The Judging is now taking place! While an accurate count has not been made, it appears that more than 3,000 separate ideas have come into the future. Lindsay Foundation's $1,000 Better New York Contest.

One polling expert pointed out that this is one of the busiest periods of the City Planning Commission. In addition, Jerry Pinkelstein, tremendous reservoir of substantial information, attend to the process of being screened and judged; there is evidence of a tremendous reservoir of substantial information. One wonders—what is going on and how to make New York City a better place.

To act as judges, the Civil Service Employees have assembled the most distinguished, knowledgeable group possible: City Administrator Timothy Costello and all forms of public officials have been invited to participate. They are, together with Dr. Costello, John P. O'Brien, Max Lebow, James Bond, Judge Charles E. Ten Eyck, Dr. Label Finsh, Charles H. Prease, and Dr. Luther Gulick. In addition, Jerry Pinkelstein, former Chairman of the New York City Planning Commission, and now publisher of the Civil Service Employees and New York Law Journal, whose Foundation is donating the prizes, will also be present.

These men have the most intimate acquaintance with the policy make-up within the Department of Civil Service.

The employer of a member of the Nassau Man is a J. State Supreme Court Justice last week assured the Public Employees Association that the Association's measure that would allow public subdivisions to pay cash to employees upon separation from service for unused accumulated sick and vacation leave and overtime credits, will be vetoed by the Governor. The dinner is scheduled for Wednesday, June 29, at a dinner on Wednesday, June 29, at 8 p.m., according to Salvatore Butero, President of the Long Island Metro Conference. The dinner is scheduled for 8 p.m., according to Salvatore Butero, Metropolitan Conference of the Long Island State Park Commission.

The Governor has made the following recommendations to the Assembly: a measure that would allow public subdivisions to pay cash to employees, upon separation from service for unused accumulated sick and vacation leave and overtime credits, will be vetoed by the Governor. In other legislative action, the Governor has recommended the following:

**MetroConferenceSets Installation June 29**

The Metropolitan New York Conference of Civil Service Employees Association will install officers at a dinner on Wednesday, June 29, at 8 p.m., according to Salvatore Butero, conference president.

**For Political Subdivisions:**

Levitt denies veto support; Rockefeller assures CSEA he will sign sick leave measure.

**ALBANY—A spokesman for Governor Nelson A. Rockefeller last week assured the Civil Service Employees Association, that the Governor has expressed his support and approval of a bill that would allow political subdivisions to use unused sick leave credits for payments of health insurance and other benefits of the sick leave plan eligible for Medicare benefits.**

The latest bill also provides an increased retirement allowance for retired employees whose health plan premiums are paid in part or wholly through use of accumulated sick leave credits.

The Governor has 30 days in which to act on the bill. The vote legislation following the clause of the session and his actions on various CSEA-sponsored measures will be reported as they occur.

**Feilb Appsonts Annual Meeting Host Committee**

**ALBANY—Joseph Feilb, President of the Civil Service Employees Association, announced the appointment last week of a host committee for the organization's 1966 annual meeting, to be held October 12-16 at the Hotel Statler, Buffalo.**

**John J. Butero, City-County Civil Service Employees Association's general treasurer, is chairman of the committee, which includes the representatives of the Buffalo area members: John Adams, Mary Candel, Cheryl Cummins, Wesley Demmon, Joseph P. Kenny.**

**Civil Service Employees Association (CSEA) is a**

**(Continued on Page 10)**

**Passage Of Major Bills Seen As Legislature Aims for Adjournment**

(ALBANY—The Legislature is aiming to end its 1966 session this week—provided the wrangling over New York City fiscal problems is really over—and the final days of action should bring approval to several bills sponsored by the Civil Service Employees Association.

These measures have passed the Assembly and are awaiting final Senate approval, they include:

- The 1/60th Retirement Plan, which would guarantee half-pay pensions after 25 years of service for future members of the State Retirement System and would provide appropriate deductions in the contributions of active and retired members of the State Health Insurance Plan.

For Park and DPW Titles

Reclassification and Reallocation Appeals Set

**ALBANY—The State Civil Service Commission expects to consider appeals by the Civil Service Employees Association, for the reallocation or reclassification of eight titles with the Long Island State Park Commission and the State Department of Public Works at its meeting June 29 and 30. The Leader learned at press time.**

The appeals are from negative determinations of the District Director of Classification and Compensation and are to be considered by the Park and DPW Titles.

Levitt denies veto support; Rockefeller assures CSEA he will sign sick leave measure.

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**(Continued on Page 10)
Rogerio de Lima

Your Public

Key To Good PR

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

Mr. Margolin is the author of many articles on public relations and public administration,

and has lectured on the subject in universities and business schools around the country.

This REALITY stood out like a sore thumb in the recent dialogue in New York City about the proposed 10-cent increase in taxes. The City Council talked of improved performance, but the public was not impressed. Mays and Griggs did not appeal to the heart or mind, and the price was that same old stuff:

FORTUNATELY, THIS does not happen in the public service. If it did, the wheels of government would soon stop. This is what makes such a flip-flop so shocking and so endearing at the same time! And don't think it was not real. We even heard one businessman comment: "What else do they have to do for us in return for nothing?"

YOU KNOW AND WE KNOW that those who talk about performance are talking through their ears.

This is not just a matter of promises being broken. It is a matter of the public's ability to judge performance. The public is not satisfied with mere promises. They want to see results, and they want to see them now.

IT IS TIME that we as a society face up to one unavoidable fact of our careers. Performance must be measured against the same standards we expect from our employees. It is not good enough to say that our own performance is not as good as others. We must meet the same standards we set for others.

In the end, the only way we can truly measure performance is by looking at the results. We must stop talking about performance and start doing something about it. Only then will the public believe that we are serious about it.

END
In Nassau County

Mrs Frances Peper To Be Installed By School Guard Unit

GARDEN CITY — Mrs. Frances Peper will be installed as president of the School Crossing Guards unit of the Nassau chapter, Civil Service Employees Assn., at Bluester's Restaurant here on June 29.

Nassau County Police Commissioner Francis Looney will serve as the installing officer. Other officers to be installed are: Mrs. Sally Setton, first vice-president; Mrs. Margaret Telson, second vice-president; Mrs. Shirley Kopcinski, corresponding secretary; Mrs. Joan Hortigues, Nassau county chairman; Mrs. Blanche Warro, treasurer.

Other benefits won by CSEA employees include:

- Retirement provisions for the first vice-president's post.
- Tenure, health insurance, and formal grievance procedures.
- Sensible benefits to employees based on knowledge and qualifications.
- Medical insurance for the 1966-1967 academic year at the University of California at Oneonta.
- Providing a non-contributory retirement system for town employees, including capable and content employees.
- Allowing County employees to enroll in the insurance plan.
- Offering a non-examination insurance plan.

Freebooklet by U.S. Government on Social Security, Mail Only, 87 Duane St., N.Y. City, N.Y. 10007.
$100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is $3,500 a year or more may now apply for the new Rider as of July 1.

This Rider has been prepared at the request of your association to permit you to purchase, with basic coverage, a rider that will pay you an additional $100 a month to the $100 a month you get from your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you $100 a month after a 30 day waiting period.

In order to qualify for this Rider, you must fulfill the following requirements:

1. Please print your name, address, place of employment and employee item number on the coupon provided on the back.
2. Mail form to: Ter Bush & Powell, Inc.
3. Or, call your nearest Ter Bush & Powell representative for details.

Table of Rates For The $100 A Month Supplemental Rider

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This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:
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3. Or, call your nearest Ter Bush & Powell representative for details.

**Employee Rights**

A battle which was won, was the fight for the rights of the employees. Uppermost was the thought that the dignity of the men had to be upheld. Most important were the civil service rights that employees enjoyed. In most cases these rights were upheld.

From the beginning of the phase-out period, grievances were against the administration of the yard under Rear Admiral J. H. McQuillen were many.

Protests were lodged, letters were written, and finally quiet demonstrations held. McQuillen was transferred to California.

Succeeding him was Rear Admiral William P. Pettrete. He held McQuillen's superior and knew of the complaints of the men.

Under Pettrete's administration the grievances stopped. The workers were being treated fairly.

(Continued on Page 13)
GUESTS — Chaired by Sol Benet, chairman of the statewide salary committee of the Civil Service Employees Assn., left, and Seymour Shapiro, president of the New York City chapter, CSEA, right, three prominent guests at the chapter meeting last week pause before entering the meeting. The guests are, from left: Deputy Commissioner Arthur Hirsch, of the State Tax Commission; Assemblyman Max Turschen, Dean of the State Assembly and Commissioner Abraham Motter, representative of the 13 Congressional Districts, Kings County.

Nurses Needed By Federal Gov.

The United States government has career opportunities for professional nurses in various sections of the United States, its territories, possessions and also in foreign countries. Salary ranges from $4,345 to $10,635. There are positions as staff nurses, head nurses, nurse supervisors, operating room nurse and many more. There is no closing date for this announcement.

For further information, contact the New York City Regional Office of the U.S. Civil Service Commission at 220 East 42nd Street, and ask for announcement 138.

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33 SCHRAPP's in metropolitan New York
Don't Rush

A Leader press item it was reported that the State Legislature is aiming to end its 1966 session this week with legislation that they will not be in such a rush that legislation still much needed will be lost in the final scramble.

First of all, it is urgent to replace the Cendomin-Wadlin Law with a measure that will protect both employers and the citizenry, and a bill is awaiting the recommendations of the Taylor Report and a measure along these lines should be passed without partisan politics or pressure bloc tactics. This bill requires statesmanship, not payment of political debts.

There are other important pieces of legislation affecting retirement, the future of retired persons, working conditions and a host of other public employee matters that still need to receive Legislature approval. They, too, are and will not suffer from any undue legislator haste to get back home.

A social security representative called at my house to give me a discussion on the change in benefits. What is all this about? It sounds like a scheme to defraud. Under no circumstances should give such a "representative" money or sign a contract. Example: Identification card is issued. I call and report any such offers to the social security district office immediately.

I am over 65 but have never ready a social security beneficiary and I have insurance protection since you are already a voluntary program. You automatically qualify for hospital Insurance unless you sign up for the program. You will bear that $3 a month will be deducted from my social security benefits. I bear that $3 a month will be deducted from my social security benefits.

Can I use any doctor I want under the supplementary medical insurance program? If you use a doctor who is not restricted to doctors selected by the Government.

Do the medical insurance program pay for the cost of drugs prescribed by my doctor?

No. Under the program, drugs are covered only when they are administered by your doctor as directed to doctors selected by the Government.

There are no restrictions in your choice of doctors under the program. You may use your present doctor or any other qualified physician.

The Social Security Law & You

Tuesday, June 21, 1966

EILEEN STILLHARD

Rochester

Disciplinary Proceedings

SEVERAL VEXING problems pertaining to collateral aspects of disciplinary proceedings are carefully considered in the recent case of O'Shea v. City of New York (New York Law Journal, June 1, 1968, page 17). In that case, a police officer brought action for the recovery of $650 in back salary which he claimed he was entitled to receive in his retirement from the Police Department.

The PLAINTIFF's difficulties began with charges of assault and intoxication arising out of an imbroglio at a Cocktail Lounge, and a conviction for the actual affray for which he was dismissed from the Police Department.

The PLAINTIFF was suspended pursuant to the section of the Administrative Code, providing:

"The commissioner shall have power to suspend without pay pending the trial of charges against any member of the police department even so suspended shall not be convicted by the commissioner of the charges so preferred, he shall be entitled to full pay from the date of suspension notwithstanding such charges and suspension."

The trial was over the charges and the affray was not applied for retirement. While the pension was paid, he was tried and acquitted by the appropriate Court of the crime of assault. A short time later, his retirement was suspended pending his appeal, and he was still inactive.

IT WAS held that under the usual practices when a Civil Service employee retires while charges are pending against him. A filed case, however, is not deemed to be a fact of unfortunate significance to the present plaintiff.

WITH THE Institution of the present action, the Police Department set a date for a disciplinary hearing based upon the charged charges. The plaintiff refused to utter the hearing because he was retired and was therefore no longer a member of the force subject to the Commissioner's jurisdiction. Nevertheless, the plaintiff was eventually tried and found guilty in absentia.

JUDGMENT SAMUEL R. Rosenberg held that the plaintiff's tactic of retirement cannot frustrate disciplinary proceedings that are due to him. The plaintiff's claim that actual affray for the period of suspension was not deemed closed, a fact of unfortunate significance to the present plaintiff.

THE COURT noted that the plaintiff's difficulties began with charges of assault and intoxication arising out of an imbroglio at a Cocktail Lounge and a conviction for the actual affray for which he was dismissed from the Police Department.

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Filing For Bus Driver Jobs To Open Jan. 5

Filing dates for an examination for bus drivers has been tentatively set by the New York City Department of Personnel from January 5 to January 25, 1967. These positions are with the Transit Authority. It is expected that the written exam will be held on May 30, 1967.

The eligible list resulting from this test will also be used to fill vacancies for conductor in the TA.

Starting July 1, 1967, the salary for bus operator will be $3,3650 to $3,7300 per hour. Do not contact the Department.

ORDERLY

Orange County
Patrolman Jobs

The Orange County Civil Service Commission is accepting until July 18 for an examination for police patrolman in the various towns and villages of the County. Salaries vary according to location. For further information contact the Orange County Civil Service Commission, Goshen.

Federal Office Jobs Are Open Continually

The Federal Government has openings for office workers in the New York City and Washington, D.C. areas and applications for these jobs are accepted on a continual basis.

These jobs are for stenographers and typists and the salary ranges from $70.80 to $86 per week to start. Graduation from high school is a requirement. From six months to one year of experience is also required.

For further information and applications, contact the Office of the U.S. Civil Service Commission, 230 East 42 St., N.Y. City, or Assistant Planner List The New York City Department of Personnel will establish an eligible list June 28 for the title of assistant planner with seven names.

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That's why more than 8 out of 10 eligible employees choose the STATEWIDE PLAN: Blue Cross-Blue Shield-Metropolitan Major Medical. Get all the facts now. See your personnel officer for details. Then you'll understand why these are...
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## State And County Eligible Lists

### Psychiatric Senior Attendant G-7 — Mental Hygiene

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### Civil Service Leader

**Tuesday, June 21, 1966**

**CIVIL SERVICE LEADER**

**State And County Eligible Lists**

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**State And County Eligible Lists**

**CIVIL SERVICE LEADER**

Tuesday, June 21, 1966

State And County Eligible Lists

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Gates Close At Yard

(Continued from Page 4) and with due respect. Petrovich extended the restriction in force period as at times, KIPS were postponed until the last possible moment so that workers could be in time for re-announcements.

Leader

Throughout the 18 month period, the Brooklyn Metal Trades Council led the fight. Through its president James Dolan, the Council appeared at Congressional hearings and meetings with political leaders.

Council funds were drained and personal donations were made to continue the fight.

Though Dolan was one of the first to be let off, he continued.

"We put up a good fight," he told The Leader. "I am not ashamed of anything we did and I believe they know they have been in a fight."

"It is hard to realize, still, that we were closed. We have never before had a strike that holds water and it is unfortunate that political pressure, which I believe was used by someone, could have closed one of the most efficient, effective naval shipbuilding facilities in the world."

"In this period of unrest in Southeast Asia, when the Navy is building ships, it is my thinking that every available shipbuilding facility should be working at 100% capacity and not be held down to the gap that exists between our many obsolete ships and the modern ships that are necessary to today's fleet."

The Brooklyn Navy Yard will be closed by us who worked there, but by every American," Dolan said.

Costello is Guest

Speaker At Personnel Council Dinner

Lecture given for increasing incentive and rewards among civil service employees were envisioned for the Personnel Administrator Thomas Costello in a keynote talk at the 31st anniversary dinner of the Personnel Service of New York City last week.

Solomon Hoferman, chairman of the Personnel Council, pointed to make accomplishments and changes in personnel relations in a summary that had "tough news" for insurance, health, insurance, the modification in the applicability of the Career and Salaried Plans, use of unorganized tests, the development and proposed extension of walk-in tests, and extension automatic security coverage.

Other guests were Federal Computer Director John Carty and Queens Borough President, John J. Carty. Dr. Theodore Luce, deputy superintendent of schools, acted as toastmaster.

No Change In Steer' man key

The New York City Department of Correction, acting as representative, testified that there are no changes in the key answers for the examination for the position which was taken on April 2 by 283 candidates.

Eleven candidates protested 19 keys but none were accepted.
Central Conf. Installs Officers At Annual Meeting

DELEGATES to the annual meeting of the Central New York Conference, Civil Service Employees Assn., met recently at the Hotel Pontiac, Oswego. Top item on the agenda was election of conference officers for the 1966-67 term. Shown following their installation, top left, are: left to right: Ida Meltzer, treasurer; Florence Drew, secretary; Charles, Ecker, third vice president; Arthur Kasson, second vice-president; Morris Sokolinsky, first vice president; Clara Boone, president; post-president Emmett Durr, executive officer and Vernon Tapper, second vice president of the State-wide Association, installing officer. Meeting jointly with the conference was the Central Counties Workshop. Photo, top right, shows two workshop members with Raymond Castle, dinner toastmaster, and Mrs. Boone. Castle is standing, while seated, left to right, are: Mrs. Boone; Leon Ap- pel, workshop secretary, and S. Samuel Bor- relly, workshop president. No conference meeting could be a success without the hard-working arrangements committee, photo bottom left. Standing, left to right, are: Mrs. Helen Raby, chairman; Mrs. Lucy Tiefke, Mrs. Esther Schultzkie and Mrs. Elizabeth Mevansaro. Seated, same order, are: Ger- ald Brown, Floyd Peskey and Fred Hand- ertmark. Bottom, left, the newly installed officers of the Oswego chapter, host to the two-day meeting, are shown with three guests attending the session. Left to right, standing, are: Theodore Wenzl, first vice presi- dent of the State-wide Association; Gerald Brown, delegate; Floyd Peskey, president; and John Hennessy, State-wide treasurer. Seated, same order, are: Father Eleans, Catholic Chaplain at the State University Col- lege at Oswego; Esther Schultzkie, treasur- er; Helen Raby, secretary and Lucy Tiefke, vice president. Guests at the conference meeting included: Assemblyman Edward F. Crawford of Oswego; Dr. James E. Perdue, president of the State University College at Oswego, J. Ambrose Donnelly, CSEA field representative; J. Russell Giff, editor of the Oswego Palladium Times; Charlotte Clapper, former State-wide secretary and Jack D. O’Hagan, retired member of the State CSEA Board of Directors.

**Levitt**

(Continued from Page 1)

To grant cash payments to em- ployees for accumulated or un- used sick leave. Levitt said, "conspicuously ab- sence from the Governor's mes- sage is the fact that my mem- orandum to him on this bill re- viewed arguments both for and against it.

"For example, the full text of my memorandum to the Governor did not take a position on consti- tutionality. That is a question to be resolved by the Attorney General."

"As has long been the practice of my office, memoranda regard- ing legislation coming within the compass of the Comptroller's responsibility is sent to the Gov- ernor for his consideration. Each of these reports clearly indicates our recommendation. In this case, against or NO RECOMMENDA- TION.

"I have met with representa- tives of Civil Service employees who are preparing to resubmit their proposal with a future ef- fective date. I shall support such a bill and make such a recom- mendation to the Governor."
Longevity Awards Presented By Oswego Chapter: Miller Re-elected for Another Term

FULTON - The Sixth Annual Longevity Award Dinner by the Oswego chapter of the Civil Service Employees Assn., was held recently, at the VFW. Here Francis Mulvey, president of the chapter, introduced the toastmaster for the evening, Vernon Tapper, second vice-president of the Statewide Association and chairman of the county executive committee. Tapper presented the awards to those who have been longest on the job.

Raymond Castle of the State Comptroller's office, who has had also the first five longevity dinners, was among those honored with the longevity award program. Oswego chapter pioneered the longevity award program now spread throughout the State.

Perry E. Patrick Jr., mayor of Fulton, welcomed everyone to the city. He presented the City employees, George Hughes, who has had 35 years of public service; Ralph Brown, 25 years; and Ruth Holroyd, 15 years— with their respective awards.

Benjamin Bough, past president and winner of the first 10 year award, presents awards to Oswego employees—Elaine Batchelor for 20 years; Audry Keiper, 15 years; T. J. Christian, 15 years; Lorrain Giallo, 10 years; and Mary McNeil for 15 years.

Parker Van Buren, Fulton Supervisor and chairman of the County Board of Supervisors, presented awards to Oswego County employees—Ted Hastings, 20 years; Hazel Holley; in a 15 year award; Susan Bedard for 10 years; a 10 year award to Harold Biss and a 15

Nassau Court Victory

NEW CHARTER — Theodore Wendl, right, first vice-president of the Statewide Civil Service Employees Assn., presents the chapter charter to Joseph T. LaVelle, president of the Suffolk State Chapter, CSEA, during the recent installation of officers in Smithtown. Looking on, at left, is John D. Cercoran Jr., CSEA field representative on Long Island and master of ceremonies for the installation dinner.

Syracuse — Miss Leona Appel was re-elected president of the Onondaga County chapter, Civil Service Employees Assn., at a meeting here recently.

The election results were announced at the chapter's annual dinner, which was held at the CSEA local hall, on Tuesday, June 21.

Elected to office were: Miss Appel, president; Mrs. Elise Young, first vice-president; Mrs. Genevieve Paul, second vice-president; Vic Griffin, third vice-president; Mrs. Florence Barnes, secretary; Mrs. Marjorie Barnes, treasurer; and Robert Clerk, chairman of the County Board of Supervisors.

The Syracuse chapter also authorized the host family to receive guests of our delegates. The tour to Rome, the canals of Venice, also to the waters of the Adriatic, will take the delegates . . . "Not Related"