Employee Urged Not To Drop State Health Plan Because Of New Medicare

ALBANY — Both Gov. Nelson A. Rockefeller and Joseph F. Felli, president of the Civil Service Employees Assn., have issued warnings to currently employed and retired civil servants not to drop present state health plan coverage because the revised plan has many drawbacks.

Mr. Rockefeller issued a statement on the issue and declared:

"I wish to take this opportunity to advise all of our State employees, active and retired, to consider the advantages of much-needed insurance protection.

"The State and local government employees now covered under the State plan enjoy benefits not offered by Medicare, it was noted, and until final studies are completed these employees were not protected against any present coverage and thus expose themselves to much-needed insurance protection.

"Through the efforts of the Civil Service Employees Assn., the State services such as welfare, hospitals, and other health services."

(Continued on Page 10)

Dec. 31 Deadline For 55-Year Plan

Joseph F. Felli, president of the Civil Service Employees Assn., has written members of the State Retirement System urging them to note the deadline for joining the 55-year plan and stating the reasons why joining the plan is desirable.

His message declared:

"The purpose of this letter is to urge all members of the Retirement System to join the new 55-year plan if they have not already done so.

"Through the efforts of the Civil Service Employees Assn., the plan is being sponsored by the Jerry Pinkusstein Foundation, a philanthropic fund established by the publisher of The Leader. For full details on the contest see Page 14."
Comptroller Abe Beame, on Monday, passed out Christmas presents to some 73,433 City employees—his last as Comptroller.

The money, almost $10,000,000, represents uniform allowances to Police, Fire, Correction, Park and Sanitation Department employees, court aides, some Hospital and Welfare Department employees, meter readers, Traffic Department maintenance men, school crossing guards, elevator and bridge operators, Department of Water Supply, Gas and Electricity aqueduct police, ferry crews and uniformed special officers.

The payments were due January 1, but the Comptroller made it a point to direct his Central Payroll Division to get the checks out before Christmas.

Other City employees also had additional money in their pay envelopes last Friday. Paychecks for Sanitation Department employees reflected for the first time the $450 annual pay raise effective July 1, 1965. The back pay will be paid later, Beame explained.

Uniformed policemen receive payment with last week's pay checks for special overtime work. The extras paid out for this reason total $1,555,655.15. This includes overtime for the following assignments:

Special Queen's primary, $1,745.03; the Papal visit to the World's Fair, $1,021,308.36; special anti-crime drivers, from Oct. 6 to 22, and from Oct. 25 to Nov. 2, $532,703.73.

These will include Election Day, $1,673, 864. 34; anti-crime drivers, Nov. 3 to 17, and Nov. 17 to Dec. 1, $364,413.84.

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Your Public Relations IQ
By LEO J. MARGOLIN

Mr. Margolin is Dean of Administration, Head of the Division of Business Administration and Professor of Business Administration at the School of Public Administration, Community College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

A PR Christmas

MOST CIVIL servants are sophisticated enough to realize that not every Christmas present comes in holiday wrapping with a bright red bow. In fact, the best Christmas present could easily be something as simple as a series of improved work procedures and some information on a regular basis from "upstairs."

A MAJOR problem in all too many government agencies and departments is a total lack of information from the "upstairs" to the "downstairs." And making matters worse, "upstairs" seldom hears what's going on "downstairs." GRADUALLY the importance of public information to the public is being recognized.そう抜いてGRADUALLY the importance of public information to the public is being recognized.

GOOD PUBLIC relations is a two-way street. "Upstairs" cannot possibly make intelligent personnel decisions unless it knows what "downstairs" is thinking and doing. By the same token, "downstairs" cannot do a totally good job unless it knows what "upstairs" is thinking.

THE PROBLEM is stated with professional succinctness by L. L. Golden, who writes a monthly PR column for the "Saturday Review."

"LIKE A CITY without a newspaper or a radio or television station, a corporation without effective internal communication is riddled with rumors, half-truths, and misinformation. Just as the urban dweller must be informed of the actions of his government, so must the employee understand what the company he is working for is doing, and why."

IN RESPECT to internal communications, government is no different from a corporation.

Everyone would better understand the importance of public relations if they would think of the government as a corporate enterprise. For example, you might say that the government of the City of New York is a $3.3 billion corporation—the total of its annual budget for fiscal 1965-66.

A MAJOR problem in government is the lack of communications between "upstairs" and "downstairs." Of course there are some outstanding exceptions such as New York City's Department of Purchases.

"PURCHASE NEWS" is a prime example of what a major government organization should use as a (Continued on Page 12)
ACCORD — The Board of Directors of Nassau chapter, Civil Service Employees Assn., unanimously approved the inauguration of demonstration tactics to protest the firing of 171 employees. A similar move by the County, Irving Flaumenbaum, president of the chapter, facing the audience, center, called the employees "the innocent victims and the perpetrators" and said the laborer voted to expend "all of its funds," if necessary, to protect the employees' jobs.

Nassau CSEA Attacks Nickerson Dismissals

(Continued from Page 1) of funds that would have saved the jobs of these men and protected the incomes for their families.

Could Have "Squeezed Through"

Flaumenbaum went on to say that the truly "cynical" nature of the Nickerson actions was underlined when Eugene Gibbons, CSEA campaign director, appeared before the Board of Supervisors at a conference and stated he could have "squeezed through" next year without firing any men if none of the money in his department's budget was directed to other departments.

The CSEA chapter noted that the Nassau board's decision was slightly more than one-half of one percent of the total budget. "Certainly," he declared, "by some serious study of all departmental needs, it would appear that a very slight sharding of funds from each of the agencies could have provided the money to keep these employees on the job.

Flaumenbaum said these men would have been granted job tenure if their employment had continued past January 1.

"All in all," Flaumenbaum continued, "there is no evidence other than that these employees were fired because of a political war. As a mere organization we have no choice but to protest strongly against firing public employees for such a reason."

Constant Protest

He went on to say that "this chapter and its more than 11,000 members intend to stage a series of peaceful demonstrations and to wage a continual program of publicity before the public until every single man has returned to the job."

Flaumenbaum declared that the matter of county budgets was the concern of the government, not employee organizations. "This local budget battle is not for us to referee," he declared. "What we want is for public employees to be able to work without fear of being squeezed by political warfare."

In addition to plans of protest by the Nassau chapter, the Long Island Conference of the Civil Service Employees Assn., which represents some 40,000 other CSEA members, pledged not only financial support for the Nassau CSEA campaign but also declared it would send members to participate in the demonstrations.

Nickerson Statement

In a Statement to The Leader, Nickerson declared:

"The Nassau County Board of Supervisors without considering the consequences to government employees or to the county's citizens, arbitrarily and irresponsibly reduced the tax rate for 1966 and added substantial costs, leaving the county with insufficient money to pay for its basic operating expenses. By creating a gap between revenues and expenditures of almost $2,000,000, the Board forced on me a choice which I did not want to make. The employees who have been dismissed do not have civil service status, and they are not performing services in such categories as health, hospitals or welfare which of necessity must be maintained. Politics played no part in the difficult decisions imposed on me. The objective was to protect essential services of government and keep the county from literally running out of money in 1966. I have specifically stated to majority members of the board that if they will reverse the action and put the money back I will promptly re-hire everyone of the dismissed employees.

Case's View

RALPH G. CASE, vice chairman of the County Board of Supervisors, declared that "The firing of 171 county employees almost on the eve of Christmas is clearly an act of personal animosity. We have explained this action to the Nassau chapter, Civil Service Employees Assn., in the hope that they would reconsider the decision."

Case stated that "Mr. Nickerson is putting out a child who didn't want what he had and he's taking his anger out on 171 innocent families. Worse, he is acting in a spoiled, vengeful manner — modern, contemporary Scrooge."

The last reached only a few hours before the board meeting began, between Democrats and the Republican administration of County Executive Robert H. Paterson. The Republican move was not immediately available, available estimates placed the total take-home pay for the 171 employees at about $750,000.

A decision that the County will resume reaping its employees' contribution into the State retirement plan will cost another estimated $180,000. The County will not begin to pay this latter cost until 1967.

Members of Oneida County chapter, Civil Service Employees Assn., from the town of Taberg, won a year's approval of the salary and retirement contribution proposals. While the movement was not immediately available, available estimates placed the total take-home pay for the 171 employees at about $750,000.

The basic pay plan, submitted to the board last July by Charles B. Eames, County Research Director, has been boosted by the slender Democratic majority for five months.

But a series of compromises.

Mediterranean Cruise Open For Bookings

Africa, Italy, France, Spain, Portugal and the Islands of Malta, Gibraltar and Morocco will be the exciting ports of call during a 26-day cruise of the Mediterranean, which is now open for bookings by members of the Civil Service Employees Assn., their families and friends.

Sailing on the SS Atlantic, the cruise will begin in New York on April 14 and return there on May 14. Cabin prices start at $450 and are held in your home throughout, with the exception of a side trip to Rome where hotel rooms are provided. Also included are meals, extensive sightseeing and a variety of shipboard entertainments.

A descriptive brochure of the cruise and application blanks may be had by writing to Mrs. Grace W. Smith, R.D. Box 1195, Utica, N.Y., or by calling Mrs. Smith at (518) CH 1-0099.

Participate

ALBANY—State Labor Department employees participated in the Eighth Annual State AFL-CIO convention last week, but a coalition of the state's labor unions demonstrated industrial safety techniques.

Pass your copy of The Leader on to a non-member.

CIVIL SERVICE LEADER
The New Retirement Law

The United States Civil Service Commission has released a memo on background information concerning Public Law 89-205. The memo states that as of December 1, 1966, provides for increased annuities for retired Federal employees. The following is the body of the Commission's informational note:

The main objective of Public Law 89-205 is to increase the annuities of about 700,000 retired employees and surviving family members already on the annuity rolls. The effective date of the increase for them is December 1, 1963. The same increase was originally made available to current employees who would retire before the December 1 effective date. Later legislation extended the eligibility period of current employees to December 31, 1965, will be increased by 11.1 percent and annuities which began after October 1, 1956, will be increased by 1 percent. The 1963 increase would also have been added which gave initial annuity increases on a down-sliding scale. The cost-of-living increase in calendar year 1962 had their annuities increased by 3 percent, in 1963 by 4 percent, in 1964 by 3 percent, in 1965 by 2 percent, and in 1966 by 1 percent.

The 11.1 percent increase in P.L. 89-205 reflects (a) an adjustment of annuities begun prior to October 1, 1956, to make them more nearly compatible with those computed under the new formula and (b) provision of automatic annuity increases based on monthly rather than yearly average changes in the cost of living. A 6.5 percent increase was directed to point (a) and a 4.6 percent was directed to point (b).

The 6.1 percent increase in P.L. 89-205 reflects the 4.6 percent cost-of-living increase plus 1.5 percent which Congress added to certain annuity groups on a basis of need. The 6.1 percent which is talked about is this 6.1 percent increase plus the 2 percent increase authorized on December 31, 1965 for persons retiring in calendar year 1966.

In answer to agency inquiries the Commission has issued the following guidelines:

1. It has been estimated that as many as 20,000 retirement claims may be filed by the end of the calendar year in addition to the normal rate of 5,000 per month for November and December. As a result, a situation could develop in which there might be some delay between the time a retirement claim is received by the Commission and the time the notice of allowance and the first annuity check are mailed.

2. Receipt of all claims will, however, be promptly acknowledged. The annuity payment in each case will, of course, be retroactive to the beginning date of the annuity. Agencies have been asked to make the possibility of this delay known to employees in exit interviews or counseling sessions.

The City of Elmira will accept applications until Dec. 30 for an examination for Firefighter. Salary in this position is $4,750 per year. For further information contact the City Civil Service Commission, Elmira.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters.

FOLLOW THE LEADER REGULARLY!

Here is the newsletter that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

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THE FOLKS AT BUSH & POWELL

*Joyful Christmas*

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Happy New Year!
Filing will remain open from January 5 through February 25, for the City’s professional trainee series examination. This is one of the biggest examinations in the City’s annual schedule and through it, college graduates enter the City service, without previous work experience, and train for middle management positions.

Open for filing will be: housing, planning and redevelopment aide; management analysis trainee; personnel examining trainee and real estate management trainee.

Only one application need be filed for this test although each option must be included for consideration for the most suitable list.

Applications will be available during the filing period at the Department of Personnel, 49 Thomas Street, New York City or at any branch of the New York Brooklyn or Queensboro Public Libraries.

The written examinations are expected to be held on March 26 at locations throughout the City to be announced later.

Although the examination requires a baccalaureate degree after the completion of a four year college, persons who will meet the requirement by June, 1966 will also be allowed to participate in the exam. They will, however, be required to present their degree to the Department of Personnel by the time of their investigations.

The written examination will count for 50 percent of the final grade, with an oral test counting for 25 percent and the educational background counting for the final 25 percent.

The written test, of the multiple choice type, will be designed to evaluate the candidate’s intelligence, general knowledge, cultural background and familiarity with pertinent information. Questions on the oral test will be speech and manner.

The housing planning and redevelopment aide is a trainee position lasting one year with appointment to a permanent position as junior housing aide; management analyst is a trainee position lasting one year with appointment to a permanent position as junior planner to be made after successful completion of the trainee period.

Under supervision, the trainee assists in studies, examinations, and other preliminary plans for Title I Housing Projects.

The management analysis trainee has the same requirements and is appointed to the title of assistant management analyst following the trainee year.

The personnel examining trainee works with employees in the Department of Personnel in various functions and, following the trainee period is promoted without examination to the title of assistant personnel examiner.

(Continued on Page 12)

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COMMUNITY WORKERS

EDUCATION PROGRAM

— Franklin K. Lane High School newspaper editor Mary Jane Napoleon watches with managing editor Domenic LaRosa as General Superintendent of the Surface Division, Hyman Feldman points out vandalism of Transit Authority bus at the Authority’s East New York Bus Headquarters. The education program for newspaper editors was devised in an attempt to cut down the damage.

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The K.L.H. Model Twenty delivers all the sound you'll ever need in your home. Our stereo amplifier, stereo record player and stereo center tuning meter and a special light goes on to connect the speakers via convenient jacks, to the power output of 100 watts.

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A Judgement Against State Civil Service

Supreme Court Justice J. Molinari of Binghamton has ruled in favor of the State Council on Drug Addiction in a case concerning the matter of an employee's performance ratings. In the case at hand, the appellant was given an unsatisfactory work performance rating on her job because of extensive, but legitimate, absences although her actual work was satisfactory. The employee was given no chance to review the rating with her supervisors; she was given no copies of the charges until four days after the deadline for an appeal was in effect and when she actually did appeal, her case was decided improperly. It is established by an act of the Legislature in 1948 that the State Civil Service Department must vote to sustain or deny any appeal against charges that are often serious. The decision of the trial commissioner could take into account the petitioner's attempt to render the trial futile insofar as his pension was concerned. The Court of Appeals, however, ruled that the trial commissioner is not vested with discretion for the trial commissioner to order dismissal and escort charges. A week later the petitioner was found guilty as charged and dismissed.

The public policy behind this phase of the decision is that the trial commissioner declared his refusal to proceed with the appeal of any request for a two week adjournment so that he would have a reasonable time to study the bill. The trial commissioner denied the adjournment, and the attorney and the petitioner walked out of the hearing.

The Commissioner adjourned the hearing without date and caused a third set of charges to be served, charging inadvisability for refusal to participate in the trial. On July 11, the date set down for trial of the Insubordination and escort charges, the petitioner's attorney requested a week's adjournment to prepare a further appeal so that he could inspect certain departmental records. A few days previously, the petitioner had applied for retirement to take effect on August 2. With the obvious intention of dismissing the trial before then, the commissioner denied the request.

As far as the criminal charges were concerned, the commissioner ruled they would be tried in a week after completion of the trial on the other two charges. Thereupon, the petitioner's attorney declared his refusal to proceed with the trial of any charges unless the criminal charges were tried first or withdrawn. He stated:

Under these circumstances, I, in all due respect to you, Mr. Commissioner, advise my client not to participate in these proceedings, and we will take leave and you may do as you see fit provided you conduct these proceedings within his legal and constitutional rights.

The petitioner and his attorney left the hearing room and the commissioner heard testimony on the Insubordination and escort charges. The petitioner was found guilty as charged and dismissed.

In seeking court review, the petitioner challenged his dismissal on the ground that it was based upon a hearing in absence of the petitioner. The Court of Appeals, however, ruled that the trial commissioner could take into account the petitioner's attempt to render the trial futile insofar as his pension was concerned. The Court said:

A policeman may not walk out of a disciplinary hearing to avoid a trial on the eve of his retirement, and then claim that an otherwise lawful trial is invalid because he was tried in absentia.

So the matter was remitted for re-determination of punishment. This was done because the charges of Insubordination were unjustified. There was an abuse of discretion for the trial commissioner to order Grottano to proceed to trial, not at the time when the bill of particulars had only been served.

In any event, the Court recognized that the action of a suspended police officer in disobeying the trial commissioner's order of service of complaint and summons properly must be made the basis of a charge of Insubordination. In ordering the petitioner to proceed to trial, the commissioner does not act in the capacity of a "superior officer."
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In recent years, most hospitals have established intensive care units, designed to provide special hospital and medical attention in cases of critical illness, as well as expensive medical care.

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Your Statewide Plan pays the cost for this service when it is needed to help you get well.

This is just one of the many provisions of the Statewide Plan which was specifically designed for public service employees in New York State. The combination of Blue Cross, Blue Shield and Major Medical... provided by the Metropolitan Insurance Company... is more than just health insurance for employees of the City of New York.

Ask your Payroll or Personnel Officer to give you complete information about the Statewide Plan and how it can contribute to your family's security.
The Job Market

By V. RAIDER WEXLER

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

Vertical, Kluge, Kelly, Verner. TON MAKERS with one year experience will get $1.25 to $2.25 an hour to work on a kick press to lift the paper, will get $1.50 to $2 an hour. BUT- TON MAKERS with one year experience will get $1.25 to $2.25 an hour to work on a kick press to make cloth covered buttons. Ap-

CENDERS PRESSMAN will earn $50 to $720 a week to set up, make ready and operate Mobile Vertical, Kluge, Kelly, Verner. CARNATION COLLATOR, be able to stand and lift the paper, will get $1.50 to $2 an hour. BOUT- TON MAKERS with one year experience will get $1.25 to $2.25 an hour to work on a kick press to make cloth covered buttons. Ap-

a at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Ave. Nurses PROFESSIONAL NURSES, with one year experience will get $1.75 an hour to work on a double machine. FOLD-ING MACHINE OPERATOR will get $2.75 an hour to start to operate a Baum Folding Machine. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Pizza, Long Is-

asy the Manhattan Industrial Office, 235 West 54th Street between Broadway and Eighth Ave. Nurses PROFESSIONAL NURSES are needed for hospitals nursing homes and other health agencies in Greater New York. Beginning salaries range from $5,150 to $5,600 a year. There are also openings for registered public health nurses beginning at $6,000. Ap-

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ipients are needed for various State agencies in New York. Will be tested at 90 words a minute. Salary starts at $3,800 a year with good fringe benefits, sick leave and vacation with pay. The Federal gov-

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THE J oh Market

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This one Schick Stainless Steel blade just shaved these 15 barbers!

Special Schick Stainless Steel takes an edge twice as sharp as a barber's straight razor and holds its sharpness through as many as 15 shaves or more.

New Improved! The Schick Thousand Foot Strop improves the stainless steel blade.

An extra thousand feet of stropping, in an exclusive machine, has improved this great stainless steel blade. It is smoother, sharper—assures consistent quality blade after blade! Try this new improved Schick Double Edge Blade for new extra-smoothness.

You've heard about it!

The new blade that lasts and lasts (for ...10...15, even more shaves—and each one a smoother, more comfortable shave)

Now it's here—Schick Stainless Steel

Double Edge

Fits all double edge razors perfectly. Schick Stainless Steel blades also available for injector razors.

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NEW YORK Phone 473-5611
Engineer Aide
Filing To Open
In Jan., 1966

Applications for the New York City examination for engineering aide will be accepted from January 5, 1966 through January 25 by the City Department of Personnel. Applications are being accepted from January 5, 1966 through January 25 by the City Department of Personnel. Applications are being accepted from the Department is $3,000 per year, only a tentative salary and may be higher. Experience. However, a graduate of a technical high school may also qualify. There are other requirements including combinations for work and educational experience. Engineers aides perform routine duties requiring some technical knowledge. For further information and applications contact the New York City Department of Personnel, Applications Division at 49 Thomas Street.

Consultant Exam In May

An open competitive examination for consultants (early childhood education) will be held May 6, 1966. Applications are being accepted January 2, 1966 through January 25. Salaries will be announced. Among the requirements for this examination are: a baccalaureate degree from an accredited college and a master's degree with a major in early childhood education plus three years of experience as an educational consultant in nursery education in an agency adhering to acceptable standards, or as a director of an approved nursery school.

For further information and application forms, go to the Applications Section of the Department of Personnel, 49 Thomas Street, New York City or any branch of the New York City Public Library.

Fr. Beck To Council

ALBANY—The Rev. Joseph C. Beck of Amsterdam has been appointed a member of the Board of Visitors of Utica State Hospital. Father Beck is pastor of St. Michael's Roman Catholic Church in Amsterdam.

How to make
a $100 impression

for only $12.50

GOING ABROAD?
TAX & DUTY FREE GIFT

Purchases are delivered to your flight and are not included as part of your baggage weight. Write for beautiful, colorful brochure, Dept. W.

How to make the new Parker 75 International ball pen in solid sterling silver.

Now, you don't have to be a millionaire to give like one.

The Parker 75 International ball pen is crafted in solid sterling silver, deeply engraved, subtly antiqued. It was inspired by the artistry of a London silversmith. It's guaranteed for life. This means that if the Parker 75 International ball pen fails to perform flawlessly (with normal refill replacement), Parker will replace it free. That's quite a promise ... but then this is quite a ball pen.

The new Parker 75 ball pen doesn't just look impressive ... for example, the tip is stainless steel that writes a clean, clear line up to 80,000 words. And there are four points to choose from — extra fine to broad.

Also available ... the Insignia in 14k gold-fill at $20, the Vermeil (14k gold-fill on sterling silver) at $25. Other International ball pens, from $5 to $75. All gift boxed, all guaranteed for life.

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AX 7-2111

The Ing Institute for Food Service Managers and Supervision Dietitians, Certificate of Achievement for completion of the Management Trainee Program. Under the direction of Philip Roberts, Director of the School.

How to make a $100 impression for only $12.50

Give the new Parker 75 International ball pen in solid sterling silver.

Here is the aristocrat among ball pens, distinguished for its riepi-slim styling, balance and beauty. Deeply engraved and subtly antiqued, it matches the standard in fountain pen excellence, the Parker 75.

Guaranteed for life. If it fails to perform flawlessly, with normal refill replacement, Parker will replace it free. Also available in 14K gold-fill at $20, in Vermeil (14K gold-fill) at $25. Parker will replace the new Parker 75.

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A. JOMPOLE

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Lackawanna 4-1828 - 9
New York City

ACHIEVEMENT — John Brewer, right, Food Service Manager at the Suffaloo State School, is being presented with a Certificate of Achievement for completion of the Management Training Institute for Food Service Managers and Supervision Dietitians by C. R. Walsh, business officer. Looking on is Dr. Edward J. Mc- 

Kendall, Director of the School.

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Trainee jobs (Continued from Page 5)
The real estate management trainee works in the department of real estate. Specifically, he or she is trained in the management of city operated dwellings and buildings operated by various city departments. Those in the department of relocation and administration are trained in the relocation of tenants from Title I valleys and conduct work done by contractors for these sites. Employees in this title will be promoted to the title of real estate managers following a year of training. More complete particulars on this examination will be reported by The Leader as they become available.

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A lot of Christmas for $895

PARKER 45 CONVERTIBLE WITH WRITEFINE PENCIL

Especially when the matched set is from Parker and so beautifully gift boxed! The pen is the Parker 45 that fills two ways...it loads with a cartridge or, fills from an ink bottle. The pencil takes long, extra-thin leads to do sharp, neat work. A thoughtful gift they'll use all year round!

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PARKER JOTTER BALL PENS GUARANTEED TO WRITE 2 FULL YEARS

Only Parker makes this offer!

Choose the Regular or new girl-size Compact... They both have Parker's giant-size refill with stainless steel that lets you write a clean, clear line of up to 80,000 words!

ONLY $198

PARKER 45 CONVERTIBLE

This is the gift to choose if you're looking for something that's not only useful, but truly memorable! The Parker 45 is convertible...loads with cartridges or slip in the converter and it fills from an ink bottle. The gift that reminds them of your thoughtfulness for many years to come. With pencil, $8.95

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PARKER

James F. Mahoney
James F. Mahoney Jr., senior underwriter in the New York City office of the State Insurance Fund for over 44 years died recently in Norwegian Hospital, Brooklyn. He was born and raised in the "Hell's Kitchen" area of New York City and was active with his father, a former New York State Assemblyman, in Tammany Hall. "Jim" was one of the stalwarts in the early days of the struggle the State Insurance Fund experienced in the Workmen's Compensation Insurance field.

As a charter member of the State Insurance Fund chapter of the Civil Service Employees Assoc., he served on many important committees in the early days of the CBIA. He was an active member of the Thomas Dorgan Council of the Knights of Columbus, the Dorgan Guild of New York State Employees, and was Chairman of the Catholic Employees of the State Insurance Fund, an organization in the New York City office of the State insurance Fund which, among its many activities, held a corporate Communion Mass and Breakfast, a Christmas Party, and sponsored a Scholarship program.

He is survived by his wife Elizabeth, his daughter Mary Elizabeth, two sons Richard and James F. and by a daughter-in-law and two grandchildren.

P. R. Column (Continued from Page 2)

the cornerstone of its internal communications. Insanely oriented (no mistakes) but expertly written, "Purchase News" tells employees what's going on within the department, what the department does—by whom and where, what is new, what's what and who's who among the employees.

IT IS NOT a "puff sheet". It is an information bulletin, which does precisely what it was intended to do—to make employees of the Department of Purchase more knowledgeable and more efficient in their jobs. Any publication which can pass that test is promoting good public relations.

IT HAS always puzzled us why private business thought internal communications important while government only recently began paying attention to this absolutely indispensable tool of management. Perhaps tardiness had something to do with this attitude. Well, government executives have no reason to be timid because government business is the biggest business of all.

WE CAN only hope that the new administration of the City of New York will not discard some of the intelligent innovations which have marked the depart- ment do...by whom and where, what is new, what's what and who's who among the employees.

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If you will send all your gift packages and Christmas cards right now!

If the inevitable last minute mailers suggest that you use air mail for every card or gift going to distant places, out of town, he points out that even a few hours delay at this critical delivery time may mean disappointment for your friends and loved ones on Christmas day.

Your choice of the finest pre-recorded Ampex tape from jazz to concert.

Don't Disappoint At Christmas! Mail Now

POSTMASTER: Edward J. Quigley of Brooklyn has asked that key answers be sent as quickly as possible as the Yule rush reaches its peak in those final days before Christmas. "The time has passed to talk about mailing early for Christmas," he said, "but you can still help us to avoid a tremendous last minute pile-up . . . if you will send all your gift packages and Christmas cards right now!"

The evidence upon which it is based: Claims of manifest error in key answers will not be accepted if postmarked after midnight Dec. 30, 1965.

16, A; 17, C; 18, D; 19, B; 20, D; 21, B; 22, B; 23, D; 24, A; 25, C; 26, B; 27, B; 28, A; 29, C; 30, A; 31, A; 32, B; 33, D; 34, D; 35, B; 36, D; 37, C; 38, B; 39, B; 40, A; 41, D; 42, D; 43, B; 44, C; 45, C; 46, A; 47, B; 48, B; 49, A; 50, A; 51, D; 52, B; 53, C; 54, A; 55, D; 56, B; 57, D; 58, C; 59, B; 60, A; 61, C; 62, C; 63, D; 64, A; 65, C; 66, A; 67, D; 68, A; 69, A; 70, C; 71, A; 72, D; 73, A; 74, C; 75, C; 76, C; 77, B; 78, T; 79, C; 80, B.
$1,000 For Best Idea

Dear Mayor Lindsay:

While it is said that a picture is worth a thousand words, a few words can be worth a thousand dollars to the public employee who comes up with the best idea for improving New York City.

As of January 1, John V. Lindsay will be the Mayor of New York City and in that office he will face a multitude of problems that are in great need of solution. To help Mayor Lindsay in his gigantic task, the Jerry Finkelstein Foundation is donating $1,000 as a prize and four gold medals as subsequent prizes for the ideas that are most original in offering ways to make New York a safer, happier, and a better place to live.

To Help A New Mayor

A Few Words For An Idea
Now Can Be Worth $1,000

In response to our readers' request, we are putting in a brief summary of the benefits available under the Medicare program.

In brief: It is said that a picture is worth a thousand words, a few words can be worth a thousand dollars to the public employee who comes up with the best idea for improving New York City.

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Senior Clerk Filing Is Expected To Open In Jan.: The New York City Department of Personnel will accept applications from January 5, 1966 to Jan. 25 for the open-competitive and promotion examination for senior clerk. Salary for these positions is in salary grade 10 with a range of $4,500 to $5,900.

Open-Competitive Requirements for filing for the open-competitive test includes at least one year of satisfactory full time paid experience. Applicants, to be appointed, must have completed their high school education or possess either a high school equivalency diploma or a GED certificate issued by the armed forces.

Promotion: To file for the promotion examination, applicants must be employed in a permanent position in salary grade 10 or lower in the City of New York. Candidates must file if they are in one of many groups, a few of which follow:

Clerical - administrative occupational; stenographic and typing; office appliance operator etc.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.
Legislative Meeting

Members of the Southern Conference Legislative Committee met last week with members of the Legislature in their area. Left to right at the meeting are: Nick Punzifer, past president of the committee; George Halbig; Assemblyman Stephen Doig of Rockland County; Otto Benedict; Jay Teutson, conference president; Joseph F. Felly, president of the statewide association; Ann Brown; James Leno; John Diets; Fort Chester; John Rice, assistant counsel to the CSEA and Gabe Carroll.

Southern Conference Meets With Area Legislators To Discuss CSEA's Program

Tarrytown — Legislators representing counties within the Southern Conference of the Civil Service Employees' Association met with the conference's legislative committee and officials of the statewide organization last week at the Tilton Inn here.

An informal get-together preceded the dinner meeting, chaired by Charles Lamb of Ossining, third vice-president of the statewide association.

Each legislator was given a copy of the resolutions approved at the 55th annual meeting of the Association in October. These resolutions will appear as bills introduced in the coming session of the State Legislature.


Joseph P. Felly, president of the membership Association, led the CSEA delegation at the dinner meeting. Others included John Rice, assistant counsel of the Association; Jay Teutson, president of the Southern Conference; George Halbig, second vice-president; James Leno, third vice-president; William "Fogg" as a treasurer; Werner Jacobs, assistant-at-arms; Leslie Craig, secretary; Nicholas Zinnsailer, past presidcnt; John Die Ann Brown and Olin Benedict of the legislative committee; Eileen Varney, membership committee chairman and CSEA field representative Thomas Brown and W. Reuben Corning.

Ulster CSEA Makes Points On Vacations

Kingston — Members of the Southern Conference of the Civil Service Employees' Association met recently with the Ulster County Board of Supervisors to discuss salary increases for county employees, elimination of discrimination at salaries, job qualifications for jobs and vacation and sick time.

As part of the discussion, it was brought to light that the state of Ulster County includes Saturdays and Sundays in estimating the vacation time of its employees.

A resolution was read into the record, passed by the Board of Supervisors, that held its installation of officers at Tarrytown on December 21, 1965. There are approximately 270,000 employees from both State and local government in the Ulster area program with 700,000 people covered by its benefits, a sizable number of whom either already have retired or are close to retirement age.

They Want The Best

"The Department of Civil Service, the insurance carriers of the State employees' health insurance program, and members of my staff are presently engaged in reviewing the variations between the benefits afforded under Medicare and the State contract. At their request, we have also held several meetings with representatives of the Civil Service Employees' Association who have given us their complete cooperation. Our goal is, as it has been in the past, to continue to provide to State employees and participants in the program employed by the municipal subdivisions, the finest possible group health insurance program.

"Accordingly, we are now reviewing the state program to determine the feasibility of amending it in order to provide an opportunity for individuals who are 65 or older to obtain benefits under our State employees' health insurance program that will not be provided under Medicare, and to make any other changes which would be appropriate."

"I wish all of our employees to know that this Administration is giving the highest possible priority to this matter. I trust that no member of the State program will at this time surrender or give up his current coverage under the State program in the mistaken view that all of these benefits are provided for under the Medicare Program."

(Continued from Page 2)

Job Performance Rating Annulled

Port until four days after the time to appeal had expired.

Nurse also asserted that when the State Civil Service Commission considered the original appeal, it disapproved the rating, only two commissioners were present at the hearing, and one of them was required to uphold the rating with the other, votes to indicate. His contended the rules require the court to sustain an appeal.

The attorney's brief concluded:

"The major portion of this petition has been addressed to the failure on the part of the University of New York to set standards for work performance ratings, to obtain approval from the Civil Service Commission of such standards, and its failure to carry out the rulings of the court uniformly within the agency.

"However, it should be noted that the court in the initial action ordered that the University of New York to set standards for work performance ratings, to obtain approval from the Civil Service Commission of such standards, and its failure to carry out the rulings of the court uniformly within the agency.

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"The rules require the agency to provide the employee with a copy of the rating, which was not done. The rules require that the employee shall have five days from presentation of the rating to appeal to the performance rating board. The employee was aware of the rules, but did not use the time to appeal, which time had expired. The rules require that the agency shall dismiss the appeal if two votes are required to effect an appeal. This was not done.

"Moreover, criticism should not be directed at the agency. The State Civil Service Commission and the State Civil Service Department are headed by superintendents who are even more deferent in their efforts than the State University of New York.

"For example, Section 140 of the Civil Service Law has been in the statute books in one form or another since 1917. This law requires that standards of performance be established by the agency, that these standards be approved by the Civil Service Department, and that the Civil Service Department review these standards for uniformity with the State University of New York.

"The rules of the Civil Service Commission require it to consider and determine appeals from employees from unsatisfactory performance ratings. However, it is conceding that appeal procedures were ever developed as required by the Commission."

"The award presented by Superintendent J. Burch McMorran, head of the Farmlingdale Board of Education, was made by the University of the Civil Service Department, when the Board of Education on Social Security. Since 1917, this law has been in effect. The Board of Education is not shown, nor is the field that the Civil Service Department has complete responsibility of the University of the Civil Service Department, as or of its own employees."

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DPW Merit Award To System Analyst

A cash award and certificate of merit were presented to Robert W. O'Donnell, New York State Public Works to Richard K. Schmitt, President, who was named System Analyst of the Year by the Bureau of Electronic Data Processing of the DPW.

The award, presented by Superintendents J. Burch McMorran, head of the Marcy H. Evans, for Chief, Data Processing, will be used to determine the feasibility of a new computer for interpreting machine readable records, including the performance and attendance, and need not be in writing and that of the employees. According to the conclusion, the employee shall have five working days to appeal the rating and never saw a copy of the rating.

Dr. Solcum Named

Albany - Dr. John H. Bosco, chancellor of the State University of New York, has named the director of the new Office of Internal Programs in the State University's Graduate School of Public Affairs.

Farmingdale Unit Installs Officers

Farmingdale — The Farmingdale Unit of the Civil Service Employees' Association held its installation of officers at a dinner at Marcy House's Restaurant. The unit, which consists of two groups, clerical and operational and maintenance, has a joint membership of 1,437.

The governing body is a board of directors consisting of elected officers of both groups. The official, installed by Dave Silberman, member of the Board of Directors of Civil Service Employees: were: chairman, Michael D. Schmidt, president; Lillian Stull, treasurer; Ian-Ellen Brown; attorney, chairman; and Matthew Valinoti, past president.

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