**Says Reasons Not Valid**

**CSEA Hits Correction Officer Appeal Delay; New Raise Not Answer**

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. has dismissed as “not valid” reasons given by the State Civil Service Commission last week to put off a long-overdue decision on CSEA’s three-grade salary reallocation appeal for State Corrections Officers. All the same, CSEA called on the Commission to render a decision on the appeal.

The Commission, which had announced several weeks ago that it would consider the CSEA appeal at its two-day meeting Jan. 19-20, informed the Employees Association at the close of the session that it was deferring the decision but would render it prior to April 1, the beginning of the State’s fiscal year.

**Commission’s Reasons**

When asked for an explanation of the deferment, a Commission spokesman said it was based on three points:

1. Gov. Rockefeller’s budget recommends an overall State salary increase.
2. The Commission recommended more than the normal amount of funds to correct existing inequities in a number of titles in occupation groups. Studies now under way may well indicate a need for a reallocation of existing pay levels in all or some of these groups.
3. It’s not clear whether the State’s 4,000 Correction Officers, immediately wired each member of the Commission, strongly protesting the “unnecessary further delay of an already delinquent decision . . .”

He said, “the reason given by the Commission for deferring the decision are not wholly valid.” The anticipated general pay raise “will not in any way solve the presently improper allocation of Correction Officer titles by the imposition of additional duties and responsibilities in the area of inmate rehabilitation and custodial work which merit upward reallocation to grade 14.”

Peily said that any studies now underway or which might be commissioned “will only point out a fact that is already known, mainly, that Correction Officer titles should be reallocated upward to grade 14.”

The Employees Association had submitted the original reallocation appeal to the Commission last September and had anticipated a decision by the Commission last May. When that agency deferred the following August, OSEA immediately petitioned the Civil Service Commission. The Commission held a full hearing on the appeal in September. A decision has been pending since that time.

**CSEA Presses Rockefeller for Reallocations Of Many Titles In State Service**

ALBANY — The Civil Service Employees Assn. last week submitted to Governor Rockefeller a list of State job titles which it says should be considered for salary reallocations this year in addition to the eight per cent wage increase CSEA has won for all State workers. Noting the Governor’s inclusion in his proposed State Budget of unspecified additional monies for reallocations, CSEA President Joseph P. Peily said: “There are many areas where the existence of salary inequities cry out for appropriate reallocation action.”

He said urgent consideration should be given titles within the fields of correction, parole, education, conservation, social welfare, mental hygiene, public works, division of employment, and elsewhere.

**Continuous Action**

He pointed out to the Governor that one of the “continuing points in our annual program for State employees has been a request for a sizable increase in the amount of monies made available to reallocate certain State positions in order to eliminate salary inequities.”

Earlier this month, Peily had wired, in a letter to State Budget Director T. Norman Hunt, that “...in addition to the substantial

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(Continued on Page 6)
**Hammarskjold Is Named By State Industrial Comm.**

**ALBANY —** Industrial Commissioner Martin P. Chubb- wood has appointed William H. Hammarskjold of Lebanon as assistant director of finance in the State Labor Department's Division of Employment.

For the past 12 years, Hammarskjold has been chief accountant in charge of the department's finance office. He succeeded Leonard Fisher of Lockport in the new post. Mr. Fisher recently was promoted to the position of deputy director of finance.

Hammarskjold is a career employee, entering state service in 1930 as a junior clerk. He is a graduate of the City College of New York. His new position pays $12,500 a year.

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**For Those Now Retired**

**Levitt Asks For Law To Permit Automatic Increases In Pensions**

**ALBANY —** State Comptroller Arthur Levitt asked the State Legislature today to provide automatic supplementary cost of living increases in pension benefits to everyone covered by the State Employees Retirement System.

In proposing the bill Levitt said: "I regard the adjustment of pension income to living costs as a major element in assuring a comfortable old age for all workers. It is the only way of preventing the serious erosion of pensions caused by price inflation."

The proposed legislation, Levitt said, would provide:

1. Supplementary payments to those now retired under the State Employees' Consumer's Price Index, to reflect increases in living costs from the year of their retirement.

2. A simple and practical formula by which additional benefits can be periodic-ally adjusted to reflect actual changes in consumer prices. Those who retired and those who will one day be receiving pensions under the system will be eligible for this adjustment.

The Comptroller added that the bill "includes those provisions which would give all retired workers a sense of financial soundness of the system."

Under the bill, the Retirement System would establish a "cost of living allowance" (C-L-A) which would be granted to present retirees and those who will retire in the future whenever the Consumer's Price Index changes by at least three per cent.

The Formula

Those individuals who retired prior to December 31, 1960 would receive C-L-A payments based upon the Index for that date, disregarding any annual increases for previous years.

The Index would be continued in the future whenever the Consumer's Price Index changed by at least three per cent.

A formula was adopted allowing a person who retired in 1960 to receive the following benefit at the end of each calendar year:

A equals Consumer's Price Index

December 31, 1966 . . . 115.3

December 31, 1967 . . . 116.0

December 31, 1968 . . . 116.7

December 31, 1969 . . . 117.4

December 31, 1970 . . . 118.2

A over B equals 11.8 or 18 per cent.

C-L-A equals A in addition to 80 per cent benefit payments.

Levitt said the measure had been prepared by the staff of the Comptroller's office after a thorough study. He concluded:

"The justice of this proposal is evidenced from the fact that members of the Senate and the Assembly have repeatedly come to the conclusion that the increasing demands for government services, including the cost of maintaining a competent civil service, necessitate the adjustment of pension benefits to reflect the increasing cost of living in general."
Western Conference Debates Pay Raise; Discusses Wide Range Of Organization Needs

(From Leader Correspondent)

ROCHESTER — Should appointive or elected executives in State, county or municipal government hold any office in the Civil Service Employees Assn.? The consensus at the winter meeting of the CSEA's Western Conference here last Jan. 15 was that wearing both hats could represent a conflict of interest.

At a meeting at the Treadway Inn, Batavia, the conference's executive council will vote the question of the additive vote will lead to recommendations to the CSEA in Albany. Since the meeting here at the dinner portion of the conference last Jan. 15 was the first time any CSEA chapter had hosted a meeting, said it was the first time any CSEA chapter had hosted a meeting.

Support Viet Nam Effort

Members voted unanimously to "support its size and daughters, brothers and sisters in the Armed Forces of the United States by going on record in support of the President of the United States in the Viet Nam conflict."

Mrs. Matha Binn, Conference president, said the resolution supporting the American war effort in Viet Nam would be forwarded to President Lyndon B. Johnson: "While we recognize the basic constitutional right to dissent," Mrs. Binn said, "we feel equally strongly that there is a responsibility to give definite support to our Government's efforts in the Viet Nam conflict."

Delegates assigned seven area coordinators to discuss with State legislators in their area between now and the end of February proposed legislation of importance to the CSEA.

Each chapter will be represented by officers who will present the background and purpose of what's by the affected chapter's members. Here are the area coordinators, their areas and the chapters in which they are located:

- Rochester area, Claude E. Howell—Rochester State Hospital, the University of Buffalo, Blue Cross, Health Insurance, General. Howell is CSEA's director, his chapters in the area are coordinators.
- Buffalo area, Grace Hillery—Buffalo State College and University at Buffalo, General. Hillery is CSEA's director, his chapters in the area are coordinators.
- Batavia area, Grace DeLong—Batavia State School for the Blind, Greek Colony, Health Insurance, General. DeLong is CSEA's director, his chapters in the area are coordinators.
- Lockport City, Niagara County and Niagara Frontier, Mrs. Frank Keenan—Lockport City, Niagara County and Niagara Frontier, General. Keenan is CSEA's director, his chapters in the area are coordinators.
- Albany area, Mrs. Marie Donadio and Albert Galliano—Newark State School and Outpatient Center, General. Donadio is CSEA's director, his chapters in the area are coordinators.
- Saratoga Springs, Robert M. Chapman—Deputy Sheriff, Alfre State University and Agricultural and Technical Colleges, General. Chapman is CSEA's director, his chapters in the area are coordinators.
- Buffalo area, Grace Hillery—Buffalo State College and University at Buffalo, General. Hillery is CSEA's director, his chapters in the area are coordinators.

LEGISLATORS MEET

The long Island Conference, Civil Service Employees Assn., met recently with legislators representing Nassau and Suffolk county residents in Albany. In addition to the legislators attending pictured above are, standing, Miss F. F. Foley, president of the statewide association, Arthur Miller, Conference president and Charles Monroe, chairman of the legislative liaison (Story on Page 15).

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U.S. Service News Items

By James F. O'Hanlon

Commission Regulations On Salary Increase Appeal

Civil Service Commission has issued revised regulations granting Federal employees the right to appeal agency decisions if their employment has not earned within-grade salary increases. The regulations go into effect January 27, 1966.

The regulations provide guidelines for uniform handling within agencies of employees requests for agency reconsideration of such decisions on behalf of the employee's appeal to the Commission.

The regulations are based on a provision of the Federal Employees Salary Act of 1965. They also state that the employee does not meet the level-of-competence requirement. It must inform the employee of this decision in writing, on the day of the decision, in writing, on the day of the decision.

Within ten days of being informed the employee may make a written request that the agency reconsider its decision. The request must contain the employee's basis for contesting the decision. The request may be rejected by the agency. In writing, must be provided the employee.

If the agency reaffirms its original decision, the employee may, within ten days, appeal to the Civil Service Commission for review. The Board of Appeals and Review in the Commission will then call for the "reconsideration file" which must contain all documents pertinent to the Agency decision and the employee's request for consideration, including a written transcript or summary of any personal presentation by the employee. The file may not contain any document that has not been brought to the attention of the employee and his representative.

The decision of the Board of Appeals and Review is final and mandatory.

Public Hearing

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, Jan. 30 at 10 a.m. in Room 401 at 220 Church Street on the proposed regulations for salary reallocation effective November 1965 for Social Aid (Social Work), Non-Competitive, Part I, Rule X. Housing and Redevelopment Board.

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At the urging of the Brooklyn Metal Trades Council, Rear Admiral William F. Petrovic, commander of the Brooklyn Navy Yard, amended about 162 Reduction In Force (RIF) notices that were scheduled for last Friday.

Petrovic also extended the time on the LD-0 which was commissioned recently and which is scheduled to leave for the Philadelphia Navy Yard on Feb. 1. Work was to have stopped on the ship on Jan. 21. Work on the ship, "The Duluth," will now continue to at least Jan. 28.

The 162 RIF's which were rescinded were part of over 500 notices that were scheduled for last Friday. For the Philadelphia Navy Yard one who is understanding of the notices that were scheduled for last Friday.

Rear Admiral J.H. McQuilkin, commander of the Brooklyn Navy Yard, amended about 162 Reduction In Force (RIF) notices before he left the yard to take over as commander of the San Francisco facility.

The city-wide telephone number to call in emergencies to summon available police or ambulances is 480-1214.

Court Stenographer Livingston County
The Livingston County Civil Service Commission will accept applications until March 30 for an examination for court stenographer. Salary is $2,920 a year to start.

For further information contact the Commission in Geneseo.

New Rochelle Needs Assistant City Eng.
The City of New Rochelle is seeking an assistant city engineer. Salary in this position is $10,095 to $13,595. This examination is open only to residents of Westchester County.

For further information contact the Municipal Civil Service Commission, New Rochelle.

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OUT WITH THE OLD — Seen at the recent change of command ceremonies at the Brooklyn Navy Yard were Rear Admiral William P. Petrovic, left, the new commodore of the facility and Rear Admiral John H. McQuilkin, center, who was relieved by Petrovic. At right is an unidentified sailor who is lowering McQuilkin's flag.

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WEDNESDAYS at 6 P.M.
MONDAYS at 5:45 P.M.
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Page Five
A New Lindsay Image—

Anti-Civil Service?

Mayor Lindsay this past week has made so many comments that could be construed as anti-civil service that this newspaper feels it is incumbent on him to reestablish a relationship of confidence between City Hall and the civil service employees with prospects of a true career service, should he be reelected. Last fall, in a position paper on civil service in this newspaper, Lindsay spoke of a glowing future for the city's employees with prospects of a true career service, should he be elected mayor. Last week, he termed civil service a "bureaucracy" that needed trimming; ordered a freeze on city hiring; told labor unions that government policy came before work contracts—and said that city employees would have to work harder.

If this is Mayor Lindsay's concept of fulfilling a promise of a better life for public employees under his administration, his term in office will go down as one of the most anti-civil service in the City's history. Essentially, we believe there has been a bad breakdown in communications on Lindsay's part. If, as many suspect, the attitudes expressed by the Mayor are intended to delay the public for increased taxes, it was a poor move on his part and terrible public relations. If it does mean that Lindsay intends to use the most advantageous way to making civil service more efficient he will suffer the same failures from this approach that others have done.

What is missing here is that the Mayor's intentions are not clear and they seem to keep changing. Public employees are frustrated and angry. This is not a mood for producing more efficiency on the job.

Civil servants need more solid assurance that the City has a fair and reasonable plan for operating the City without turning public employment into a scapegoat for fiscal difficulties.

They need this assurance at once—and so does the entire City.

Jobs For Friends

Of The Mayor?

Mr. Fire

The man standing in line for a civil service job has been told to go home, the route to City Hall seemed to open only last week if your name was in the Social Register rather than the telephone book.

In the midst of the uproar over the alleged need to put a freeze on City hiring, Socialite Kratina Thomas was reported to have been taken on as the first official photographer in City Hall history at $1,100 a year.

Since the news broke that the job went to "Katsby" as she is known—who also happens to be a close friend of Mrs. Lindsay—there seems to be some confusion as to whether or not she was hired by Washington at the suggestion of the Mayor's office. Party photograph, by City Hall for local work or whether she's going to do it, to her stated regret, just for the heck of it, perhaps without pay.

This is not to say that Miss Thomas isn't qualified to turn out a pretty picture. But it may point to a new method of City Hall hiring—by majority friendship rather than a civil service examination.

Is he just getting revenge on civil service employees in general or is he really fighting him in the last election?

And they're saying "It looks like we know what we were doing."

Lindsay stated that his purposes in ordering the freeze and any more are to get more productive work from a lesser number of employees. But this is a costly proposition in dollars by not filling anything but essential positions and, overall, to revitalize the City service.

That's what he said in essence. But it is hard to believe that the Mayor was unaware that most of the responsibilities occur during the year in essential occupations. There are not enough nurses in the hospitals; insufficient workers to properly serve the needy. The City has a constant shortage of engineers and other technical help. He later changed his mind on hiring for hospitals, police, sanitation and other vital services after an area of attrition? It would be expected that the freeze would get City in a quandary on vital

influenced by the attitude of the employee's department. Staff and white collar employees are among the most constant in their commitment to the City.

It appears, then, that the saving of money by not filling 26,000 jobs is irrefutable. The figure, by the way, would be closer to 2,000,000.

Scare Treatment?

Scare tactics did not go into any detail except to say at first that his order applied to all departments, without exception, in any one classification. First of these is—is Lindsay attempting to frighten the civil service workers to keep their jobs? Is this a move to keep other employee groups from attempting a new contract which he deems overawed transient workers? Many organization leaders are coming to this conclusion.

For the rank and file—according to the flood of telegrams calls and letters written by employees—the talk of more work, streamlining, etc., is creating the dread that this move will affect civil service in the City. The third point of view is that Lindsay knows, really, that he cannot afford to cut back essential staff, to any serious degree and is merely sounding an alarm that will pave the way for a wide range of wage concessions which an already-hardened citizenship will be glad to assume if they are able to do so.

Practically, it is hard for civil service to sell at this point which of the above is the true intention. Before the employee's case was started it was obvious that his case was not staffed with the essential facts at hand. Thus far it is best to feel good.

Public officials feel there is too much at stake for Lindsay not to explain his motives and purposes. It is expected that the freeze will place the burden of filling the City's revenue gap on the shoulders of an already overburdened civil service, he owes public employees not only a thorough explanation of his motives and purposes but actual rewards for greater service. And the civil service wants this answer as soon.

Punishment Should fit the Offense. The penalties that may be inflicted upon a civil service employee who is found guilty of misconduct may vary from a fine, suspension without pay, demotion, or dismissal. Though the permissible punishment thus varies between a reprimand and discharge, many supervisors are apparently satisfied with no punishment less than the harsh penalty of dismissal for misconduct.

The Courts are empowered by statute to review "abuse of discretion as to the measure or mode of penalty or discipline imposed" and substituted lesser penalties for dismissal. Such decrees usually rest on a finding that dismissal is so grossly disproportionate to the offense as to shock one's sense of fairness.

A LIKE review by state and municipal civil service commissions as part of their statutory authority to hear appeals from determinations in disciplinary proceedings. As may be expected, the commissions are sometimes influenced by the attitude of the employee's department head. This is a reason why Court review may be preferable to administrative review.

A TELEVISION director assigned to WNYC recently appealed to the Civil Service Commission for the reversal of a recommendation of dismissal. He had been charged with absence without authorization from his assigned duties to accept a few hours' employment by another television station. Indeed, his voice had been heard making announcement over the air from the other station.

He was not represented by an attorney at the hearing at which he pleaded guilty with an explanation. His explanation was that he wanted to earn extra money. At the same time, he stressed that he had made arrangements with another director to take over while he was away; so he was not ready. Also, he checked with the station a few times during the evening in question to make sure all was going smoothly.

He did not seek permission to take the time because of poor rapport with his production manager. This is illustrated by an instance he cited involving his protest at receiving late tours of duty on both Saturday and Sunday although he had high seniority. The manager's reply was, "No explanation needed."

The employee offered as exhibits two letters praising his work. One from the New York State College of Agriculture and another from his principal for more than two years of the program, "Focus on Food." The letter observed: We appreciate your direction and suggestions in organization and work with the groups presenting the programs; as the visual medium. In addition, we want to thank you for your choice of the musical theme, advice on movie scenes for the montage that opens and closes the show, as well as counsel on the selection of the panels for the backdrop, and other props.

The other letter from The New York Academy of Medicine noted:

Our current tapes, incidentally, are getting in- culation, and all of you will be interested in knowing how many complimentary comments we are receiving about them. Much of this, of course, results from wonderful teamwork we are getting under (the employee's) leadership from all concerned in the studio.

The Director of Radio Communications promptly dismissed the employee notwithstanding a background of unblemished experience of longer than 22 years in the broadcasting industry.

ON HIS appeal to the Commission, the employee, now represented by attorney, was able to submit a letter signed by virtually the entire production staff consisting of 12 individuals expressing, "our fervent hope that equity and justice will be done, and that an unworthy colleague he proved himself to be."
Numerous positions in many different fields with the U.S. Government are currently being offered on a continuous basis. The jobs exist throughout the U.S. and overseas. Salary and application announcements are available from the U.S. Civil Service Commission, 440 C Street, S.W. Washington, D.C. The Statewide Plan, 220 W. 42nd St., Manhattan.

Marketing limitations marked with an asterisk (*) may be used for filling jobs in foreign countries.

**Business and Economics**

- Accountant and auditor, $5,000 to $6,000—Positions are with the Veterans Administration. Announcement 188 (Rev.)
- Auditor, $7,200 to $8,600—Jobs are in General Accounting Office. Announcement 214 (Rev.)
- Accounting technician, $4,400 and $5,000—Jobs are in the Washington, D.C. area. Announcement No. 320 B.
- Attorney, $9,000 to $14,600—Announcement 60 B.
- Auditor, $8,500 to $11,000—Jobs are with the U.S. Army Audit Agency. U.S. Navy Audit examination and Auditors General Field Office, U.S. Air Force. Announcement 715 B.
- Digital computer programmer, digital computer systems analysts, $7,200 to $9,200 to $11,700—Announcement 301 B.
- Accounting technician, $5,000 to $6,050—Jobs are in the Washington, D.C. area. Announcement 299 B.
- Business and general. $6,050 to $11,100 a year—Most positions are with the U.S. Public Health Service. Announcement No. CH-065-1 (64).

**Agricultural**

- Agricultural Commodity Orderer (fruits and vegetables), $6,000 and $7,100; $9,000 to $9,400—Announcement 214 (Rev).
- Agricultural extension specialist (program leadership education research and training), $10,100 to $14,600—Subject emphasis on research and extension media, $5,200 to $14,100—Jobs are in the Washington, D.C. area. Announcement 4 B.
- Agricultural marketing specialist (marketing development additional responsibilities), $5,000 to $5,400; $9,100 to $14,600—Announcement 645.
- Agricultural Research Scientist, $11,150 to $14,700—Announcement 38 B.
- Agricultural Statistician, $5,000 to $7,100—Positions are with the U.S. Department of Agriculture. Announcement 205 B.
- Agricultural meteorologist, $5,200 to $10,100—Announcement 645.
- ACSA operations assistant, $5,900 to $7,200—Jobs are with the State office of the agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement No. SL-143-1 (64).
- Crop insurance fieldman, $5,000; crop insurance supervisor, $6,000 to $6,500—Positions are with the Department of Agriculture in 37 States. Announcement 36 B.
- Parmer, $3,85 to $5,40 an hour—Jobs are in the Federal penal and correctional institutions. Announcement 81-14-3 (1967).

**Engineering and Scientific**

- Plant quarantine inspector, $5,000 and $6,050—Jobs are in the Agricultural Stabilization and Conservation Service Offices in New Orleans, La., Evansville, Ind., Kansas City, Mo., Minneapolis, Minn. Announcement No. SL-142-2 (64).
- Warehouse examiner, $5,000 to $6,500—Job is in the National Office of Agriculture. Announcement 243 B.

It is better for us to carry individual Statewide Plan policies now that we don't need family coverage.

**Questions and Answers**

Q: I understand that the Medicare program will not cover me even if I am married to a worker, though my wife and I will be eligible for Medicare benefits when they go into effect, can I continue coverage for my dependent children under the Statewide Plan which I now have?

A: This is one of the many details that is being worked out now in discussions between the Statewide Civil Service Commission and the Statewide Plan. As soon as decisions are reached, you will be given the opportunity to continue coverage as well as how the Statewide Plan will supplement benefits provided under the government's Medicare program.

Q: Isn't there a provision in the Statewide Medical coverage part of the Statewide Plan that lets you carry over expenses from one year to the next?

A: I believe you are referring to the $50 initial amount of covered expenses during any one calendar year. There is a provision, that if any part or all of the $50 initial amount arises from covered expenses incurred during the last 3 months of a calendar year, the initial amount for the following calendar year will be reduced by that amount. You may use this provision when it is to your advantage to do so.

Q: I am renting a wheelchair for my wife. Is the cost of this chair covered under the Statewide Plan?

A: Include the rental of a wheelchair) required for therapy or medical treatment, as well as how the government's Medicare program is affected. This column will appear periodically.

**BIBLIOGRAPHY**

- Agricultural. $5,900 to $11,200—Positions are with the Veterans Administration. Announcement 188 B.
- Biological research assistant, $5,000 to $7,000—Announcement 186 (Rev.).
- Biological health physicist, $7,000 to $12,000—Announcement 273 B.
- Biophysicist, $8,500 to $16,450—(in the field of Radiological equipment and procedures) Announcement 233 B.
- Biologist, $12,000 to $14,710; biologicalphoto, $8,500 to $14,710 (in the field of Radiological equipment and procedures) Announcement 169 B.
- Biologist, $12,000 to $14,710; biological photo, $8,500 to $14,710—Jobs are in the Washington, D.C. area. Announcement 204 B.
- Biological—general and general, $13,100 to $16,450—Medical positions are with the U.S. Public Health Service. Announcement No. CH-065-1 (64).
- Biologist, $9,000 to $11,900—Announcement 60 B.
- Biologist, $9,000 to $11,900—Announcement 61 B.
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**U. S. Job Opportunities**

(Continued from Page 7)

**General**

Apprenticeship and training representative, $2,250 to $2,250. Positions are with the Department of Labor. Announcement 361 B.

*Federal administrative and management trainee, $3,000 and $3,000—Announcement 147.

Foreign language specialist (editor and writer), $4,000 to $12,075. Positions are with the U.S. Information Agency in Washington, D.C. and New York, N.Y. Announcement 148 B.

**Administrative assistant, $4,000 and $4,450—Announcement 395 B.

**Military**

*Pilot, $8,650 and $8,650—Announcement 298 B.

**Science**

*Scientist administrator, $8,650 to $10,500—Jobs are in the Washington, D.C. area. Announcement 357 B.

**Technical**

*Technical aid in science and engineering, $1,500 and $4,600—Jobs are in the Washington, D.C. area. Announcement 360 B.

**Construction**

*Bricklayer, $5,000 to $8,650—Announcement 243 B.

**Manufacturing**

*Radio broadcast technician, $2,940 to $3,740 an hour—Announcement 371 B.

**Health**

*Medical technologist—Positions are with the Veterans Administration. Announcement 331 B. Medical technologist assistant, $2,060—Jobs are with the Public Health Service in Federal penal and correctional institutions. Announcement 335 B.

**Government**

*Assistant Secretary (City Planning)—Announcement 322 B.

**Other**

*Speech pathologist, audiologist—Announcement 213 B.

**Public Hearing**

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, July 5, at 10 a.m. in Room 401 at 220 Church Stree...
U.S. Job Opportunities

(Continued from Page 8)
Staff nurse, head nurse, public health nurse, $9,000 to $16,650.
- Jobs are in the Federal Indian Health Program on reservations west of the Mississippi River and in Alaska. Announcement 100 B.

- Veterinarian, $7,710 to $15,640—Announcement 313 B.

Social and Educational

Correctional officer, $5,950—Jobs are in Federal penal and correctional institutions. Announcement SL-14-1 (64).

Correctional treatment specialist, $6,000 to $7,230—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2 (64).

Restriction specialist and supervisory education specialist (special education subjects) — in technical fields, $7,230 to $16,640—Jobs are in the Washington, D.C. area. Announcement 278 B.

Elementary teacher, $5,000 and $6,050—For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement 238 B.

Employment service advisor (General) $10,350 (Administrative) $7,220 to $10,250—Social administration advisor, Social Security Administration Analyst, $7,230 to $11,460—Announcement 306 B.

Program specialists and advisors, $7,220 to $11,460—Positions are with the U.S. Office of Education. Announcement No. 334 B.

Psychologist (clinical, counseling, research and other specialties) $7,220 to $16,640—Announcement 265 B.

The Veterans Administration.

Public health advisor, 6,050 to $16,640—Public health administrator, $7,230 to $16,640—Annc. 125 B.

Public health educator, $7,230 to $16,640—Announcement 309 B.

Research psychologist, $7,220 to $16,640—Jobs are in the Washington, D.C. area. Announcement 124 B.

Social worker (child welfare, child, youth and family welfare, public assistance) — social worker—child welfare advisor and specialist; social worker—public assistance advisor and specialist; social worker—public assistance specialist; social worker—public assistance special training (technical). Announcement 315 B.

COUNSELORS—Clinical psychology, $7,220 to $16,640.

Counselor—school, $7,220 to $16,640.

Counselor—work with children, $7,220 to $16,640.

Counselor—family counseling, $7,220 to $16,640.

Counselor—public health, $7,220 to $16,640.

Counselor—vocational guidance, $7,220 to $16,640.

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**The Job Market**

By Y. RAIDER WEEXER

**DISPLAY ASSEMBLERS** with two or more years experience needed to assemble furniture in the factory and at the job site. Must be able to read plans and capable of performing a variety of tasks. Must have own tools and be willing to work nights and weekends. 

**DISPLAY ASSEMBLERS** at the Manhattan Industrial Office. Must have own tools and be willing to work nights and weekends. Some overtime. Must have 3 years experience. 

**DISPLAY ASSEMBLERS** at the Brooklyn, Long Island City, and Manhattan Industrial Offices. Must have own tools and be willing to work nights and weekends. Some overtime. Must have 3 years experience.

**DISPLACED WORKERS** will be hired in all places where there are layoffs or unused capacity due to increased demands. Must be able to read plans and capable of performing a variety of tasks. Must have own tools and be willing to work nights and weekends. Some overtime. Must have 3 years experience.

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1 FULL YEAR WARRANTY
GIFTS — Children confined to Grasslands Hospital in Valhalla during the Christmas season were presented with a truckload of toys and a cash donation by members of the East Hudson Parkway Authority chapter of the Civil Service Employees Union. In photo, left to right, are: Michael Blane, chairman of EHPA Santa Claus Committee, who shows check which represented cash collected to Ernest T. Parkins, executive director of the Authority; Thomas Santella, toy truck driver; Irene Dobosky, and Mary Anne Orlando, committee members; and Charles W. Merritt, Authority chairman.

Binghamton Hospital Employees Credit Union Elections

The Binghamton State Hospital Employees Federal Credit Union held its annual meeting on Jan. 13, 1966. Officers elected were: Harold M. Horst, president; Alphonso Sweeney, vice president; William Carter, treasurer; Grace Sutton, Helen E. McAndrews and Helen E. McAndrews, secretary. Elected to the Board of Directors were: Michael B. Banta, treasurer; Grace Sutton, Helen E. McAndrews and Helen E. McAndrews, secretary. Elected to the Board of Directors were: Michael B. Banta, treasurer; Grace Sutton, Helen E. McAndrews and Helen E. McAndrews, secretary. Elected to the Board of Directors were: Michael B. Banta, treasurer; Grace Sutton, Helen E. McAndrews and Helen E. McAndrews, secretary.

Engineer Resolution

The New York City Civil Service Commission has ordered a public hearing to be held Tuesday, Jan. 25 at 10:30 a.m. in Room 401 on the attached resolution to change the title of Senior Electrical Engineer (Radio) to Electrical Engineer (Radio and Television) and the title of Electrical Engineer (Radio and Television) in the Non-Competitive class, Title XI, in the Engineering Occupational Group.

Hospital Visitor

ALBANY—Louise W. Irmlisch of Buffalo is the newest member of the Board of Visitors of Buffalo State Hospital. She succeeds William H. Pearse of Elmer, who resigned.

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**Long Island Legislators Briefed On Major CSEA Goals**

**By Joe Deasy Jr.**

**HUNTINGTON** — Legislators from the two counties on Long Island pledged general support for the major goals of the Civil Service Employees Association on Saturday, Jan. 16 at the 12th Annual Legislative Luncheon of the Long Island Conference, CSEA.

Six conference members were joined by Joseph P. Feliz, president of the statewide association and counsel Harry Altright, Jr. In describing the necessity of the requested legislation, other state-wide officers attending the session were Vernon Tapper, second vice-president; William Rosettier, fourth vice-president and Harold A. Williams, secretary.

The legislators were welcomed by Arthur Miller, conference president, who introduced Charles Monroe, chairman of the luncheon, who served as moderator, George Koch, speaking as a member of the Association’s request for a 12 percent pay increase for all State employees, noted that in the past, legislators have answered pay increase requests with the statement that they do not have enough money. “To those standard and Legislative and Executive objections that we have made in the past for these increases,” Koch said, “we feel entitled to map back.”

Julia Duffy, head nurse at Pilgrim State Hospital, discussed the necessity of lump sum payments for unused sick leave on separation from service. “This,” she noted, “is an essential fringe benefit in private industry. Indeed, most employees, in and out of public service, would consider this benefit as important as salary and most employees would not accept this position if this fringe benefit was not available.

“At the time of separation from service,” she said, “We find the employee is in a sick leave position of sick time which he has accumulated and which he now loses. The employee loses his fringe benefit—in fact, he has gained, having been paid for all the days he took as sick leave. This condition especially is not fair and often produces a conscientious employee who becomes disillusioned as an employee who causes concern to the medical profession because the family doctor also lies by saying that an employee is ill when he is not.

Concluding, Mrs. Duffy reminded the legislators: “You have the power of making the accumulations of the employee a fringe benefit rather than a penalty for good service.”

Support for a bill which would mandate an eight percent reduction in retirement payments for all members of the State Retirement System was urged by David Silberman.

Silberman noted that this benefit was granted to State employees in legislation enacted two years ago by the State Legislature. A similar request was made by the employees of participating political subdivisions, provided that the amount of the benefit be not less than the amount available to the local level elected to adopt the benefit.

In practice, this would result in a substantial increase in the employee’s take-home pay. Silberman noted, further, that while local government employees have been waiting for their employees to adopt the eight point reduction in the mandatory retirement system and the Governor signed, legislation suspending all contributions to the retirement system that are made by State employees, giving them a wholly non-contributory plan.

Silberman concluded by pointing out to the legislators that the mandated retirement system reduction insurance plan amounting to one per year after its adoption, under the present billing provision of the Retirement System.

Legislation to force the State Judicial Conference and the Conference’s Administrative Board to consider, as a matter of law, required of other public jurisdictions under State Civil Service in the Long Island Conference, was urged by Irving Flausenbaum.

Flausenbaum noted that, in the past, many of the countess recommendations concerning the rights of court employees—thousands of whom are represented by the CSEA—have been implemented by the Judicial Conference.

“While it may not be necessary at the present time,” Flausenbaum advanced, “it could become necessary—this year, next year or ten years from now—for us to seek specific legislation that might be necessary to protect the rights of our members employed by the courts of the State, and that you extend to us your full and unquestioned support.

The importance of a death benefit to the survivor of a Civil Service employee was explained by Joseph Silberman, of the Central Islip State Hospital chapter.

“Many of our retired employees are living on a minimal pension which requires careful budgeting,” Silberman said. “Denially their death leaves their wives and families with sudden high expenses that must be met. It may even occur that the pay of 1/30th of final average salary for a year of service to a maximum of 30 years. The second duplicates the first with the exception that the minimum is for a maximum of $2,000.

Andrew Volmer of the Suffolk County chapter urged the legislators to support legislation which would provide for a ceiling with the same benefit for its employees.

Silberman noted that the practice of providing a death benefit to survivors was received its impetus from the wage-freeze during World War II in order to attract desirable labor with big salary offers. “It has since become,” he advanced, “an accepted part of most labor-management agreements. Today, it is a sine qua non.”

“Government,” he said, “both local and state, and is state and local, would do well to compete in those areas in which it can be met successfully. Employer-paid health is such an area.

Two matters, not necessarily in the realm of legislation but affecting the career merit system in the State employees, were brought to the attention of the legislators. Monroe, speaking as chairman of the State University at Farmingdale chapter said:

“Most of the general across-the-board salary raise is granted this year the legislation should specify that it is to apply to employees in the State University, as well as to those in all other agencies, since in the past some of those agencies were used solely at the discretion of the legislature, for a general increase in all employees. Specifically, part of the last salary raise, given in Fiscal 1962-63, became a lump-sum item in the State University budget and was used for discriminatory salary raises and promotions among the non-classified professional personnel. We feel that this was not the intent and purpose of this across-the-board salary adjustment and that if the State University requires additional monies for improve-ment of faculty positions it should request those monies as a separate appropriation.

We request that attention be given to revision of the laws giving the State University absolute authority to remove positions from the classified list of the Civil Service System to non-classified status. We feel that this practice fundamentally challenges the merit system in government service since it leaves the door open for other agencies and units of government to nullify the Civil Service Law.”

**L.I. State Park Chap**

**Nominates Officers**

The Long Island Inter-County State Park chapter of the Civil Service Employees Association, at its January meeting, the following slate of officers for the coming 1966-67: president, Arthur Z. Gervais; vice-president, William J. (Bill) Monahan, first vice president; Ben (Barkey) and (Gwen) Walworth; 2nd vice-president; Samuel Mattner and John Verno; secretary, Eileen Bishine, sergeant-at-arms; Harold (Har) and Thomas Chilen. Ballots are being sent to all chapter members during the current week. The election of the officers will be held at the Meadowbrook Pine, Waverly Street and South Street, Wantagh, Ralph J. (Bill) Monahan, the current chapter president, declined re-election for personal reasons, but pledged his cooperation with the new officers.

**Frizzlies Honored Upon Retirement**

**BYRACONE—Mr. & Mrs. Glenn Frederick**, recently honored from the Syracuse State School, were honored at a party held at the American Legion in East Syracuse. Mrs. Fredericks has put in 30 years of State service and Mr. Fredericks has put in 14 years. The party was sponsored by the night employees, safety department, and the telephone operators.

**CHARLES MONROE**

Service principle in the same way that it is now. It may be said that the Judicial Conference is apparently also following this principle. It is this practice which we feel indicates the intent and purpose of the Civil Service Law.”

In addition to conference officers and chapter presidents at the session, other guests included: Richard Gasa, Nassau County chapter attorney; Mrs. Teachers, president of the Southern Conference; Emil Imparessa of the Metropolitan Conference; Fred Buss and Frank McDonald of Ter Bush and Powell; William Stobol, regional manager of the Associated Hospital Service; William Bartee, Long Island representative of Blue Cross-Blue Shield and Lou Paier, of Group Health Insurance.