At Employee-Employer Relations Hearing

Flaumenbaum To Be Toastmaster at Annual Dinner

Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn., will be toastmaster at the annual dinner of the Employees Association on March 11 in Albany at which Gov. Nelson A. Rockefeller will be the principal speaker.

The business session of the delegates meeting will start on March 10 with an Invocation by the Venerable Archdeacon of Rolla Diocese of Albany. Benediction will be by the Most Rev. Edward J. Maginn, Apostolic Administrator of the Roman Catholic Diocese of Albany.

The Civil Service Employees Assn. is composed of 335,000 members, 90,000 of whom are state employees and the remainder, employees of the political subdivisions of the State, but not including employees of the City of New York.

The Association is an independent organization, dedicated to upholding and advancing the merit system of civil service. The Association, in its constitution, has renounced the use of the strike and we continue to maintain this position today. The structure of the Association historically is comparable in many ways to an industry-wide bargaining unit because we negotiate on behalf of all employees of the state and its subdivisions in one single cohesive unit rather than in a multitude of smaller segments.

Eligible Lists

See Page 14

TRAVIA GIVES FULL SUPPORT
TO STATE WORKER PAY RAISE

At Employee-Employer Relations Hearing

Substitute Must Be Found For Strike, Shemin Says In Giving CSEA Proposals

By JAMES F. O'HAHON

It is more important for government to find a substitute for the right to strike than to merely repeal anti-strike laws, the Civil Service Employees Assn. contended last week at a public hearing on employee-employer relations in the public service.

Henry Shemin, chairman of the CSEA Labor Relations Committee, told a panel, appointed by Governor Rockefeller to recommend legislation in this area, that the Condon-Waddington Law must be repealed. He declared that the central problem is, however, "not to find a substitute for Condon-Waddington but to substitute for the strike."

To this end, Assistant Attorney General John F. Rile, counsel for the CSEA, proposed a substitute act that would guarantee the right of all employees working for either State or local government to join the employee organization of their choice; insure the right of independent organizations to represent workers; provide more extensive salary appraisal; enforce grievance procedures and amend present disciplinary procedures.

In the number area, Shemin said the CSEA wanted to become more active partners of employers by having the right to have access to government salary studies and other pertinent information concerning working conditions of public employees.

"I am pleased to announce my support for an eight per cent across-the-board salary increase for State employees this year. This fulfills my commitment of last year to the Civil Service Employees Assn. to provide for each worker the increase of eight per cent. I have high hopes for its passage."

"This year, I purposefully refrained from commenting on the subject until now because a bill providing for a salary increase was not submitted to the Legislature by the Governor until a few days ago. While it was clear that it would be forthcoming, I wanted to be certain of its provisions before lending it my support."

"Now that it has been submitted, I know it provides for the right per cent increase, and not less, and I can give it my complete endorsement."

"The salary increase will enable those State employees in the lower grades to meet their family and personal financial responsibilities somewhat more easily. It will also better enable the State to fill key jobs at all levels that it has been unable to make attractive because salaries have not been competitive, I have high hopes for its passage."

"Keep His Word"

In commenting on the Travia announcement, Joseph F. Pefly, CSEA president, declared that "we

"(Continued on Page 3)"

"(Continued on Page 3)"

Majority, Minority Leaders In Both Houses Back Measure

ALBANY—Assembly Speaker Anthony J. Travia last week gave full support to passage of legislation that will provide all State workers with an eight percent, across-the-board pay raise effective April 1. In so doing, the Assembly majority leader said he was fulfilling a commitment made last year to the Civil Service Employees Assn.

"Travia's pledge to back the paybill now gains the support of the majority and minority leaders of

"(Continued on Page 3)"

The bill now puts the support of the Assembly Speaker to the bill. Travia's announcement last week, the Assembly Speaker declared that:

"(Continued on Page 3)"

In committee last year, Assemblyman Seymour Posner (CD-Bronx) declared that:

"(Continued on Page 3)"

The Association's proposed act scenario from the refusal of the counties to comply with the 1965 amendment to the law, which calls for local welfare departments to give 10 to 20 per cent salary increases to caseworkers and other social service personnel who have completed, or are completing, required additional training.

In a letter to Edward O. Michael, Westchester County executive, CSEA President Joseph F. Pefly urged interested groups to write now in support of the bill to assure that "this important piece of return legislation at least be given the chance to have a proper hearing on the floor of the Assembly."

"(Continued on Page 3)"

Repeat This!

Don't Count Javits Out Of GOP Race For Governorship

W ith all the speculation over whom the Demo-crate will nominate to seek the governor's chair, the natural assumption has been that the GOP candidates will be the incumbent, Nelson A. Rockefeller, while all pre-

"(Continued on Page 3)"

"(Continued on Page 3)"
Don't Repeat This News

Page Eight

The nomination is some quiet talk going on in Republican circles so seriously about trying for a running mate — former port. If Carlino, who certainly in the gubernatorial race the nomination that he has even have It, however, that Javits has some anti-Rockefeller Republicans a convention fight. Reports reure winner for the GOP, should served In the long run from Al- to the conclusion that any nation- diploma.

he take the nomination. While Rockefeller is getting stronger In terms a possible winner. They are tell- 10003; OR 77390; (N.J. 201 BI poison In her hints. I Shut Up My Mother-in-law

The old lady really bugged me. She knew I quit high school at 16. Though she never said I didn't earn enough, there was plenty of I Shut Up My Mother-in-law

applicants will be accepted by the New York City Housing Authority for the position of traffic signal repairman by the New York of public relations communications: a spoken, written, and/or pictorial message that form the PR message. PR monolog can also be used to refer to the messages themselves.

Mexico Festa' Tour Now Open

A 16-day "Mexican Fiesta" tour is now open to Civil Service Employees Assn. members, their families and others. The tour, which will fly to Mexico by jet from New York City on July 30, is now open for bookings.

Message of the new Mayor, John V. Lindsay. His message was also presented to the City's new chief executive that it is usually a State's governance, not one of its functions, that control delegation deliga-

This does not mean, at this time, that Javits is going to make any strong move for the nomination against Rockefeller. The opening odds are in Rockefeller's favor on this one, since the powerful New York and Kings County GOP executive council has come out clearly for him. But not all the nomination deligations have arrived at a final conclusion on whom to sup-

The public relations performance of the New York City Housing Authority has always been consistently excellent. The Fact Sheet is the icing on the cake. It is the narrative piece for a fact sheet in its future. The public relations performance for the PR Blue Ribbon Award was described by a former employee for the NYCHA and Mr. Kanny as the Pact Sheet. Mr. Kanny is a native of Wisconsin and expertly described the NYCHA and Mr. Kanny is the Pact Sheet, which won the Blue Ribbon for its 84-page illustrated 1966 Fact Sheet.

What It is

RELSY, N.Y.

Is

Tuesday, March 8, 1966

Your Public Relations TO

by LEO J. MARGOLIN

Mr. Margolin is Dean of Administration and Professor of Business Administration at the Borough of Manhattan Community College of New York University's Graduate School of Public Administration.

Wins 2nd PR Blue Ribbon

The New York City Housing Authority today becomes the first public agency to win two of this column's Public Relations Blue Ribbons. The NYCHA's earned its second PR Blue Ribbon on its distinguished 1966 Pact Sheet.

In relating an enormous piece of news that is so controversial and so strange, the NYCHA Pact Sheet should make every member of the civil service corps proud that a government agency—maned almost totally by civil servants—has done so superbly in the public interest.

To build a fact sheet as acc-

50 or older still working?

Find Out About

Medicare

Just about all people 65 and over (and many people much younger) are eligible for Medicare health insurance under social security.

If you were 65 before January 1, 1966, and have not signed up, get in touch with your social security office.

Sign Up By March 31, 1966

to have medical insurance protection when the program starts in July 1966.
BARAGE CANAL MEETING
Representatives of the Barage Canal chapters of the Civil Service Employees Association met in Albany with officials of the State Department of Public Works to discuss a lengthy agenda of matters affecting employees of the State's canal system. The meeting was held at the request of the State's Canal System Employees Association, affiliated with CSEA.

Among the items discussed was the pending legal action to compel the commencement of training of employees of the State's canal system on the basis of a ruling of the State's Human Rights Commission. The action was taken by the commencement of an unfair labor practice charges by the State's Canal System Employees Association against the Department of Public Works.

Representatives of the Barage Canal chapters of the State's Canal System Employees Association included: Louis A. Liuzzi, canal superintendent, D.P.W.; Walter Hudowalski, assistant superintendent, D.P.W.; Edward Solimando, president, CSEA; and Edward Temple, assistant director of personnel, D.P.W.; Edward Solimando, president, CSEA; and Edward Temple, assistant director of personnel, D.P.W.; Edward Solimando, president, CSEA; and Edward Temple, assistant director of personnel, D.P.W.

CSEA Plans Court Action On Raises

(Continued from Page 1) the CSEA group plan. State police, prison guards and other personnel employed by the State or any political subdivision or school district in the State are required to/trunk plan in the same.

Any member of CSEA, or eligible employee who joins, employed by the State, any political subdivision or school district in the State, may apply during the month of March, 1966.

The special offer is good only for the people of this State to understand that the State police, prison guards and other personnel employed by the State or any political subdivision or school district in the State are required to/insurance.

No Physical Needed

Join CSEA Group Plan
Now If Under Fifty

ALBANY—New applicants for Civil Service Employees Assoi group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1966.

Announcement of the monthlong special enrollment period was made by Charles J. O'Brien, chairman of the CSEA group plan, who emphasized that there are many advantages in the plan for those who qualify.

Among the inviting features are:

• No medical examination for applicants up to age 50 who have not been previously rejected for this insurance since the date of a medical examination.

• Premiums are waived if you should be declared permanently and totally disabled as described in the plan.

• Trip double indemnity in the event of accidental death at no additional charge, as described in the plan.

• Low cost—much less than you can arrange through regular channels, regardless of whether your occupation is hazardous. The 30 percent additional premium for hazardous work is further reduced to 10 percent by the plan effective that date.

• Payroll deductions make it easy to pay the premiums.

To date, nearly $30 million has been paid to beneficiaries under the CSEA group plan. The plan continues to develop the plan is made possible by the increasing number of members which are insured. The total membership of CSEA is now more than 150,000.

Mediterranean Cruise Open For Bookings

Africa, Italy, France, Spain, Portugal and the islands of Sardinia, Gibraltar and Morocco will be the exciting ports of call during a 26-day cruise of the Mediterranean, which will leave New York City on April 14 and return there on May 14. Cabin prices start at $504 and include all meals, express and social amenities, entertainment, travel insurance and all taxes and tips. This special offer is good only for the people of this State to understand that the State police, prison guards and other personnel employed by the State or any political subdivision or school district in the State are required to/insurance.

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A. JOMPOLE JEWELER
391 Eighth Avenue (Between 29 & 30 Sts.)
New York City

U.S. Service News Items
by JAMES P. O'HEANON

Wage Demands Point To Need For Clarification
Of Inflation Threat

The first spearheads of opposing assault forces are mov-
ing into battle formation on another front in the ubiquitous
war about wages, inflation and breaches in commitment
within the workings of our economy. As Rear Admiral Harry
D. Webber, chairman of the House subcommittee studying the wage demands of Federal
employees, opened this year's hearings, prospects for what en-
nies spokesman would consider victory seem slim indeed. The
Johnson Administration, so vociferous in its declaration of a 2.2-
wage hike guideline in all labor-
management negotiations in private
industry this year, may possibly back down when taking
care of the Federal workforce and
wages it wishes to be heeded by the captains of organized labor.

A Proper Concept

Federal employers have been put
off steadily in their efforts to gain comparability with private
industry in wages and benefits. This concept, first set forth
during the Kennedy Administration, has been accepted by all
parties as the goal in any wage
negotiations between Federal
workers and the Government since
that time. Prospects for the con-
cept becoming reality after
significant advances last year,
seemed very right bright up until the announcement of the Johnson
guns-and-butter budget in this
year's State of the Union mes-
 sage. The Federal employees may won-
der where he stands and why.

Costs of Inflation are becoming
daily occurrences in the pages of the daily newspaper, resulting
largely from the recommendations of the President's Council of
Economic Advisers that the 2.2-
wage hike guideline be strenu-
ously imposed on any upcoming
salary talks in and out of private
industry. The relatively conserva-
tive economic line being pro-
pelled by the Administration has
been, at best, skeptical received on the labor-management front.
Labor organizations are meeting the restrictions with scorn and,
in most cases, carrying on with
wage demands deemed reason-
able according to standard oper-
ating procedure, the cost of liv-
ing and the influence of afflu-
ence.

Department of Labor representa-
tives are being faced with resis-
tance in the usually pleasant con-
frontations of organized labor and a Democratic executive wing.

One union in Denver is de-
manding a 16.5 percent gain in
benefits and wages over last year.
That union's demands are an ex-
ample of the feelings in craft un-
ions throughout the country. The
Labor department in this respect is Considering turning down con-
tracts for Government projects
who have not stuck to the 2.2
guideline.

All this points out why the Ad-
ministration should be prepared to
vigorously oppose any wage
increases for its own employees ex-
ceeding the guideline. And it
should, point out the danger of
Inflation. But does it offer
not as far as the average Amer-
can wage earner and his repre-
sentatives at the bargaining table are concerned.

Inflation Tailout

The huge Defense budget, talk of
outflowing capital, and war-
(Continued on Page 10)
Summer Park Jobs Reopen For Filing: Close March 11

Filing for summer park jobs will be accepted in New York City from Feb. 16 through March 11. The reason given by the Department of Personnel is that filing applications were expected because of the transit strike in January.

Applicants for seasonal employment will be considered in the order their applications are received. However, primary consideration will be given to those applicants who had been previously employed by the Parks Department and had performed satisfactory service.

Applications will be issued and received at the Department of Parks main office in each of the boroughs.

"Letters of recommendation are unnecessary," the department announcement will be considered on the basis of their prior service or qualifications.

Listed below are details relative to each seasonal position:

**Seasonal Parkman**

There are approximately 1,106 seasonal positions in the Department of Parks at salaries of $1.50 per day. The employment period may extend from March 15 to November 14, or approximately 260 working days a year, not to exceed six days a week.

There are no formal educational or experience requirements for this position. Since this job requires a considerable amount of effort, applicants will be required to be in good physical condition.

During the employment period, a parkman performs general park maintenance work at any park area, facility or building during seasonal operations, performs related work as required.

Open only to men who have passed their 16th birthday by the last date for filing of applications. Minors under 18 years of age are required to obtain valid employment certificates or vacation work permits.

**Playground Assistant**

There are approximately 779 summer positions from approximately June 22 through Sept. 8, at a salary of $12 a day. Positions must be filled for part-time employment at $1.50 an hour after Sept. 8. To not exceed a maximum of 20 hours a week.

Graduation from a senior high school is required of playground assistants, and consideration will be given to those who have completed 30 or more college credits, one summer season of experience as an instructor, counselor, or coach in an organized recreation program; or completion of 30 credits toward a baccalaureate degree in an accredited college or university; or 3 years of experience in a related area.

First consideration will be given to those applicants who have completed 30 or more college credits. Under supervision the playground assistant is expected to assist in supervising the program of recreational activities in a playground area, small neighborhood play area or similar unit, performs related work.

This position is open to persons who have passed their 16th birthday by the last date for filing of applications. Applications will be issued and received at the Department of Parks main office in each of the boroughs.

**Cemetery Lot**

BRADSTREET, Experienced, essential in Queens, $150 a month to $250 a month. Address: P.O. Box 68, Elmont, N.Y. 11003.

**Wanted, Newswald**

In GOOD Used Sten, 320 West 12 St, P.O. Box 188, New York, N.Y. 10001.

**Business Cards**

BLY 7-1090 — Experienced operator, $750 to $1,000 a month, 48 hours per week, Refundable deposit required; Overtime allowed.

**Help Wanted — Male**

ALEXANDER, Louis, 35, experienced, management duties. Will work in Long Island. Address: P.O. Box 12, Valley Stream, N.Y. 11580.

**For Sale**

H. E. CORDELL. Good price. Call 216-3781.

**For Advertisement**

**CLOVE LAKE PARKS**

1160 Clove Road, west New Brighton, Staten Island, N.Y. 10305.

Application forms will be mailed on request. Applications, however, will assume no responsibility for delivery when issuing applications by mail.

**Field Rep**

In Yonkers

The City of Yonkers will accept applications until March 23 for an examination for field representative, position Number 40, in city employment. For further information and applications contact the Municipal Employment Service, Yonkers.

---

**MEN WANTED**

Auto Driving Instructors

U.S. AUTO CLUB, INC.

Needs 20 men to train immediately with own late model cars —standard & automatic shift. FULL & PART TIME H.S. Grad or High School Equivalency. Driver's license, appearance & courtesy more essential than experience. LARGER OPPORTUNITIES OPENING NOW IN QUEENS, BELVIDERE, MANHATTAN, BRONX, STATEN ISLAND. For interview call 855-1330.
Pays Raise Support

MAJORITY and minority leaders of both the Senate and Assembly have now given full backing to legislation that would give all State employees an eight percent, across-the-board pay raise in April 1. The measure was proposed by Governor Rockefeller after a year of talks with the Civil Service Employees Assn.

With such hefty support it would seem evident that the salary adjustment, long overdue and of passage, should be. But such an important matter is not to be left to chance and until the bill is actually passed, public employees everywhere should continue to let their legislators know they want them to vote for this pay raise.

Supports Retirement

ONTO the editor: Chairperson Arthur Levitt has proposed legislation to provide automatic supplementary cost-of-living allowance benefits to persons covered by the New York State Employees Retirement System. The cost-of-living allowance would be geared to changes in the Consumer's Price Index. The index would be made whenever the C.P.I. Index had changed at least three percent from the time of the last adjustment.

The Senate bill intro No. 1792, Print 1792, has been sponsored by Sen. Edward S. Lentol, Chairman of the Senate Civil Service Comm., and Assemblyman Harold M. Lifset, Chairman of the Assembly Ways and Means Committee, is a companion bill. The New York Capital Times intro No. 2459, Print 2510.

Everyone who expects to receive Social Security benefits or Medicare and who are interested in pension of these bills and should write immediately to the Senate Civil Service Committee.

As we all know, prices are going up even faster than in the past and this makes adjustments of the retirement benefits essential. The situation that salary increases are needed periodically in order to meet the cost of living, are more and more so, if we want to live our retirement days in dignity.

THIRD AWARD

Albany, N.Y.

Wants Promotion Test

FOR fingerprint aides who completed this course, the Department of Mental Hygiene is requiring a test to be given to all qualified fingerprint technicians. The test will be made whenever the C.P.I. adjusted.

The picture portrayed trust in the patrolman on the beat — something that cannot be won by mechanization or statistical reports, two-way radios or surveys. It is a personal thing.

Police-Community relations in the 24th Precinct serving the Upper West Side of Manhattan dropped sharply when neighborhood ethnic changeover occurred rapidly during the last decade. So fast was the changeover, the new residents did not have time to learn to respect and trust the police as did the former residents. The former residents had sensed the distrust and lack of respect and were accused of further alienating the community — now almost totally Spanish speaking.

But a group of policemen under the vigorous leadership of Precinct Captain Stephen Valle started to do something about the deteriorating relations. Voluntarily, they took courses in Spanish after working hours. A dozen men were enrolled, the majority of spending several weeks in Puerto Rico, studying the native customs of the new area. Several children from Puerto Rico were brought to New York and lived a week with patrolmen in the City. To residents of the Upper West Side, the policeman shown on the PAL poster could be any one of the men of the 24th—he's their friend.
The Brooklyn Metal Trades Council last week awarded citations to the Civil Service Leader and to Michael Kilin, associate editor of the paper. The council, which represents the employees of the Brooklyn Navy Yard, presented the awards for outstanding public service.

Accepting the citation for The Leader was Nathan Magor, business manager. He told the Council that the paper would always be their voice and that "you can count on us to help you in your endeavors." Kilin has written a continuous series of articles dealing with the yard.

"The Leader supported and in some cases initiated news coverage of proposals before the Federal Congress on benefits for our people," Dolan stated.

"They helped us achieve many pieces of legislation affecting the workers at the Yard. One of these is the severance pay which our people are now getting," the Council president concluded.

The Civil Service Leader Award was established by the Brooklyn Metal Trades Council and the New York State Civil Service Commission.

CITATION
For Exceptional Public Service
Awarded To The
CIVIL SERVICE LEADER
For Initiative And Objectivity In Its Editorial Coverage And In Recognition For Support Of The Interests Of Employees Of The Brooklyn Navy Yard. During A Period When Factual Information Was Heavily Clouded By Conflicting Studies, The Civil Service Leader Developed Its Own Information And Helped To Restore The Public Perception And Impeccable Trust. The Vital Legislation Affected Naval Installations...

Presented By
James Dolan, President
Brooklyn Metal Trades Council

Sr. Computer Programmers Needed In NYS

ALBANY — Computer programmers — the people who translate everyday facts and figures into machine language processes — are in demand by the State of New York. They are needed to fill jobs in Buffalo, Albany and New York City.

A civil service examination for senior computer programmer will be held April 30. Results from the examination will be used to fill jobs paying $7,745 to start, with annual increases to $9,732.

Applicants should have at least two years' computer programming experience. An associate degree in applied science in electronic data processing or a bachelor's degree in any major may be substituted for a year's experience.

Applications will be accepted through March 29.

For applications or more information write to Recruitment Unit 205, New York State Department of Civil Service, State Campus, Albany, N.Y. 12228.

QUESTIONS AND ANSWERS...
...about health insurance

by William G. O'Brien

Blue Cross-Blue Shield of New York

The Statewide Plan

This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield of New York, attn: Department of Civil Service, State Campus, Albany, N.Y. 12228. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. My mother checked "no" on the card asking if she wanted Medicaid medical insurance, the one that costs $0 dollars a month. We have decided she ought to take it. Is there any way we can change it now?

A. Yes. Contact your local Social Security office and ask for another enrollment card for medical insurance. Complete the card and return it to the Social Security office before March 31.

Q. My mother and father are both 85 now, should they receive social security benefits. Is it possible for me to enroll for them in Medicaid without having to bother them about it? Can I pay their premiums?

A. Yes, you can. And if they pay for it, they should do it as soon as possible. Contact your local Social Security office for the necessary forms.

Q. I have an asthmatic son for whom the medicine is covered under the Major Medical Plan. Please provide me with data as to whether it is included in the Statewide Plan.

A. An air conditioner is not the type of therapeutic appliance or device which is covered under the Major Medical portion of your Statewide Plan.

Q. I know the Major Medical part of my Statewide Plan covers drugs and medicines when I am not in the hospital. How do I show receipt for such purchases when my drugstore only gives a cash register receipt?

A. Just ask the druggist to write the name of the person for whom the medicine was prescribed and the number of the prescription on the cash register receipt. This is enough evidence of the expenditure to submit with your claim for Major Medical benefits.

THE BEST IN VAPORIZERS BY HANKSCRAFT

COMMUNITY APPLIANCES
3402 JEROME AVE.
Bronx, N.Y.
PHONE 7-2121

FRIDAYS 6-9

Tuesday, March 8, 1966

CIVIL SERVICE LEADER

Nassau Plant Operator

Nassau County will accept applications until March 16 for an examination for a Nassau Plant Operator. Salary in this position is $276 to $335 bi-weekly, but salaries may vary according to individual qualifications.

Comp. Programmer Needed In Suffolk

Suffolk County will accept applications until March 28 for an examination for computer programmer (IBM). Usual County salary is $160 weekly but salaries may vary according to individual qualifications.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

1966 PONTIACS

SPECIAL OFFER:
Your Civil Service Diploma
Immediate Credit OK

FREE

For Details

YOUR CIVIL SERVICE DIPLOMA

FOR ALL POSTS IN STATE SERVICE

1971 Jerome Ave., New York 6-6424

FOR ENQUIRIES CONTACT:

The Leader, 97 Duane St., N.Y. City, N.Y. 10007

FREE

For Details

IMMEDIATE CREDIT OK

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THE BEST IN VAPORIZERS BY HANKSCRAFT

COMMUNITY APPLIANCES
3402 JEROME AVE.
Bronx, N.Y.
PHONE 7-2121

FRIDAYS 6-9
Two More Career Employees Promoted By Sanitation Dept.

Commissioner Joseph P. Periconi has announced the appointment of two top aides in the Sanitation Department's uniform force.

They are Joseph Lennon, 46, who is now assistant chief of staff and Robert Lane, 49, who is a deputy assistant chief of staff. Both are knowledgeable and their 35 years in the department.

Chief Lennon is a decorated veteran of World War II in which he served as a captain. He entered the Department in 1943, and has made a rapid rise through the civil service ranks. Lennon achieved assistant foreman in 1947, foreman in 1952, district superintendent in 1954; deputy chief of staff in 1966, and deputy assistant chief of staff in 1969.

The Chief and Mrs. Marion Lennon are the parents of Denise, 21, Thomas, 19; and Edie, 18. Chief Lane, who entered the department a few days after Lennon, is a Navy veteran. He, too, has risen rapidly in the career of assistant foreman in 1956.

The city is offering numerous career opportunities now.

PERICONI has announced the appointment of two top aides in the Sanitation Department’s uniform force.

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Chief Lane and Mrs. Helen Lane are the parents of Robert, 24, and Stephen, 17.

Both Assistant Chief Lennon and Deputy Assistant Chief Lane serve under Martin P. O’Connell, whom Commissioner Periconi recently appointed chief of staff of the Department. All three of the recent appointments represent step-up promotions to fill vacancies created when former Chief John J. Trainor retired on December 31, 1965 after 39 years of service.

Trainee Positions With CSEA Open Until March 15

The Civil Service Employees Assn. is accepting applications until March 15 for the position of sales representative (salesman) and assistant program specialist (this). Applications to each of these positions will be made at a salary of $5,000 per year. The salary grade after one year of satisfactory service is then $6,300 to $7,330.

The minimum requirements for the position of research assistant include graduation from a recognized college or university from a four-year course with specialization in mathematics, statistics or economics. The requirements for the assistant program specialist are the same as for the research assistant except that no subject specialization is indicated.

A driver’s license issued by New York State is necessary. For further information and applications contact the Civil Service Employees Assn. Headquarters at 485 State Street, Albany, New York.
Curtiss Retires From State Post

Roy Curtiss, Director of the State Department of Social Welfare Bureau of Disability Determinations, in New York City retired on March 1, after 32 years of state, county and city service.

Heading up the Social Security disability program in New York State since its inception in 1936, Curtiss has guided his bureau in its growth to an organization of 300 employees, including 23 constant presences, and a $2 million budget.

Curtiss is a past president of the Albany Social Welfare Department chapter of the Civil Service Employees Assn.

Sidney Houben, assistant director of the Bureau of Disability Determinations since 1958, will be the new director. A career employee with the State Department of Social Welfare, Houben holds a masters degree in public administration from New York University.

A WORD TO THE WIVES and Husbands, Too!

The new health insurance benefits for retired City employees and their dependents start April 1, 1966.

Under a choice-of-plan program, the City will pay 75 per cent of the cost of basic medical and hospital coverage for retirees and their dependents until March 31, 1967. Thereafter the City will pay 100 per cent.

However, in the event the spouse or other dependents survive the retiree, the City will not continue to pay for their health coverage.

It is important, therefore, that in making a choice of medical plan you consider the kind of health insurance protection your surviving dependents can expect once they leave the City program.

H.I.P. takes pride in the fact that it is the only medical plan in which surviving dependents can continue by direct payment the same program of basic benefits they enjoyed while the retiree was alive. This means continuing benefits for home calls and visits to family doctors and specialists, which will not be available to them by direct payment under the other medical programs.

Both the retiree and spouse who are eligible for Medicare should enroll now for Part B of Medicare in order to have available the broad program of benefits that H.I.P. is developing to supplement the federal program.

Broadcast Traffic Assistant Exam To Close March 22

New York City will accept applications from now until March 22 for an examination for broadcast traffic assistant. Salary in this position is $4,250 to start.

The requirements are: (a) Graduation from a senior high school plus one year of radio and television traffic experience in a radio or television broadcasting station licensed by the Federal Communications Commission; or (b) a satisfactory equivalent. However, all applicants must be high school graduates, or possess a high school equivalency diploma issued by a local board of education, or a state education department, or possess an equivalent GED certificate issued by the Armed Forces.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, or local branches of the public library.

HEALTH INSURANCE PLAN OF GREATER NEW YORK

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Shulman Feted On Retirement After Forty Years of Service

Morris J. Shulman, Department of Highways liaison engineer with the Board of Estimate, City Council and other agencies, was feted by his co-workers recently at a testimonial luncheon on the occasion of his retirement after more than 40 years of service to the City.

Highway Commissioner Henry J. Donnelly was the chief speaker, lauding Shulman's dedication, including his term as Acting Director of Transportation. Commissioner Henry Levinson was toastmaster.

The career engineer began his City service with the old Board of Transportation upon graduation from NYU in 1885, and was on the staffs of the Borough Presidents of the Bronx and Queens before joining the Department of Highways when it was established January 1, 1903. Shulman, whose retirement was effective March 1, lives with his wife in Middle Village, Queens. His retirement hobbies, he said, will include retention of his post as supervisory chairman of the Municipal Credit Union and a director of the New York State Credit Union League.

If Bill Passes—

GHI Would Be Available To Upstate CS Cn^y Employees

(Special to The Leader)

ALBANY—Nonprofit protection against the cost of medical care—with provision for payment of hospital and medical services without income ceilings when treatment is given by free choice of doctor—will be among competing options of the State Health Insurance Plan. Civil service employees in the 18 crediting counties of the State now have a choice of options.

The coverage will be offered by GHI, which is now limited, along with similar nonprofit dental care insurance plans, to the 24 counties of New York State.

However, commercial health insurance companies and nonprofit dental care insurance plans may do business Statewide. GHI has been operating, since 1939, in the Greater New York City area, where it covers over 1,500,000 subscribers.

The bills (Senate Intro. 1997, Pr. 2650; Assembly Intro. 2625, Pr. 28112; and Assembly Intro. 3991, Pr. 4068) to permit Statewide expansion were introduced at the request of GHI. They have the bipartisan sponsorship of Senator Thomas J. Moeckel (D.-L.I.), Queens, Assemblyman Crist V. Maresca (D.-L.I.), Manhattan, and Assemblymen Leon F. Russo (R.) Staten Island.

Inspectors & Investigators Needed In State

In April the State will test people who want to become inspectors and investigators in transportation matters. Those hired as a result of the examination will have the job of assuring commuters safe, adequate service at reasonable rates.

A civil service examination for these titles in the Public Service Department will be held April 30. Three will be open for rail road inspectors, paying $6,180 a year, to start with increases to $7,835, for motor carrier investigators, paying $6,835 to $7,195, and for transportation service inspectors, paying $5,500 to $6,740.

Four years' experience in transportation administration or investigation is needed to compete in the examination. Maintenance or driving experience is not appropriate for these jobs.

The written examination will test for knowledge of investigative techniques, the ability to prepare, and interpret written material, and the ability to analyze and evaluate information and evidence.

Applications

Applications for the examination will be accepted through March 28.

Applications and additional information can be obtained by writing to Recruitment Unit 115, New York State Department of Civil Service, State Capitol, Albany, New York 12226.

NYC Public Health Nurse

The New York City Personnel Department is accepting applications on a continual basis for the rapid placement exam for public health nurse. For further information contact the Department at 48 Thomas Street.
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**FIRST-MET REALTY**

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**475 WHITE PLAINS RD.**
COMMUNITY SERVICE — Full-time
from the 34th Precinct continued their program
of encouraging good relations between youth of the
neighborhood and the police in the street last
week as "Operation Friend" sponsored a sight-see-
ing trip around New York City for children. The
group, above, is seen as they left the United Nations
Headquarters, home of the stops of their trip.

The City-wide telephone number either police or ambulance
can be called in emergencies to sum - in 440-1354.

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for today's home or apartment.

The new KLH Model Nineteen.

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It's small, compact, perfect for today's homes or apartments.
And it can do everything. Superbly.

It can play stereo and mono records.
It has highly effective, easy to operate controls. You can quickly
change your program—at will. It's small and compact; perfect for today's homes or
apartments.

Before you put a penny into it, look at all the features of the
new KLH Model Nineteen. It's small, compact; perfect for today's homes or
apartments.

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Page Twelve CIVIL SERVICE LEADER Tuesday, March 8, 1966

The Job Market

By V. RADER WEBER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE

THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

By Patrice HOFFMAN

Applies at the New York City Industrial Office, 255 Schenectady Street
in downtown Brooklyn.

Needed in Queens are ELECTRONICS MECHANIC to test and service dictaphone equipment
at different locations. Must have own car, good mechanical background and be a high school graduate.
The pay is $55 a week to plus $5 a month for car. Also needed are ELECTRONIC MECHANIC with three years experience to repair HiFi components, audio-tuners, amplifiers, pre-adapters and tape decks. They
will use at least equipment.
The pay is $2.07 to $2.50 an hour to start. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

Medical Secretaries

SECRETARY — STENOGRAPHER with one to five years' experience and good skills are needed at various Manhattan locations. Salary ranges from $80 to $95 a week. Experienced OF- FICE PERSONNEL with a knowledge of typing and ability to do
figure work will earn $70 to $95 a week. Must be able to handle order processing and inventory control. Apply at the Office Per-
sonnel Placement Center, 162 Lexington Avenue at 54th Street, Manhattan.

BACTERIOLOGISTS are needed in research and clinical pathology. Salaries for B.S. or M.S. degrees range from $8,450 to $14,500, and for Ph.D. are from $18,000 to $21,000. MEDICAL SCIE-NITIERS will earn from $75 to $110 a week. They may do complete blood counts, EKGs and some X-ray work as well as secretarial duties. EXPERIENCED ADJU-STANTS will earn from $85 to $90 a week to do reception, typing and chair-side assistance. Apply at the Professional Placement Center, 64 Madison Ave. at 59th St., Manhattan.

Engineering Aide

In Watertown

The Municipal Civil Service Commission of Watertown will accept
applications until March 30 for an examination for
electrical aide.

For further information and applications contact the Municipal
Civil Service Commission, Watertown, Watertown.

Program Director

In Suffolk County

Suffolk County will accept applications
until April 1 for an examination for court steno-

grapher. Salary in this position is $11,000 per
to start.

For further information and applications contact the County
Civil Service Commission, County Center, Riverhead.

Court Steno

In Oneida County

Oneida County will accept applications
until March 30 for an examination for court steno-

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For further information and applications contact the County
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VETERAN'S COUNSELOR

By FRANK V. VOTTO

FHA Mortgage Insurance — For Veterans

THE FEDERAL Housing Administration now has provisions in its basic home mortgage insurance program that make it possible for qualified veterans to buy homes for their own occupancy on special terms. THE BENEFITS in the FHA program are similar to those in the GI home loan program of the Veterans Administration. The FHA program, however, is open to veterans who are not eligible to acquire on the VA program and to veterans who, though eligible, have not used that program.

A VETERAN wishing to use the FHA program must submit a Certificate of Veteran Status, VA Form 26-640, with the FHA application. Non-realty items that might be included in the sales price would be excluded in computing the acquisition cost. This figure is used as a basis for determining the eligibility and amount of mortgage insurance. The following table describes the mortgage insurance for veterans under the FHA plan.

THE TERM "veteran" as used here refers to:

What is Meant by Veteran

• Any person who served on active duty in the armed forces of the United States for a period of at least 90 days and was discharged or released under conditions other than dishonorable.

• Any person with less than 90 days of such service who is certified by the Secretary of Defense as having performed extra-hazardous service and was similarly released or discharged.

What Veterans Are Eligible

ANY VETERAN may be eligible as mortgagee under the FHA plan if:

• He has not received any direct guaranteed or insured home loan under laws administered by the VA.

• The mortgage to be insured covers property on which there is located a dwelling designed principally for a one-family resident.

What the Mortgage Terms May Be

LIMITATIONS governing mortgage terms are as follows:

• Within a top limit of $30,000, the insured mortgage amount will be based on 90 percent of the next $5,000 of value; plus 85 percent of the next $20,000 of the appraised value after it has been completed, the mortgage cannot be more than 90 percent of $20,000 of the appraised value.

• Within a top limit of $30,000, the insured mortgage amount will be based on the following:

  - more than 90 percent of $20,000 of the appraised value
  - plus 90 percent of the next $5,000 of value; plus 85 percent of the next $20,000 of the appraised value

• The interest rate and the FHA mortgage insurance premium may not exceed 6 percent.

• The mortgage may be repaid in monthly installments over a term of 10, 15, 20, 25, or 30 years, but the term may not exceed three-fourths of the remaining economic life of the home.

The FHA program is designed to keep the monthly payments at an affordable level for the veteran. For this reason, the FHA mortgage amount is set as a maximum of 4 percent of the property's market value. The FHA works closely with the VA, the builder, and the veteran to ensure that the mortgage is affordable.

VETERAN'S CASH INVESTMENT

FHA regulations require that the veteran's cash investment in a property be not less than $500 of the total cost of the acquisition or $1,000 of the acquisition cost plus 1 percent of the cost. In addition, the cash investment must include the full cost of the property between $15,000 and $20,000 and 15 percent of the cost in excess of $20,000.

INITIAL PAYMENTS made by the veteran for future
STUDENTS HONORED — At a special luanchtu to honor of a group of students at Eastern Correctional Institution who recently passed the New York State High School Equivalency Examination, Superintendent Charles C. McKendrick is shown giving the State Diploma to one of the successful candidates, Standing alongside McKendrick is Angelo Sarracino, education supervisor. Others in the picture are teachers J. Milton Shabat and Gary Ramos, and Deputy Superintendent Lloyd V. Willkow.

AWARD — Charles J. Baker, second from right, is shown receiving an award for 41½ years of service from the Civil Service Employees Association, chapter, Buffalo County, from John B. Dozy, second from left, chapter president. Also shown are M. Nicholas Simonetti, right, district engineer, and John D. Montgomery, left, assistant district engineer. Baker was employed as an assistant civil engineer for the Department of Public Works and was instrumental in the design of much of the central portions of the Toronto State Parkway, described as one of the 10 most scenic highways in America.
NYS Public Welfare System Comes Under Civil Service Requirements For First Time

ALBANY — For the first time in 300 years of its existence, the State's public welfare system is now operating under a merit system with civil service requirements covering almost all jobs from office boy to commissioner.

A new State law calling for qualifications for local welfare commissioners went into effect Jan. 1. Those qualifications assure the people of the State that their welfare executives who have responsibility for the administration of $850 million of Federal and local welfare funds annually to more than 800,000 poor and needy men, women, and children, possess the experience, training, and knowledge that such responsibility calls for.

Those qualifications, which the association supported, became effective, just about everyone in the local welfare departments had to be qualified. But at the Board of Education on Friday, Secretary of the Board, Room 116 in the Headquarters Building, by the close of business on March 9.

According to Police Department statistics, less than one percent of the 1,192 sex crimes committed in the City last year were attributed to known marauders erea. Such crimes as burglary, grand larceny and criminal receiving of stolen goods, drew known-user participation of between 15 and 20 percent.

"Care of the Aging and Chronically Ill," a series aimed at upgrading the quality of care for personnel working with the aged and chronically ill, is the latest addition to WNYC's broadcasting schedule. Presented In cooperation with the City's Department of Hospitals, the series, which will consist of 15 half-hour programs, will convey WNYC's policy of cooperating with City institutions and Departments by telecasting valuable training operations. The first telecast of the new series was on Monday March 7. It will run every Monday and Thursday.

As part of its continuing educational program, the City's Salvation Department will begin screenings of a new educational film, "Invasion of Monsters", in public and parochial schools, and civic group meetings throughout the City. Commissioner Joseph F. Piccirilli considers the film "an interesting, eye catching... one that... will educate young in common sense clean city practices."

The local departments started 1966 with some 4,000 more staff than they had three years ago, 36,000 to handle their increasing welfare loads and new programs than they had three years ago and "never before has State and Federal aid for local welfare salaries been as high as it is today. That State and Federal reimbursement ranges from 50 to 75 percent to some positions, a full 100 percent with 75 percent for a substantial number of jobs. With those levels of financial support, all local departments can have personnel adequate in numbers and skill to see that all citizens eligible under State and federal law for the health and welfare services those departments receive those services promptly and effectively. Such citizens live in a metropolis or a village," he said.

Inspector Wyman said that the Department of Licenses and Parole "has suggested that a minority of its workmen may seem, the dialogue on the problem and, if necessary, "stir the nation."

"The municipal council be formed to conduct an educational film, "Invasion of Monsters", in public and parochial schools, and civic group meetings throughout the City. Commissioner Joseph F. Piccirilli considers the film "an interesting, eye catching... one that... will educate young in common sense clean city practices.""
CSEA’s Labor Relations Proposals

We believe that our organization, the New York State Employees Organization (CSEA), has an essential role to play in the continued progress of the state’s public service. As a member of the Civil Service, our organization is charged with representing the interests of public employees in the negotiation and administration of collective bargaining agreements. It is our responsibility to ensure that our employees receive fair and equitable treatment in the workplace.

CSEA Proposals

1. Every public employee shall have the right to organize and to bargain collectively through representatives of their own choosing, without interference, restraint, or coercion of employers, including the right to designate a person or representative organization to act for employees in the collective bargaining process.

2. Every public employee shall have the right to acquire membership in employee organizations without discrimination as to race, creed, color, or national origin.

3. Every public employee shall have the right to compete in the same manner as other qualified candidates for employment, job advancement, or reinstatement.

4. Every public employee shall have the right to engage in trade union activities, including the right to participate in union elections and to be represented by the union of their choice.

Disciplinary Procedures

We urge that Section 71 of the Civil Service Law be amended to provide for fair and impartial disciplinary hearings, and that the disciplinary proceedings be conducted by independent hearing officers, not by the Civil Service Commission, and that such determinations be binding in accordance with due process of law and with the authority of the Court of Appeals to affirm, vacate, or modify such determinations.

One of the crucial requirements of the law which requires review is the existing procedure which permits personnel from the office of the Governor to observe disciplinary hearings. We urge that the Civil Service Commission, in consultation with the Division of the Budget, be empowered to make such determinations, and that the Division of the Budget be given the power to suspend such determinations.

Executive Order

We believe that our proposals are consistent with the principles of the Executive Order established by Governor Kniffen in 1971, which provides for the establishment of a system of collective bargaining and the negotiation of agreements between the state and its employees.

Floyd Kniffen Sr.,
New Paltz — Floyd Kniffen Sr., 64, unexpectedly died at his home here recently.

His retirement, two years ago, Kniffen was employed as a carpenter at the State University of New Paltz. He was a member of the New Paltz Fire Company, the New Paltz Rod and Gun Club, and the Civil Service Employees Association.

Welcome — Members of the Peninsular Club, Erie County, and the Peninsular Employees Association, presented an invitation dinner recently in the Peninsular Club, Erie County, and a dinner speaker, and, on the far right, Daniel Medick, chairman of the CSEA unit and dinner master of ceremonies.