Governor Signs Pay Bill; CSEA Urges Approval of 1-60th Retirement Plan

Don't Repeat This!

Worried Dems Seeking A New Wilkie — Perkins, Hogan Or Kheel May Be It

If there is anything the New York State Democratic Party would seem not to need right now it is more contenders for the party's gubernatorial nomination in this Fall's election. On the surface, there are plenty of candidates for the post who, it would seem, have the power, personalities, organization and vote-getting appeal to be strong contenders against the GOP nominee. Worried Dems Seeking A New Wilkie — Perkins, Hogan Or Kheel May Be It

The truth of the matter is that there are reports of a strong, growing desire among a large number of Democratic pros, party functionaries and rank and file party members to find a new candidate to take on the Republicans right behind him. The list would include Franklin D. Roosevelt, Jr., Nassau County Executive Eugene Nickerson, Congressman Sam Stratton, Howard Samuels, the upstate businessman, and State Comptroller Arthur Levitt. And in the background is the former Mayor Robert F. Wagner.

The actual signing of the pay bill took place last week in ceremonies at the Governor's office in the State Capitol Building, as officials of the Employees Association looked on. Meanwhile, in other legislative action, a measure establishing a 1-60th retirement formula, as advanced by Comptroller Arthur Levitt as the result of negotiations with the CSEA, was passed by the Legislature after picking up bipartisan sponsorship in both houses.

Almost simultaneously, announcements were made here that Governor Rockefeller had approved a one grade reallocation of employees in that title and that Governor Rockefeller had signed into law a CSEA bill which puts State employees, whose salaries are reallocated in the same way, into the retirement plan and new concepts in labor relations. For reservations, write to the Laurels.

TRAVIA HELPS OUT — Assembly Speaker Anthony Travia, center, is seen here with CSEA President Joseph F. Felly, left, and CSEA counsel Harry W. Albright, Jr., discussing on the eight-percent pay raise bill for the State's court employees. Speaker Travia intervened personally before the Legislature reconvened in order to get a veto on the measure. It was approved by Governor Rockefeller last week.
May 2, 1966 is the official date for eligible National World War II and Korean veterans to apply for the new government Life Insurance made available under Public Law 88-666.

**PERSONS NOW ON active duty with the Armed Forces and certain Philippine veterans are not eligible to take this plan. The premiums for this insurance must be borne by the applicant.**

**TO BUY THIS Insurance the veteran must:**
1. Have been originally eligible for National Service Life Insurance (NSLI) between October 8, 1945 and January 1, 1957.
2. Have either no GI insurance or less than the $10,000 in authorized coverage.

**TO BE Eligible** of the following three groups:
1. Veterans with service-connected disabilities that meet standards of good health
2. Veterans whose service-connected disabilities alone do not permit them to meet standards of good health
3. Veterans with non-service-connected disabilities as of October 13, 1964 the date the bill was signed into law prevented them from buying commercial insurance at the highest rates.

**HIGHER PREMIUMS ARE charged those veterans in Groups two above.** In all cases, the premium rates cover administrative costs as well as the policy value.

**THE NEW POLICIES** are issued at low non-dividend rates than possible before, but the face value of the policy will be automatically reduced by 10% off premium rates. In addition to the re-opening of NSLI, Public Law 88-664 allows veterans who already hold World War II or Korean War-type term policies to convert to a modified life plan. The one-year time limit does NOT apply to this provision. The VA plans to notify all term policy holders of this plan.

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Twin Reallocation Victory

(Continued from Page 1)

increment level (pay step) in the new salary scale. The step that they were in at the former grade.

$1,000 Raised

The effective date of both is April 1. An illustrative effect of the new law and the one-grade reallocation is the following example: A non-contributory program applies to all State employees which titles are reallocated in the future.

Sample Examples

In order to illustrate the importance to the correction officers of the reallocation, the pay step law was sold to the general public—pay raise—all effective April 1—the following examples have been worked out by the Employee Association:

A: A correction officer who is at the second step (grade 11, $5,200) is eligible for an increment on April 1, will receive an increase in annual salary of $1,000. He will go from the old minimum of grade 11, $5,200 to the second step of grade 12, which is boosted b the eight per cent increase to $6,208.

B: An officer at the fifth step of grade 11 and due for an increment on April 1 will receive an annual increase of $1,192. He goes from the old fifth step of grade 11, $5,940 to the new maximum of grade 12, $7,132 a year.

C: An officer between the maximum of his grade and the first increment of April 1 will not be eligible for an increment on April 1 will receive an annual salary hike of $577.

D: An officer who is at his extra longevity step will receive a raise in annual salary of $577. The one-grade reallocation announced by the Budget Director Director.

Metro Division Of Employment Chapter To Elect In April 12

The Metropolitan Division of Employment Chapter of the Civil Service Employees Association, Jr. will hold their installation of officers on Thursday, May 15.

The election of officers and representatives will be held during the month of April. Following is a list of candidates for each position listed.

President: Charles Waldon, Mason Morrell, Martin Sherman and Nicholas Politino; Wesselschmidt, Stanley Fader and Ralph DeRosa.

Staten Island, Rose Uhr and Richard Rosier; U.S. tax audit and tax collection, Harold Mitchell, A. Barry Baumiagen and Elias Bloom; and administration, John Waters, Elinor Delone, Martin Halloran and Carline Gentile.

Officrs

President, Robert Dailey; first vice president, Edward Allen and Robert Castell; second vice president, Adele West and Joseph A. Curtes; third vice president, Aaron Burd and David Gottlieb.

Fourth vice president, Ralph Pizano, Paul Greelands and Theodore Neustadt; fifth vice president, Elvis Silvera, Barney Zinger, Robert Zinger, Alonzo Michman; corresponding secretary, Rosemary Leona and Grady Small; financial secretary, Marie Doyle; recording secretary, Grace Allen and treasurer, John LoZanocon.

Regional Representatives

Manhattan James Morris and Rose Kore; Queens, Mary Moore, William Zielke and Josephine Feily; Brooklyn, Herbert Bronx, Herbert Berger, Albert O'Young and Henry Feury; Nassau, Thelma Heider, Irving D'Orsali.

Pay Bill Is Signed

(Continued from Page 1)

get bill continuing for another year the five and eight percentage point contribution plans and the non-contributory program approved last year.

Felt Calls For 1/60th

However, CSEA President Joseph J. Felt told The Leader that the 1/60th bill had been "prepared in such a way as to separate the provisions of the budget bill" and that he had urged CSEA members to contact the Governor urging him to approve the 1/60th bill.

He said that, although present employees who complete 30 years of service would not be guaranteed an immediate half-pay retirement pension, the measure would go "a long way towards accomplishing this goal." He explained that under existing law an employee with 30 years of service is usually deficient in his contributions to the Retirement System and, because of this, would not receive one-half pay upon retirement. In the 1/60th bill, he said, "five years of retroactive credit will be provided guaranteeing a 1/60th rate and elimination of any deficiencies in the employee's contributions during the past five years."

Felt said that "in all instances, the 1/60th bill is more liberal and provides greater benefits than the budget bill already signed by the Governor. In addition, the bill provides the all-prof service members of the service will be based on the 55-year retirement bill."

Equal Treatment

Felt emphasized that an employee "who has contributed to the system for the past five years" will receive a proportionately increased retirement allowance, infancy and, as a result, moved smoothly through both houses several weeks ago.

Commenting on the measure, Feily said "No more important concept for the future of the Retirement System and the integrity of the retirement allowance can be found than as is contained in this bill."

The pay measure was effective on April 1. It provides, across-the-board hikes for all State employees. The eight percent figure was arrived at late in December after months of negotiations between Administration officials and representatives of the Employees Association and was included in the Governor's 1961 budget. It received the full endorsement of the leaders of the Senate and Assembly and, as a result, moved smoothly through both houses several weeks ago.

BIPARTISANSHIP — A bill that would guarantee State em-

employees half-pay retirement after 30 years service received bipartisan support on Wednesday when it was sponsored by Sen. Edward W. Lentol, (D-Brooklyn) left, and Sen. Norman F. Lent (R-Nassau). The bill is now before the Governor.

Support

Syracuse—Leona M. Appel has been nominated for a second term as president of Onondaga County Civil Service Employees Association. She is also one of two women members of the Association by the leaders of each House—Senate Majority Leader Earl Brydges and Assembly Speaker Anthony Travis—appli- n to all State employees whose titles are reallocated in the future.

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Deposit up to $25,000 in an Individual Account... to $50,000 in a Joint or Trust Account and two people may deposit up to $100,000 in a combination of accounts and earn full dividends on all of it. Save on Emigrant's "Personalized" moneys orders—only 10¢ each for amounts up to $250.

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**FEDERAL**—Second U.S. Civil Service Region Office, N.Y. Navajo.

229 East 42nd Street (2nd Ave.), New York 17, N.Y., just east of Grand Central Station. Line to the IRT Main Line to Grand Central and walk two blocks north... from Times Square to Grand Central... for the filing of applications.

**NEW YORK CITY**—The Applications Office of the Personnel Department is near the Chambers Street stop of the main subway lines... then the last day of filing... (Wednesday only).

Candidates may obtain applications for State jobs from local offices... (Wednesday only).

**STATE—**Room 1100 at 270 Broadway, New York 7, N.Y., near the 7th Avenue subway station. Line to the BMT Broadway... (Wednesday only).

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Electronic mechanic (cryptographer): $5,181 to $10,619.

Bacteriologist (general, medical): $5,181 to $17,055.

Aircraft maintenance officer: $5,181 to $10,619.

Electronics technician: $5,181 to $10,619.

Mental hygiene worker: $5,181 to $10,619.

Nurse: $5,181 to $17,055.

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CIVIL SERVICE LEADER

REVIEWS OF U.S. JOBS

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Civil Service
Law & You
by William Goffen

Lack Of Due Process Seen

Jean Jacques Rousseau's Confessions are a model of candor. The Board of Examiners of the Board of Education of the City of New York apparently expects the same remarkable degree of candor of a teacher whose confession compulsion should at least equal Rousseau's. Indeed, "lack of candor to the extent required of a teacher" is frequently cited as a case of disciplining a teacher without tenure unsatisfactory and the cancellation of his substitute and regular licenses.

Other Reasons for Cancellation of License may be assigned. Typically a "lack of the illegal" in the teacher report that he ever resigned from a position rather than face charge of incompetency or "falsification of record" in omitting a period of prior employment from his application. With other reasons listed, a teacher does not receive a substitute license, a regular license, or both, the list is likely to conclude with "lack of candor during interview when questioned.

The LICENSE committee consists of two members of the Board of Examiners who interview the teacher. He is not notified in advance of the phases of his life record to be questioned. He is not permitted of representation by attorney. No stenographic record is kept of the interview. The absence of verbatim renders is impossible for either the Committee or the teacher. The LICENSE committee must ascertain the justification of a determination of "lack of candor".

The BOARD of Examiners does not restrict its inquiries to recent events. It may go back to a teacher's first license. It may cite reports filed years ago and never even mentioned. Such reports may contain unfair hearsay, complaints by unjustly irate parents or principal's reactions to the teacher's raised voice in resent-ment of a reprimand. The fact that the principal may have rated the teacher's performance satisfactory by the end of the year does not prohibit the Board of Examiners in rating the teacher's record unsatisfactory for "insubordination" or for the lack of candor.

With the growing judicial emphasis upon due process, it is hoped the Board of Examiners may review some of its procedures. The judicial trend is illustrated by the Willner case, a 1963 determination of the United States Supreme Court. The Court held that an applicant for admission to the New York State Bar was denied procedural due process when a license to practice law was refused on the basis of a derogatory letter to the Character Committee, Justice Douglas emphasized in this procedure is due process often requires the right of "counter-confrontation and cross-examination of those who use word to deprive a defendant. The right to must be given the opportunity to cross-examine witnesses, to inspect documents and to offer evidence in explanation or rebuttal.

Certainly, there is no intention to minimize the importance and effectiveness of the work of the Board of Examiners. Yet, should there not be a revision of its procedures to give greater assurance of due process?
First Pictures Of Miss Civil Service Entrants

This week The Leader presents four pictures of Miss Civil Service Contest entrants. Publication of their pictures does not necessarily mean that they will be in the final judging. These entrants are simply representative of the entries The Leader receives.

Sponsored by The Leader for the third consecutive year, the Miss Civil Service Contest includes women in each of the four categories of government in New York State. They are New York City, New York State, Federal and local government.

Prizes for the winners will be announced in the near future with the winners sponsored. Closing date for entries will also be announced soon.

A 5 x 7 or 8 x 10 picture would be preferable, but any size picture should accompany the entry blank.

Send all entries to the Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.

CIVIL SERVICE LEADER

KATHLEEN MYERS
State

LORETTA SANTILLI
Federal

MARY SCOTT
State

SANDRA NEUHAUS
State

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNET, Channel 31. This week's programs are listed below.

Sunday, April 10
10:30 p.m.—Viewpoint on Mental Health—Clinical and Pastoral Training Services.

Monday, April 11
4:00 p.m.—Around the Clock—New York City Police Training Program. "Public Morals Law Enforcement."

7:30 p.m.—On the Job—New York City Fire Department Training Program.

Tuesday, April 12
2:00 p.m.—Nursing Today—"Selection of Jurors."

2:00 p.m.—Viewpoint on Mental Health—"Clinical and Pastoral Training Services."

Wednesday, April 13
2:00 p.m. Nursing Today, II—"Supervision in Nursing."

4:00 p.m.—Around the Clock—New York City Police Department Training Program. Repeat.

5:00 p.m.—Television Clinical Science Seminar. "Tropical Diseases in American Travelers."

7:30 p.m.—On the Job—New York City Fire Department Training Program. Repeat.

7:30 p.m.—On the Job—New York City Police Department training program. Repeat.

9:30 p.m.—City Crush-up—Patricia Marks interviews leading city figures on the changing New York scene.

Friday, April 15
4:00 p.m.—Around the Clock—New York City Police Department training program.

7:30 p.m.—On the Job—New York City Fire Department training program. Repeat.

8:00 p.m.—Courts and Lawyers at Work—Selection of Jurors.

Saturday, April 16
7:30 p.m.—Community Action—"Work and Mental Health."

7:30 p.m.—On the Job—New York City Police Dept. training program.

H.I.P. Presents
135,000 Name Petition To Leg.

Armed with petitions bearing 135,000 signatures, a delegation of subscribers of the 700,000-member Health Insurance Plan of Greater New York visited the state Legislature last week to urge support for legislation to permit H.I.P. to own and operate its own hospitals.

Lor David Hurwitz of Plainview, L.I., chairman of Consumers for H.I.P. Hospitals, the delegation traveled to Albany in a motorcade. Carried in mail sacks, the petitions were delivered to the sponsors of the legislation. State Senator Norman F. Lent (R-Manhattan) and Assemblyman Albert H. Blumenthal (D-Manhattan).

Hurwitz, a Brooklyn junior high school principal, said he had been assured by legislative sources that the H.I.P. petitions represented the second highest number that had been gathered in some years.

"We obtained these signatures within a few weeks and could easily have doubled their number if we had more time," he declared. "We have found the public to be deeply concerned about rising hospital costs, and they welcome the initiative being taken by H.I.P. in the effort to curb them."

"H.I.P. members have a consistently lower hospital utilization rate than people covered under other medical plans," Hurwitz said. "When H.I.P. can operate its own hospitals and integrate its medical and hospital services it will be able to demonstrate a basic new approach to reducing hospital costs."

The petition was represented H.I.P. subscriber committees in five New York City boroughs and in Orange County.

The Lent-Blumenthal bill, which has been endorsed by Marion B. Hurwitz, chairman of the State Council, would amend the State Insurance Law to enable H.I.P., a non-profit medical insurance plan, to buy, build or lease its own hospitals.

FAMILY VACATIONS

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• Tempests
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QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager, 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 Manager, The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not send questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. I will be 65 in May. When may I enroll for Medicare? A. Enrollment period for those who will be 65 in May started in February of this year. You should contact your local Social Security office now and ask for an enrollment application for both parts of Medicare. If you enroll now for your Part A coverage, it will become effective on July 1, 1966, the starting date of Medicare. Don't put it off.

Q. I have bills for doctor's visits and for prescriptions which amount to more than $50 for this year. Can I combine them to make a claim under the Major Medical part of my Statewide Plan?

A. Yes. All expenses that are included in the list of covered medical expenses under the Major Medical portion of the Statewide Plan may be combined to establish the $50 deductible as well as to file a claim for reimbursement under the Major Medical part of the Statewide Plan. The Plan will then pay 80% of such expenses after the first $50.

Q. The identification cards which I have for myself and my wife were included in the list of covered medical expenses under the Major Medical portion of the Statewide Plan. May I obtain a new one?

A. No. In order for an individual even though he is married to a member of the Statewide Plan to have an individual even though he is married to a member of the Statewide Plan to have a new card issued, he must first quit his job and sign up for the Statewide Plan contract. You should contact your payroll or personnel officer and ask for new cards.

Q. I've been reading about the Statewide Plan in the Civil Service Leader and want to know if I may join as an individual even though my group does not belong? A. No. If you are an individual and want to participate in the Statewide Plan, you should contact your personnel officer and ask to be added to the list.
I. Authority of Collective Bargaining Representatives

The City shall select the person or persons authorized to negotiate on its behalf for the purpose of negotiating with any employee organization, but such selection shall be independent of either party. This agency shall be known as the Office of Collective Bargaining (OCB). It shall have the duty of:

A. Collective bargaining procedures between the City and employee organizations shall be handled by an agency that is independent of either party. This agency shall be known as the Office of Collective Bargaining (OCB). It shall have the duty of:

1. On request of a party to a disagreement as to the interpretation or application of any term or provision thereof, make a final and binding decision.

2. The impartial members, acting by majority vote, shall make all decisions involved in the determination of bargaining units, the certification and decertification of bargaining agents and related matters.

3. The chairman shall:

a. Have active administrative responsibility for carrying out OCB procedures, including dispute procedures as established herein, subject to the approval of the Board.

b. Oversee adherence to the collective bargaining procedures and report thereon to the Board.

c. Do all such other things as are necessary to carry out the purposes of this Title.

D. At least twice a year, and at such other times as the chairman determines, the Board or such members as may be determined as such by the chairman or the impartial members of the Board, shall deal with problems of general application including those arising out of the administration of these procedures. By means of such procedures, the OCB shall be encouraged to cooperate in the improvement of collective bargaining and to anticipate and correct conditions that might otherwise develop into sources of conflict. The chairman shall have the responsibility to convene similar meetings between representatives of particular departments and of employee organizations certified in those departments.
The Leader Visits The Transit Authority's 'Campus'

The setting was the New York City Transit Authority's "concrete campus," tucked beneath West 14 St. at Eighth Ave. where the Canarsie subway line terminates and connects with the IND lines.

Francis Siebert, a signals foreman, was lecturing to a class in signal maintenance, his plaid shirt unbuttoned at the throat and his sleeves rolled to the elbow. Only a couple of hours earlier he and most of his pupils had been working on a subway system. The school provides promotional training as well as indoctrination and refresher courses.

The school, headed by Vincent R. Staats, coordinator of training, offers 62 courses. Its 18 classrooms and demonstration areas are manned by a full-time staff of 15 supplemented by part-time specialist instructors from the Authority's various departments. Experts like Siebert, who teach after working hours, are paid by the Board of Education. The curriculum covers a variety of subjects. The class was one of six in session that morning at the school, which this year is expected to handle more than 21,000 trainees, about 60 per cent of those who will attend Authority courses, designed to keep employees at peak efficiency.

The school is surrounded by equipment, charts, training aids and photographs designed to remind him of the job ahead. On another day, Bob Black, a motorman instructor, can be found giving a down-to-earth talk on human relations to new supervisors: "Always have the passenger on your side. If you haven't got it fellows, you're out of luck. . . . You're responsible for the scene. If your men make a mistake, you're responsible, even if you don't open your mouth. . . . men must want to work for you . . . ."

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VI. Notices, Negotiations, Mediation, and Dispute Panel

A. Notices of Negotiation

At least ninety days (but not more than 120 days) prior to the expiration of any collective bargaining agreement, the City or the union representing the employees, or both, shall provide notice to the other party, in writing, of the intent to negotiate. Consensus notices shall be provided by the City or the union, as the case may be.

B. Notice of Negotiations by New City Employer

If a new city employer is established, the Board shall determine if collective bargaining is appropriate and if so, the Board shall negotiate for the new employer.

C. Supervisory Responsibility of the OCB

The OCB shall have the authority to negotiate with the City and its employees for the purpose of determining the terms and conditions of employment.

D. Before invoking impartial arbitration

Before invoking impartial arbitration, the Board shall make every effort to resolve the dispute through mediation.

E. Dispute Panels

1. Appointment of a Panel

Upon request of both parties, the Board shall appoint a panel of three arbitrators to hear the case.

2. Selection of Impartial Arbitrators

The impartial arbitrators shall be selected by the parties, or if they cannot agree, by the Board. The parties may agree on a method of selection, or if they cannot agree, the Board shall select one method.

3. Procedure of Dispute Panels

A dispute panel shall consist of at least one member from each side of the dispute. The panel shall be appointed by the Board.

4. Dispute Resolution

The dispute panel shall hear the case and make a decision. The decision shall be final and binding on the parties.

VII. Grievance Procedure and Arbitration

A. Collective bargaining agreements shall not become effective until filed with the County Civil Service Commission.

B. The County Civil Service Commission shall consider grievances in accordance with the collective bargaining agreement.

C. Grievance procedures shall not be subject to the extent permitted by law.

D. Before invoking impartial arbitration, the parties shall make every effort to resolve the dispute through mediation.

E. Without limiting the duties of the Civil Service Commission, such organizations shall not engage in any strikes, slowdowns, work stoppages, or mass resignations.

F. Preservation of Status

The Board shall preserve the status quo until it has been determined whether the City has the right to engage in the strike or other activity.

VIII. Termination of Procedures In Certain Cases

Without limiting the rights and duties of the City and the employees, the Board shall have the authority to terminate any procedures to which it has agreed.

IX. Effective Date

The provisions of this agreement shall not become effective until filed with the County Civil Service Commission.
Open Filing For Steno, Typists, Jobs With U.S.

The United States Civil Service Commission is accepting applications on a continual basis for positions as stenographers and typists. These positions are in New York City and Washington, D.C. area.

Salary to start is $70.00 to $80.00 per week.

Graduation from high school is a requirement. From six months to one year of experience is also required.

Minimum age for these jobs is 18 years, however this requirement may be waived for high school graduates who may be appointed when they reach the age of 16.

For further information and applications contact the United States Civil Service Commission, New York City, New Building, 210 Fand 42nd Street, New York, N.Y.

Playground Leader In Onondaga County

Onondaga County is accepting applications for summer positions as playground leaders. Exams will be held April 8, 13 and 30 at Onondaga County, New York.

Applications and further Information available at the office of the ONTARIO CIVIL SERVICE COMMISSION, THIRD FLOOR, COURT HOUSE, CANADA, N.Y.

Lowery Named

ALBANY—Governor Rockefeller has named Robert O. Lowery of New York City to the Pine Knob Advisory Board for a term ending March 31, 1967.

Your Savings Earn

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The compound and credited quarterly to pay you interest at 4¾% rate every three months.

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In "Behind Closed Doors" Mr. Costikyan tells the reader little about the intrigues that take place in the inner workings of the organization and particularly of Tammany Hall, the New York County Democratic Committee. As a former leader, or, thank you, New York County, the author points to Tammany Hall with authority exactly how the institution functions, and how, as such, his book "behind closed doors" is in the public interest. In so describing, he answers many questions that students of government have not been able to find in anything written previously.

Among the most significant items are exactly who makes the decisions in politics? How do the organization work in a primary and in an election? For the primary, who does the organization choose? For the general election, does patronage and money dominate in candidates? How did the primary work in the past? Why do the people who do the job do it? And where do the members of the Conservative and Liberal parties serve in the general political process? The book answers the best method of selecting judges? What roles do the polls and the public play in the selection of candidates? What possible corrections should be made in the democratic way of selecting judges?

Experience Gives Answers

The last question, perhaps, more than any other, should be worthy of the book simply because the answers can only be acquired through experience. For example, the author finds the trend of political office holders; in the organization itself, an important function in the democratic level. And although the author shows well enough how decisions evolve from the bottom up through nominations, etc., he does not show how decisions are made from the top down. It appears that the Javits camp has not been able to make their decision without the help of the organization as Tammany Hall.

What is, nevertheless, remarkable in the book is the enormity of the context of the reference. While primarily looking at the intrinsic workings of the organization, the author does cover somewhat its relationship outside of the organization. In short, he tells what is the modern meaning of Tammany Hall and Democratic organizational politics. In the 1960's "Behind Closed Doors: Politics in the Public Interest" is a must have. It compares to Sayers and Kaufman's work on "Governance" and it is a necessary addition in the study of political science.

Westchester County Tab Unit Supervisor

Westchester County will accept applications until April 18 for an examination for tabulating machine operators. New York City, Buffalo or White Plains. New York City, Buffalo or White Plains.

Labor Foreman In Jefferson County

Jefferson County will accept applications until April 18 for an examination for labor foreman in the County Civil Service Commission, White Plains.

Subway Campus Visited

The first group, which receives no pay for time spent in school, accounts for about 25 percent of the students. The second group, which promotes training after successfully completing a probation period of six months to a year. Refiners of eight hours are required every month. They receive a 16-hour course every two years.

Louise L. Leane, assistant coordinator of training, likes to emphasize the progress made by the many Essentials Democrats feel that, in general, this group has lost the hope of two years ago when the party was riding high with President Johnson. A determined Javits faction, led by Rosenthal, started to go downhill, largely because of his sales tax proposal. Most of the Democrats in the public eye has declined and it has been noted for some time that the Rosenthal faction is a declining power because of the formidable strength among the voters.

The Republicans also have an ace in the hole, and that is Senator Jacob Javits. If Rosenthal had a good chance to make it, that Javits might be a more sure thing again and would ignite the enthusiasm of many Important Democrats feel two years ago when the party failed to fulfill the hopes of the democratic leaders feel. One of these men has to do something—and very soon—to make a tremendous impact with the public. He will have to stick with the voters of the gubernatorial campaign and make the good change for the Democrats. They all have the desire and the knowledge that they are rather constantly creating an image of the powerful position that they will have in the future. And this is an idea that many poll and in the public eye. But the public. He will have to strike gold with the voters or the gubernatorial candidate in 1968. To control the New York delegation he would have to run for governor. And as governor he would have to make a good mayor, Wagner, and this gives the GOP three good chances.

Why aren't the Democrats rushing to the polls? The answer is that in the past it has been a highly attractive campaign. And many of them are too suburban, they are not currently aware that a candidate of your choice we would always get your vote, a good chance it is felt that Javits would get into the gubernatorial spot in the ticket.

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Applying By April 18 For State Promotion Exams

The application must be postmarked on or before April 18, including all examinations. The application is open only to qualified employees.

SENIOR LAWYER—32-033—$10,895 to $13,080.

EMPLOYMENT SECURITY MANAGER—32-042—$7,745 to $9,070.

LABOR DIVISION EMPLOYMENT SERVICES REPRESENTATIVES—32-044—$7,745 to $9,070.

EMPLOYMENT SECURITY MANAGER—32-040—$7,745 to $9,070.

OCCUPATION ANALYST—32-045—$5,000 to $6,180.

SENIOR ARCHITECT—32-038—$5,835 to $7,070.

LANDSCAPE ARCHITECT—32-039—$5,835 to $7,070.

For further information contact the County Civil Service Commission, White Plains.

For further information contact the County Civil Service Commission, White Plains.
The Job Market

By V. RAIDER WEXLER

Tuesday, April 5, 1966

CIVIL SERVICE LEADER

Page Fifteen

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FREE BOOKLET by U.S. Government on Social Security. Mail orders. Leaders, 97 Duane Street, New York N. Y.
Jefferson County Chapter Presents Three Point Plan To Watertown City Council

WATERTOWN—The Jefferson chapter, Civil Service Employees Assn., gave “serious consideration” to proposals involving increased benefits for City employees.

The chapter, headed by Mrs. Patricia W. Smith, has written to the Council and Manager Ronald G. Forbes, proposals to: 1. Raise the present percentage in retirement contributions but add the other three percent permitted by the State to a total eight percent benefit. 2. Allow four week vacations for workers after 10 years of service. 3. Permit three days personal leave to Civil Service employees. The purpose of this proposal, according to the Council, would be to encourage workers to have some personal time for recreation in their spare time but personal business, religious observances, adverse weather conditions, medical appointments, etc.

Mrs. Smith, along with members of the proposals committee—Kenneth Brown, Mrs. Mae Kemp, and Clarence M. Evans—have written to the Mayor for a meeting to discuss the chapter’s suggestions.

President Smith also informed the Council that the Jefferson chapter is “wholeheartedly” supporting a State law which, if approved, would allow civil servants a six-month, $600-a-year minimum pay for municipal firemen and police.

Bonus Day Added

Presents Three Point Plan

Is Now Open

ALBANY — The Civil Service Employees Assn., presented a request for a special allocation of the titles of grandstands and supervisor of grounds to the Division of Classification and Compensation at a hearing recently.

In behalf of applicants Robert Louton, commissioner, College, State School, and Herbert DeLever, supervisor of grounds at Wellesley State Hospital, the Assn. seeks to reallocate the Grade 4 grandstands title to Grade 5 supervisor of grounds from Grade 12 to Grade 14.

Chairman Thomas G. Cote, assistant director of research, represented the Employees Association at the hearing, which was also attended by representatives of the Department of Mental Hygiene and the State Labor Bureau.

The request was moved by Frank J. Dougherty, executive assistant to the Assn. president.

CSEA Asks —

State To Reallocate

Ground Supervisors & Grandstands Titles

ALBANY — The Civil Service Employees Assn., presented, at a special meeting of the Department of Mental Hygiene and the State Labor Bureau, a request for the reallocation of the titles of grandstands and supervisor of grounds to the Division of Classification and Compensation at a hearing recently.

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The request was moved by Frank J. Dougherty, executive assistant to the Assn. president.

CSEA’s program and the work of the public employee in New York State,

LaFauci also singled out the reimbursement for the court employees, which was also attended by the representatives of the Department of Mental Hygiene and the State Labor Bureau.

The request was moved by Frank J. Dougherty, executive assistant to the Assn. president.

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