plains, from the medical examiner's office; Peasall; Mrs. Gertrude Barrett of White Plains, from the County Clerk's office; Miss Angela C. Driccobil of White Plains, of the Department of Parks; Mrs. Jean E. Houst of White Plains, college college; Mrs. Grace L. Olson of White Plains, the personnel officer; Mrs. Catherine K. LeFevre of Yonkers, of the county's attorney's office; Mrs. Anne R. Carlton of White Plains, civil defense office; Mrs. Evangeline Warner of White Plains, secretary to the County's executive office; Mrs. Helen M. Wolfe of Larchmont, of the planning department; and Mrs. Kathyn F. Howard of Mount Vernon, district attorney's office.

Abused at the time of the photograph was Mrs. Marjorie G. McDaniel of the public welfare commissioner's office.

Suffolk Foster Parent Reception Set for Nov. 4

The 10th Annual Foster Parent Reception sponsored jointly by the Suffolk County Department of Public Welfare and the Suffolk County Committee on Children and Public Welfare of the State Charities Aid Association will be held on Wednesday evening, November 4th, at the Sayville High School starting at 7:45 p.m., according to Suffolk Welfare Commissioner Richard D'Agostino.

This annual event brings many foster parents of Suffolk County together with casework staff of the Department's Child Welfare Services in an atmosphere of informality and congeniality.

CONGRESSMAN SEYMOUR HALPERN

As a Congressman He:

- Served as Chairman, Senate Civil Service Committee
- Sponsored over 60 laws to help the civil service employee
- Authored New York's 55 year retirement law
- Sponsored the law which ended promotion "dead end", allowing inter-departmental promotion opportunities
- Sponsored the law to lift age limits and physical requirements for promotion
- Authored other bills for pay boosts, pension liberalization, and 40-hour week for police
- Initiated the cash bonus merit awards program

As a State Senator He:

- Co-sponsored and actively fought for the 1964 pay raise measure
- Sponsored legislation to increase retirement annuities
- Sponsored and is a leading champion of legislation to eliminate the postal work measurement system
- Introduced measures in the last three Congressional sessions to permit retirement after 30 years without regard to age with full benefits, and to raise the multiplication factor for determining annuities to federal employees engaged in hazardous duty
- Introduced H.R. 2590 in January 1963 to permit designation of another annuitant if the employee's spouse predeceast the employee
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ELSIE KNIGHT HONORED —
Over eleven hundred persons jammed Jack Silverman's International Theatre-Restaurant last week to pay tribute to Elsie A. Knight, vice-president of Terminal Employees Local 832. Shown above left: Family Court Judge and former Labor Commissioner Harold A. Felix presents the local's "White Collar" Award to Purchase Commissioner Roger J. Browne; upper right: Sanitation Commissioner Frank J. Lucia accepts the local's "Commissioner of the Year" Award; center right: Chairman of the evening Kay O'Brien greets guests; lower left: Supreme Court Justice Irving L. Levy introduces City Council President Paul R. Screvane; lower center: Mrs. Knight receives applause after introduction by Council President Paul R. Screvane; left to right in this picture: Int'l Vlce-president John J. O'Rourke, Kay O'Brien, Mrs. Knight, City Council President Paul R. Screvane, Supreme Court Justice Irving L. Levy, Family Court Judge Harold A. Felix, Sanitation Department Commissioner Frank J. Lucia and Purchase Department Commissioner Roger J. Browne. Lower right: City Council President makes main address.

Geologists, Hydrologists Are Sought

Scientists are needed by the Federal Government for jobs throughout the country. Specialists sought are:

Geologist, $5,495 and $6,650 a year, for duty with the Department of the Interior in locations throughout the United States. A written test is required. See Announcement No. 342-B.

Hydrologist, $5,990 to $16,460 a year, for duty with the Departments of Agriculture, Commerce, Health, Education, and Welfare; and Interior. No written test is required. See Announcement No. 843-B.

TO APPLY
Applications will be received until further notice for the position of Hydrologist. Applications for Geologist must be received by December 1, 1964.

Announcements and application forms may be obtained from many post offices, from the U.S. Civil Service Commission's Information and Examining Office, 1900 E Street NW, Washington, D. C. 20418.

Big Capacity, Low Budget FRIGIDAIRE Food Freezer!

- Loads of storage space for all your family's favorite foods. Whopping 461-lb. zero zone freezer!
- 5 full-width shelves including bulky bin shelf for large packages.
- 5 full-width, extra-deep and extra convenient door shelves.
- Magnetic seal door, opens easily even from inside, built-in door lock with two keys to protect your food investment.
- Famous Frigidaire refrigerator dependability plus meter-miser economy!

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614 THIRD AVENUE AT 40TH STREET
NEW YORK CITY
CALL MU 3-3614
Reallocation of Office And Clerical Workers
By IRENE SISSLER
Your special Committee to Study the Reallocation of Office and Clerical Workers was recently appointed by the President and held its first meeting in Albany on Wednesday, August 26, 1964. The purpose for which it was established, namely, to study the salaries and the reallocation of various clerical and office positions in order to determine the adequacy of the current system of classification, was measured against those paid by private employers in the State and Federal governments, national, state, and local levels. The responsibility of this Committee is to make recom-

mendations to the President aimed at assuring that inequities, with respect to the salaries of office and clerical employees, are eliminated.

The first problem referred to by this Committee was the problem which confronted the various State and institutional office and clerical employees. The Committee has been presently studying the determination of this problem and is currently giving very careful consideration to the situation before making a recommendation to eliminate the inequities involved.

Attendance Rules
(Continued from Page 3)

with a view to assuring that inequities involved.

1. State agencies operating institutions have expressed an unwillingness to support a general reallocation of office and clerical employees since they claim to maintain the same number of classifications rather than a general reallocation of the positions involved.

2. It should be understood by all parties concerned that if the membership of our State and institutional clerical employees takes the form of a vast number of reclassifications rather than a general reallocation of the positions involved.

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Education Report
(Continued from Page 3)

placement value will be placed on the manual.

Other Updates
It should also be noted that the manual has been put together in such a fashion as to make up-

date and illustrations as possible. The committee feels it is the responsibility of all other CSEA committees to work closely with the Membership Committee to provide an up-to-date and complete guidebook for new members.

Let Us Know
We are most concerned about situations such as those mentioned above and the successful adop-

tion of Resolution A-74 which we think would rectify those situations.

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Firemen Have Mixed Reaction

Policemen OK Two-Year, $900 Package Including Hospitalization Choice

By JOE DEASY, JR.

Although firemen-pickets were scheduled to demonstrate around City Hall yesterday to dramatize their demands for a one-year contract, there was mixed feeling in fire-houses around the City, a Leader survey has shown.

On Tuesday, November 3, 1964

The package refused by UFA delegates was the same contract offered to and accepted by the 25,000-member Patrolman's Benevolent Association and the same that the UPA delegates had rejected once before.

Finally, delegates were authorized by Uniformed Firemen's Association president Gerald J. Ryan after delegates turned down the City's "final offer" on Thursday night.

The package refused by UPA delegates was the same contract offered to and accepted by the delegates attending the UFA convention, a referendum must be approved at a general membership meeting.

In other areas, the feeling was mixed. One man felt that "Those firefighting areas..." one fireman told The Leader.

Three other firehouses started an informal poll which determined that the men were ready and willing to continue negotiations right through to next year's election. "The package has to be responsive to last July 1 in any case so the only thing we can lose is the interest on the money..." one officer said.

Although negotiations are still under way for other unions groups - ones which can demonstrate more forcefully and which have settled their way for several years, "Maybe we can better the present offer for us."

Although officers are not directly affected by the UPA negotiations, they will gain in proportion. A spokesman for the mayor's office pointed out that this was the City's final offer and "the mayor knows that the Lyons Law has been repealed!"

The Lyons Law which required police and firemen to live in the city was a great bargaining tool for the UPA and the FBA. It meant that the administration knew that police and firemen lived and voted in New York City.

The two-year package accepted by the FBA but refused by UPA delegates included:

- One additional paid holiday,
- Extra uniform allowance of $60 a year, and
- An added contribution to the Health and Welfare Fund.

This package would result in a base pay for the first grade patrolman of $9,020 a year, including eleven paid holidays and uniform allowances in addition to the cost of hospitalization and welfare fund contributions.

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Civil Service Entrance Examinations:


Fireman (F.D.) $4.00

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Senior File Clerk... $4.00

Social Worker... $4.00

Senior Clerk N.Y.C. $4.00

Stenotypist N.Y.S. $3.00

Stenotypist G.S. 1-7 $4.00

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More than an automatic turntable, it is an Automatic Transcription Turntable. The Lab 80 is designed for professional reproduction of LP/stereo records (33 1/3 and 45 rpm) . . . literally without compromise. It was created expressly for those who have not been willing to accept any automatic unit here-tofore.

Now feature-by-feature comparisons will verify that the concept of the single play turntable combination has been obsoleted by a superior new class of mechanism.

With the Lab 80, Garrard establishes a spectacular new precedent in record playing equipment . . . combining precision, performance, and convenience of a standard not previously available, in single play or automatic units.

PACKARD ELECTRONICS CORP.

33 Union Square West

New York, N. Y.

OR 4-4320 OR 4-4321

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OR 4-4320 OR 4-4321
Ossining, Nov. 2—The Ossining School Unit of Westchester chapter, Civil Service Employees Assn., met recently with the Village of Ossining School Board and submitted eight requests on behalf of its members.

The eight points were:
1. 40-hour work week.
2. 2 weeks vacation for men with 7 years' service.
3. $3 per hour for overtime work.
4. $100 increase for night shifts (4 to 12 p.m.) They already receive a $200 premium.
5. $100 increase for semimonthly night men (10 a.m. to 7 p.m.). Old premium paid at present.
6. Deleted.
7. During the summer, the preceding Friday or following Monday off when a legal holiday falls on Saturday.
8. When school is not in session on Friday, the following Saturday is requested off. Saturday work can be done on Friday when the building is unoccupied (subject to apply while on a 44-hour week).

Present at the meeting were: President of the Board: Mr. P. J. Wilson; Superintendent of Schools: D. C. M. Nórtey. Assistant to Bpmt of Schools: Benjamin Roed; and the following members of the School Board: Mr. Byrse, Mr. McCravken, Mrs. Jaffe and Mr. Miles Verne.

Recording secretary for the Board was Mrs. H. Dinamatt, representing the Ossining School Unit officers were the Unit's President: Anthony De Millo, vice president: Richard Reilly, secretary: Alfonso Picciotto, and advisory members: Philip Perrington and Ray Hougety.

Representative of the CSEA was Thomas Lapone, field representative, Mrs. M. Matthews, Westchester chapter, executive secretary, took the minutes for the unit.

Retired Aides
Elect President
BUFFALO, Nov. 2—George H. Fischel has been re-elected president of the Retired Civil Service Employees Association of Western New York.

L. Mattick; Arthur A. Myers; Henry G. Meyers; Dr. Walter T. Murphy; Cecilia M. Novelli, William F. Pazzit; Renato La Scaleia, Melvin C. Reinhardt; Martha J. Schutz; Dr. George L. Sohame; Mrs. Grace B. Graham, Mrs. J. B. Slomski; Dr. Harold A. Solomone; Mrs. Madeline H. Taylor; Dr. William H. Weir.

40-YEAR AID—John Johnson, second from left, a state employee for 40 years, has retired from the electrical department at Rochester State Hospital. Shown with him at a retirement party given in his honor are: Parich J. McCormack, left, Maintenance Building officer; Dr. Guy M. Walters, second from right, Director of the Hospital; and Dr. Benjamin Paltch, Assistant Director.

Jefferson CSEA Unit
Three-Point Program For 1965 Is Presented

WATERTOWN, Nov. 2—Representatives of the Jefferson chapter, Civil Service Employees Assn., have presented to the Jefferson county board of supervisors a three-point program for 1965 benefits to county employees.

The program has been given to the salaries committee for study by Mrs. Betty Constance and Dawson J. Dick. It proposes:
1. Restoration of eight per cent of compensation to the retirement fund.
2. Permission from the board for buying group life insurance, to be paid for entirely by the employee buying it. There would be no cost to the county.
3. Four week vacations for employees with more than 15 years of municipal service. Between 23 and 35 would be eligible.

The chapter makes no suggestion of pay boosts for county workers but says members of the board of supervisors would also be eligible for membership in the life insurance program.

Retires From Correction Post
ALBANY, Nov. 2—William F. Leonard is retiring as director of the state board of correction, Dec. 31, after 40 years of state service.

The career employee has served as acting correction commissioner and at one time was deputy commissioner for the State Motion Picture Commission. He joined the Correction Department staff in 1937.

On Buffalo Board
ALBANY, Nov. 2—Max Stringer, president of Cheektowaga chapter, Civil Service Employees Association, is a member of the Board of Visitors to the Buffalo State Hospital. He succeeds Nicholas J. Strand, Buffalo, who died recently.

Nassau Expecting

Continued from Page 1

Survey of the Nassau chapter revealed that the majority of its membership is in the Nassau civic associations while its local units are in the social service field. Nassau CSEA members are involved in the community through Nassau Community College, the Nassau County Bar Association and the Nassau County Civil Service Employees Association.

On the Nassau Board
ALBANY, Nov. 2—Four other Nassau chapter members have been appointed to the Nassau board of visitors to the State University at Farmingdale, which was recently reconstituted. They are:
Mr. McPherson, Mr. J. Caruso, Jim Dixon and Mary P. Bryan will follow.