Food Service Aides

Receive Pay Boosts

Of One Grade Each

( Special To The Leader)

ALBANY—Approval of one-grade pay hikes for nearly 2,500 State food service employees was welcomed by the Civil Service Employees Assn, as a significant first step in recognizing and adjusting a long-standing inequity.

The up-front movement was September 8 and includes eleven titles in the field of food preparation in State hospitals, correction and training institutions and all units of the State University.

Alleged was a ruling to permit hiring in these titles above the first rank in certain areas of the State, to compensate the first salary step in certain living.

The positions affected and their new pay grades are: head cook, $75; head housekeeper, grade 3; cook, baker, and meat cutter grade 3; assistant cook, assistant baker, and assistant meat cutter, grade 6; kitchen helper and baker helper, grade 4.

In announcing the action, Gov.

Robert Rockefeller acknowledged the vital service performed by employees in these jobs and admitted the State has encountered some difficulty in recruiting enough qualified food service personnel at the current lower pay scale. "The movement was anticipated as a result of the up

The new pay levels will more closely match those offered by private employers for comparable work.

The move follows the Civil Service Employees Assn., the State Division of Equal Opportunity, and it triggers an automatic appeal to the State Employment Commission.

In the title group which are interested in joining the appeal should write to Fox at Otisville Training School, Box 8, Otisville, N.Y., giving their job descriptions.

Southern Conference

Names Coordinator

Of Cottage Appeal

OTISVILLE—Joseph Fox has been designated as Southern Conference, Civil Service Employees Assn., representative for a real

Appeal for cottage personnel in the Department of Social Welfare.

Employees in this title group who are interested in joining the appeal should write to Fox at Otisville Training School, Box 8, Otisville, N.Y., giving their job descriptions.

CSEA Tells Both Political

Party Platform Committees

Of Programs & Objectives

( Special To The Leader)

ALBANY—The Civil Service Employees Assn, has made known its views and objectives to the platform committees of both major political parties, currently readying platforms for submission to their conventions next month.

CSEA's request that the preferential ratings based on educational qualifications of candidates on an eligible list resulting from an open-competitive examination for supervising nurses (psychiatric) held last June 4.

The move follows the Commission's decision at its special meeting earlier this month to deny CSEA's request that the preferential rating policy be revoked and that appointment of unsuccessful candidates be made strictly according to their rank on the eligible list.

Troopers Cited

ALBANY — The Division of State Police has received an award for traffic supervision.

Philip Fannel, president of the International Association of Chiefs of Police, has written the division that New York is one of seven states to receive the group's certificate of achievement award.

For Premium Salary Scale

For Those With Graduate Degree

LeFKowitz Moves to Support

Welfare Aides' Court Suit

( Special To The Leader)

ALBANY—Attorney General Louis J. LeFKowitz has moved to intervene in court proceedings to uphold the constitutionality of a statute requiring local welfare departments to give 10 to 20% pay increases to social welfare workers with graduate training.

The action came following an appeal from Joseph P. Felly, president of the Civil Service Employees Assn., calling for an end to that precedent for such intervention was well established by a series of legal actions.

LeFKowitz, in his letter drawing the Attorney General's attention to the matter, said: "As you know, the Constitution of the State of New York is part of the law and needs a master of State concern.

The salaries of case workers is an essential ingredient in any effective program carrying out the expressed terms of the Constitution. For this reason, we earnestly prompt your intervention to uphold this important statute."

The employees Assn. and affected employees reacted to the Attorney General's move optimistically, feeling that the State's becoming a party to the proceedings cannot fail to enhance an ultimate outcome favorable to them.

Felly expressed gratitude that the State's highest legal officer should see fit to take sides with the employees in the matter. "I find the Attorney General's action most gratifying. I truly feel he has placed himself on the side of the angels, in this case."

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CSEA Sets Meeting

On Mental Hygiene Promotion Exam

ALBANY—At Leader press time, it was learned that Civil Service Employees Assn. officials are scheduling a meeting with CSEA mental health representatives to consider further action in proceeding to the State Civil Service Commission for preferential ratings based on educational qualifications of candidates on an eligible list resulting from an open-competitive examination for supervising nurses (psychiatric) held last June 4.

The move follows the Commission's decision at its special meeting earlier this month to deny CSEA's request that the preferential rating policy be revoked and that appointment of unsuccessful candidates be made strictly according to their rank on the eligible list.

In New Post

ALBANY — Dr. Edward H. Schlesinger, former Assistant State Health Commissioner for special health services, is now professor of maternal and child health at the University of Pittsburgh.

He retired from his State post after 25 years of service earlier this summer.

How LeFKowitz &

Wilson Will Aid

Rockefeller Drive

The major problem facing any gubernatorial candidate is to be able to win all things to all men in order to create the greatest possible base for vote appeal. The candidate must offer one image to the liberals, another to the conservatives, and still another image to the independent-minded voter.

In this area, Governor Rocke

feller generally can be conceded to be a fortunate office seeking candidate since he is able to appeal to the (Continued on Page 3)
TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

- Out-of-Pocket Expenses for Doctor Visits? YES NO
- Maternity Bills? YES NO
- Extra Charges for Surgery? YES NO
- Extra Charges for Specialist Care? YES NO
- Confusion over panels of participating doctors? YES NO
- Uncertainty as to services covered in full or in part? YES NO
- Limitations on Certain Services? YES NO
- Filling in claim forms? YES NO
- Discussion of fees or income with the doctor? YES NO

If you belong to a medical plan, we suggest you check the above list against your family’s experiences with medical care over the past year or so.

If you can check the “yes” box for every question, you are either an H.L.P. member or you haven’t had much need for doctors’ services lately.

*In H.L.P.’s basic service program, claim forms are needed only for emergencies requiring the use of non-H.L.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.

NYS Caseworkers Earn As High As $6,500 To Start

The New York State Department of Civil Service is accepting applications on a continual basis for caseworkers, who will be assigned to various areas of the State. Minimum salary for these positions is $4,500 a year but some cities and counties pay up to $6,500 to start.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, New York City, Buffalo and Syracuse.
North Hempstead Town Board Approves Job Classifications For 294 Public Works Aides

The North Hempstead Town Board has approved a job classification and graded salary plan for Department of Public Works employees, Supervisor Sol Wachtler, has announced.

The plan affects 294 employees in the Public Works Department, excluding those employed in clerical and administrative capacities. They are the employees in the inter-departments of Highway, Parks and Beaches, Incineration, Animal Shelter and Building Maintenance.

To Match Executives

CSEA Asks Salary Boosts For Thruway Authority Workers

ALBANY — The New York State Thruway Authority's unprecedented action in granting special pay raises to a select group of key executives has drawn a request from the Civil Service Employees Assn. that equivalent benefits be accorded other Thruway employees.

CSEA voiced its reaction in a letter to R. Hubbard Dixey, chairman of the Thruway Authority, in which CSEA President Joseph P. Poli asked the Thruway Board to meet with CSEA's Special Thruway Committee that the special pay raise be extended to non-executive employees in the Authority.

The plan was prepared by an employee classification review committee appointed in the spring to "study and, if necessary, reclassify positions so that each employee in proper title and the incumbent receive a proper salary for the work being done."

The committee is continuing its review and classification of the jobs of the remaining 900 Thruway employees.

Facility Policy Changes Announced by State U.

ALBANY—State University President Samuel B. Gould has announced a series of major policy changes in the policies of the University's Board of Trustees, which govern their relationship with the faculty.

The revisions were adopted in response to the needs of a continually expanding faculty, which now totals 7,000 at 29 campuses.

The revisions were adopted following a lengthy review of the policies by committees composed of members of the university faculty and campus presidents and members of the University's central staff. Changes in policies include:

• New provisions which credit up to three years of service at other institutions toward tenure as assistant professor and instructor, acquire tenure for instructors after seven years of service, and count service as instructor toward the seven years required for tenure at the assistant professor rank.

• Extension of the length of time required for advance notice of non-renewal of contracts from half a year to one year, full year, two years of service.

• Expanded provisions for consultation with faculty in a number of areas, such as selection of department chairmen, committee appointments of classes and academic vice presidents.

• Delegation to campus chief administrative officers of authority to make appointments at salaries below $15,000. Under new policies, appointments at salaries above $15,000, those to distinguished professors, and tenure appointments, continue to require action by the President or the University's Trustees.

• Improved provisions relating to transfer within the University which protect such rights as time served toward salaried tenure.

• Establishment of a new rank of "university professor" as the highest instructional rank at the four-year colleges.

• Mandated inclusion of grievance procedures in local faculty by-laws.

GHI Options Are Now Offered To NYS Aides In All Upstate Counties

For the first time in New York State history State employees in upstate counties may now enroll in a unique form of non-profit, comprehensive medical care insurance plan. The plan offers full coverage for doctors' fees, hospitalization, no deductibles or co-insurance, payment in full for covered services when provided by the University's hospital, no waiting periods and coverage for maternity care.

This Fish Story Is For The Birds

ALBANY—First Fish tale from the state Thruway Authority's handsomely employee news publication:

Troopers M. E. Thorpe and J. M. Abate took a fishing trip to Chautauqua Lake. While casting, Trooper Abate hooked what he thought was a big one. Upon reeling in his line, it was discovered that a sea gull was on the other end.

(Continued on Page 4)

(Continued on Page 3)
A housewife went down to the basement to stoke the family coal furnace. Unfortunately, the water heater chose that moment to blow up. A fragment of metal struck her bare arm and branded it, in reverse, "Patented 1899." (Although no woman likes to be "dated," a sizable Accident check was most welcome.)

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

We will be happy to send you complete information.

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**Where to Apply For Public Jobs**

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

**CITY**

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 365-4728.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IND 14th Avenue Line and the IND 8th Avenue Line. The IND Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

**STATE**

STATE—Room 1101 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArclay 7-1616; Governor Alfred E. Smith State Office Building and The State Capitol, Albany; State Office Building, Buffalo; State Office Building, Rochester; and 500 Madison Avenue, New York City on the transit system.

Both lines have exits to Duane Street, a short walk from the Personnel Department.

**FEDERAL**

FEDERAL—Second U.S. Civil Service Region Office, New Building, 729 East 42nd Street (Rd Ave.), New York 17, N.Y. Just west of the United States building.

Take the IND Lexington Avenue Line to Grand Central and walk two blocks east, or take the subway from Times Square to Grand Central or the IND Queens-Plainsville train from any point on the line to the Grand Central station.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturday. Telephone YU 6-2628.

Applications are also obtained at main post offices in the New York, N.Y., Post Office, Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.
Review Rights Of Public Employees Entering Military

In view of the current build-up of our armed forces, it appears desirable to review the rights of public employees entering military duty. Most of such rights are governed by Sections 242 and 243 of the Military Law, State of New York.

Leave of Absence
A public employee entering active military duty is entitled to a leave of absence from his position while engaged in and while going to and returning from military duty. This is not a matter within the discretion of the appointing officer; the employee is entitled to leave of absence as a matter of right. This applies to recreation, volunteer, and draft service alike.

Temporary, provisional and seasonal employees are also entitled to leave of absence, but not beyond the time that their services would have been terminated for reasons apart from their military duty. Their positions do not have to be held open for their return.

Salary Rights
A public employee who is called to active duty as a member of the National Guard or the State or United States Reserves, is entitled to a leave of absence from his position continuously during his military duty. This means that he receives full compensation for the period of his absence.

An employee who has been ap

Salary Rights
A public employee who is called to active duty as a member of the National Guard or the State or United States Reserves, is entitled to a leave of absence from his position continuously during his military duty. This means that he receives full compensation for the period of his absence.

An employee who has been appointed on military leave is entitled to full seniority and training and experience credits in any subsequent promotion examination for the period of his absence, so long as he has served continuously in his position during such period.

Reinstatement
A public employee is entitled to reinstatement to his civil service position, provided he applies therefor within 90 days after termination of his military duty or at any time during his terminal leave. After that, and up to one year, he remains eligible for reinstatement in the discretion of the State Employees’ Retirement System.

Promotion Rights
If a public employee is on a promotion list and is reached for appointment during his military duty, he is entitled to be placed on a special list on his return. If he misses a promotion examination, he is entitled to take a comparable test, provided he requests this privilege within 60 days after his reinstatement. He passes and would have been reached for certification for promotion on the basis of his rating. He is likewise entitled to be placed on a special list for promotion.

The special lists have a two-year and are certified before the original or any subsequent lists.

RETIREMENT SYSTEM

A public employee who is a member of the State Employees’ Retirement System may elect to contribute to the System, while in active military service, the amount which he would have contributed had his employment been continuous. On making such contribution he shall have the same rights in respect to membership.

(Continued on Page 2)
Civil Service Television

Television programs of interest to civil service employees broadcast over WNYC Channel 21. This week’s programs are listed below.

Tuesday, September 4
4:00 p.m. - Closed Close-Up: Patrolman Marx Interviews Dr. Efrem Rainier, Narcotics Control Commissioner
6:00 p.m. - Human Rights Forum "School Integration and Your Child"
7:30 p.m. - Safe Driving - Film "Play It Safe"
9:00 p.m. - New Dimensions of Education - George Prentiz, host
9:30 p.m. - Viewpoint on Mental Health - "Frontal Lobe" - unique psychiatric rehabilitation center
Monday, September 5
7:30 p.m. - Managers in Action - Series on the principles and policies of good management
8:00 p.m. - New York City Police Training Program: "Crime Reporting"
8:30 p.m. - "Telecommunication - What Can Be Done to Humanize the Built Environment"
7:30 p.m. - On the Job - New York City Fire Department training program
8:30 p.m. - Safe Driving - "The Invisible Killer" and "Tommy Gets the Keys"
9:00 p.m. - Manhattan College Presents: "The Summertime of His Years," concerns the association of President Kennedy.

Tuesday, September 6
4:00 p.m. - Around the Clock - New York City Police Department training program: "Crime Reporting"
5:30 p.m. - Frontiers of Science - "Haloconics. " "Use of Tides for Power." "Movie Making by Helicopter."
6:30 p.m. - Viewpoint on Mental Health - "Research Findings in Public Attitudes Toward Mental Health"
7:30 p.m. - Human Rights Forum - "Human Rights for All" presentation
8:00 p.m. - Human Rights Forum - "Human Rights for All"
9:00 p.m. - Viewpoint on Mental Health - "Research Findings in Public Attitudes Toward Mental Health"
7:30 p.m. - On the Job - New York City Fire Department training program: "Crime Reporting"
7:30 p.m. - On the Job - New York City Fire Department training program
Tuesday, September 7
7:00 p.m. - Around the Clock - New York City Police Department training program: "Crime Reporting"
8:30 p.m. - On the Job - New York City Fire Department training program: "Crime Reporting"
9:00 p.m. - Around the Clock - New York City Police Department training program: "Crime Reporting"
9:30 p.m. - City Close-Up - Pat Marrs interviews Charles McGraw, S.C., director of the S.C. Snipers, in an investigative report.

Friday, September 9
6:00 p.m. - Around the Clock - New York City Police Department training program: "Crime Reporting"
7:00 p.m. - On the Job - New York City Fire Department training program: "Crime Reporting"
9:00 p.m. - Around the Clock - New York City Police Department training program: "Crime Reporting"
9:30 p.m. - City Close-Up - Pat Marrs interviews Charles McGraw, S.C., director of the S.C. Snipers, in an investigative report.

Visit
ALBANY - Mrs. Josephine Halden of Gilbertsville, Otsego County, has been named by Governor Michael Dukakis to the Board of Visitors of the State Woman's Relief Corps Home in Oxford.

Mr. Goffin, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-author of "New York Criminal Law."

Reductions In Grade

The United States Court of Appeals for the Second Circuit recently granted summary judgement in favor of 20 maintenance employees (Caputo v. Resor, New York Law Journal, August 22, 1966, page 1). The plaintiffs were operating engineers, carpenters, painters and laborers who, according to the court, had been employed for some time in a building in Long Island City operated by the Department of the Army. The building was transferred to the Post Office Department in July, 1963. The plaintiffs were informed that the Post Office would pay them at the lowest level within the applicable salary range. In consequence, the transfer involved substantial pay cuts. It was the heart of the plaintiffs' grievance that they would accordingly be paid less money for doing for the Post Office Department the identical work they had done for the Army.

The plaintiffs appealed to the Regional Director of the Civil Service Commission who ruled in their favor in reliance upon Section 14 of the Veterans' Preference Act. This provision was made applicable to all employees in the competitive Civil Service by Executive Order. The Section provides that the Secretary of the Federal Government may fix a minimum level of rank or compensation except for reasons that will promote the efficiency of the Service. The Post Office appealed from the determination of the Regional Director to the Board of Appeals for the Federal Government. This Board held that the inter-agency transfer did not require payment of the same rates of compensation.

In petitioning for judicial review, the plaintiffs requested that their appointment be an immediate step within the postal field service schedule of compensation which would preserve for them the compensation they had previously received from the Department of the Army.

The District Court decided that the Post Office was bound by statute 10 U.S.C. Section 3571. The Post Office did not challenge this contention. The District Court accordingly be paid less money for doing for the Post Office Department the identical work they had done for the Army.

CASE COURT OF Appeals did not agree with the District Court. The District Court held that Section 3571 of Title 10 of the United States Code is applicable to employees transferred from the Post Office Department to other branches of the Federal Government. The Court did not reach the question of whether or not the Plaintiffs were entitled to the kind of transfer involved in the present case. This statute permits certain types of employees transferred to the Post Office from other branches of the Federal Government to be appointed at a comparable salary level and, for the same reason, the Court determined that the employees of employees entering the Post Office Department from other branches of the Government do so at the lowest level of the salary range. The Court noted that the mass transfer of the plaintiffs in connection with the transfer to the FPC Office of the building in which they worked is noninvidious. A distinction should be drawn between appointments to vacancies in jobs already existing in the Post Office Department and the mass transfer of employees in connection with the transfer of operations that were not previously part of the Post Office Department. Section 3571-a was concerned with the former situation, and the purpose was to encourage filling of vacancies from within the postal service, rather than to turn over operations over to an outsider. Accordingly, it was not in violation of the intent of the statute to hold that the kind of transfer involved in the present case is not "an appointment." Therefore, the Post Office Department was not required to pay the Plaintiffs at the same rate as employees remaining closely tied to them by the Department of the Army.

The Court ENLIGHTENED interpretation of the statute adopted by the Court of Appeals avoided the harsh result reached by the District Court. It prevented the consequence of a forced substantial salary reduction merely because of a paper
Stenographers and Typists Are Needed By U.S.

Appointed Stenographers

ALBANY—Byron R. DeWitt of Genesee County has been named to the Advisory Board on Preventing Hazards to Public Works by Governor Rockefeller. He succeeds the late Edmond H. Baster of Skaneateles.

DeWitt will represent employers on the board.

Dr. Kaufman Appointed

ALBANY—Dr. William Kaufmann of Springfield, Mass., has been appointed State Laboratory director and assistant director of diagnostic laboratory affairs for the State Health Department.

He will assume his new duties Sept. 1. Dr. Kaufmann served at one time on the faculty of Albany Medical College. His new post pays $3,000 a year.

Psychiatric Social Aides

New York State is accepting applications on a continual basis for examinations for psychiatric social workers.

Starting salaries range from $1,220 for junior psychiatric social workers to $1,920 for supervising psychiatric social workers.

Appointments may be made above the minimum.

Neither New York State residency nor United States citizenship is required for the examination.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Building, New York City, Buffalo and

Rural Postal Carrier Jobs Close Sept. 6

TIVOLI—Postmaster Arthur P. Rockefeller of Tivoli has announced that an examination for rural postal carriers will be open for acceptance of applications until Sept. 6, under a directive of the U.S. Civil Service Commission, Washington, D.C.

Applications must take a written test for this position. They must have resided within the delivery of the office for one year immediately preceding the closing date of the examination. In addition, they must have reached their 18th birthday on the closing date for acceptance of applications. There is no maximum age limit. However, persons who have passed the age of 70 may be considered only for temporary limited appointments of one year.

Complete information about the examination requirements and instructions for filing applications may be obtained at the post office for which this examination is being announced. Application forms must be filed with U.S. Civil Service Commission, Washington, D.C. 20414, and must be received or postmarked not later than the closing date.


In Nassau County

Nassau County is accepting applications for an examination for sewage pump operators. Salary varies according to jurisdiction.

For further information contact the Nassau County Civil Service Commission, Mineola.

The Statewide Plan

...specifically designed for protection against the costs of hospital and medical care for public service employees. Blue Cross provides 120 days of hospital care including room and board, general nursing care, operating room, drugs, medicines and many other services. Blue Shield provides surgery in or out of the hospital, anesthesia, in-hospital medical attendance and maternity benefits. Major Medical covers catastrophic illnesses as well as day-to-day things such as home and office calls, prescribed drugs and medicines, private duty nursing, all professional and hospital services. These are the benefits offered by the Statewide Plan that are not available under any other contract for which public employees in New York State are eligible.

Ask your payroll or personnel office for complete details about the Statewide Plan. Then you'll understand why these are...
Health Director Named

ALBANY—Dr. William G. Hal- 
lor, Jr. of the State’s Syracuse 
District Health Office has been 
promoted to Rochester Regional 
Health Director.

PHN’s Needed In 

Nassau County 

Nassau County is holding con-
tinual examinations for public 
health nurse. Salary in this posi-
tion is $8,076 to $8,148.

For further information contact 
the County Civil Service Com-
mision, Mineola.

NOW...

for the first time for 
civil service employees 
everywhere in New York State!

You have the option of 
non-profit doctor bill 
insurance with these four 
unique features:

• Coverage of home and office calls, 
  with no deductibles
• Payment in full for covered services 
  when provided by Participating Doctors
• No income ceilings
• Free choice of doctor

A new law (Chapter 506) makes it possible for Civil Service employees everywhere in New York State to 
sign up for the kind of comprehensive doctor bill 
coverage that enabled Group Health Insurance, Inc.—the 
oldest nonprofit medical care prepayment organization in 
the northeastern United States—to grow from nothing 
in 1938 to more than a million subscribers in 1966.

When you enroll in the GHI Option through your 
New York State Health Plan, you will be protected 
by the GHI Family Doctor Plan and the Drug and 
Nursing Rider which cover a wide scope of benefits. 
Find out more — today — about the many unique 
advantages of GHI protection.
Your Public Relations IQ

By LEO J. MARGOLIN

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

"The Sincere Family"

WE SINCERELY hope that no government agency ever stoops to what some industrial organizations have adopted as standard practice—use of a homey but phony name to answer complaints from its publics, particularly consumers:

NAMES SUCH AS "Phoebe Goodheart," "Agatha Sunrise," "Spencer Pinebrother," and other names known in the trade as "sincere," are used. The idea is that the fictitious person attached to these names was created to right all wrongs and to change all bad to all good.

"MISS GOODHEART," "Miss Sunrise," and "Mr. Finebrother" are all names made out of whole cloth. They really don't exist except as a name used to answer a complaint.

ASTOUNDING THOUGH it may seem, the companies which employ this technique—and this includes a lot of department stores—make no secret of the phoniness of the names. When you ask them, they will reply truthfully that the names signed in answer to complaints are phony.

WE SERIOUSLY doubt how ingenious the idea is. We have a strong feeling that a company which uses such a technique might also steal a blind man's Seeing Eye dog.

IT'S A simple axiom in both government and industry that anything phony or untruthful, even the "innocent" use of a contrived name, is bad public relations.

WE HAVE SAID in this column again and again that complaints to a government agency must be handled promptly, efficiently and honestly. Phony excuses, as well as phony names, (Continued on Page 10)
P.R. Column
(Continued from Page 6)
merely compound bad public relations into worse public relations.

OUR READERS are well aware that complaints, speedily and properly handled, can go a long way toward generating good public relations for a government department.

THEY KNOW that a well-run government agency welcomes complaints for many reasons, not the least of which is correcting a bad situation which may have been overlooked.

THIS ENABLES the government department to turn a public relations "minus" into a "plus" by correcting a situation. At the same time the complainant is happy because he feels he has made an important contribution to his community.

STILL ANOTHER advantage is the feeling among civil servants that someone is aware of their agency's activities. One of the worst frustrations any civil servant can have is the belief that no one gives a hoot about his agency's work—not even enough of a hoot to make a complaint.

WE KNOW OF no government agency which answers their complaints by a signing "Miss Goodheart," "Miss Sunrise," or "Mr. Finebrother." And we sincerely hope we never hear of one.

NO CIVIL servant should be ashamed to sign his or her name to a letter replying to a complaint. It should be an honor to represent any government agency even if the representation is on a letter trying to rectify some wrong.

NOTE TO OUR READERS:
The names "Miss Goodheart," "Miss Sunrise" and "Mr. Finebrother" are totally contrived and do not represent any living person. If there are readers with these names, we apologize. Use of these names then is purely coincidental.

Law Column
(Continued from Page 6)
transfer of the same activities from one governmental agency to another, a consequence that would be contrary to general standards of fairness and common sense.

August Clearance Sale on Wife Saving Equipment

ALL NEW! FRIGIDAIRE GEMINI 19 Refrigerator-Freezer Twin!

A complete Food Storage Center less than a yard wide!

On the left side is a mammoth 244 lb. zero zone vertical freezer with loads of shelf space, sliding baskets—even a Flip Quick Ice Trimmer to end the bother of getting out ice. The right side is a spacious Space Age refrigerator section with Meat Tender, Full-width Hydrator, three adjustable shelves and one sliding shelf. And both the freezer and refrigerator section are 100% Frost-Proof—no defrosting ever again! Space Age cabinet only 35½" wide!}

Imagine! All this Space Age convenience can be yours for only...

Even less with an operating trade-in!

TheFrigidaire
Power Capsule

First Space Age Advance in Refrigeration. Packs more power per cubic inch for more space, new features. Made with incredibly wear-resistant, satelite-type materials. Only 3 moving parts. Spalted in steel, coated for life, cushioned to reduce vibration, Whisper silent!...

Space Age Dependability...Backed by 5-Year Warranty At No Extra Charge!

For repair of any defect in the entire refrigerator, plus 4-year Warranty for repair of any defect in the refrigerating system. Backed by General Motors.

In New York City
SPECIAL LOW RATES FOR STATE EMPLOYEES
8 DAILY PER PERSON
Airline limousine, train terminal, garage, subway, and surface transportation to all points right at our front door. Weather protected arcades to dozens of office buildings.

NEW YORK'S MOST GRAND CENTRAL LOCATION

Headquarters For Better Living Devices

AMERICAN HOME CENTER, INC.
616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY
CALL MU 3-3616
CITATION — THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God, Free and Independent, To Attorneys and Counselors at Law, to All to Whom These Presents Shall Come, GREETING:

You are hereby cited to show cause before the Surrogate's Court, County of New York, at the time and place of said Court, why an account of proceedings of Administration of the Estate of Hamilton Allen, deceased, who at the time of his death was resident in the County of New York, and a resident of the Village of Tarrytown, City and County of Westchester, State of New York, should not be issued to Ethel Gelb, residing at 1065 Union Road, Bronx 56, City and County of New York, as temporary administrator of the said estate, to administer the same, and why the said Ethel Gelb should not be appointed and declared by the said Court to be the true and lawful administrator of the said estate, for the payment of the balance of the debts of the said Hamilton Allen, deceased, without interest and in accordance with law, and the due administration of the said estate, for fees in the amount of $7,500 to be assessed, and for an allowance to the attorney for the administration in the amount of $1,500 to be assessed, with interest, and for such additional time as may be necessary.

Given under my hand and seal of office in the Surrogate's Court, County of New York, New York, this 11th day of August, 1966, at the County of New York, and City of New York.

PHILIP A. DONAHUE,
Surrogate, County of New York.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God, Free and Independent, To Attorneys and Counselors at Law, to All to Whom These Presents Shall Come, GREETING:

You are hereby cited to show cause before the Surrogate's Court, County of New York, at the time and place of said Court, why an account of proceedings of Administration of the Estate of Leonard Dickson, deceased, who at the time of his death was resident in the County of New York, and a resident of the Village of Hastings-on-Hudson, City and County of Westchester, State of New York, should not be issued to T. Schaeffner, as Executor of the Last Will and Testament of the said Leonard Dickson, deceased, to administer the same, and why the said T. Schaeffner should not be appointed and declared by the said Court to be the true and lawful administrator of the said estate, for the payment of the balance of the debts of the said Leonard Dickson, deceased, without interest and in accordance with law, and the due administration of the said estate, for fees in the amount of $7,500 to be assessed, and for an allowance to the attorney for the administration in the amount of $1,500 to be assessed, with interest, and for such additional time as may be necessary.

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PHILIP A. DONAHUE,
Surrogate, County of New York.
Employee Rights

In the Retirement System as he would have had if he had been present and continuously performed the duties of his position. Employees who do not elect to make payments will still be considered as having been in continuous employment, but time spent in military service will not be included in determining the length of total service for retirement purposes.

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

Employee Rights

Applications are being accepted on a continual basis for a wide variety of nursing career positions by the United States Government.

Nurses, clinical nurse, operating room nurse, psychiatric aides, and occupational health nurse are some of the positions available. The jobs have starting salaries which range from $4,841 to $6,260, with many openings in the New York area.

For further information, contact the Interagency Board of U.S. Civil Service Examiners, Grosier New York City Area, 220 East 92nd Street, New York City 10128.

Citywide telephone number to introduce you to new Schick Super Stainless Steel Injector Blades.

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This triangle marks the new Super Krona Comfort Edge. This makes it possible: 1. New Schick Super Stainless Steel. Takes an edge that's sharper, smoother, longer-lasting. 2. New 1000 Foot Strop. Assures consistent quality, smoother blades—blade after blade. 3. New Polymer Coating. Most friction-free substance known to man.

Free blades offer to introduce you to new Schick Super Stainless Steel Injector Blades.

\(\star\) U.S. Service News \(\star\)
Postal Workers Turn Down Demonstration Proposal; Benefit Rise Off Till '67

United States Postal workers belonging to the AFL-CIO Letter Carriers organization turned down a proposed resolution at its recent convention to stage street demonstrations around the nation's post offices in an attempt to bring their labor grievances before the public eye.

Delegates to the convention opposed the idea in view of the damage such demonstrations could do to their public image. It was felt that the acceptance of a little crowd with preambulating bearers of conventional and unconventional resolution.

Living costs are up only 2.6 per cent and the last required percentage in retirement benefits for ex-Federal workers so that increase will have to be put off until at least next Jan. 1. The last benefit rise for the 750,000 Federal civil service retirees came in July, 1965 and was assumed by all that by the end of this quarter the cost of living would have gone up by the required three percent again and remained at that level for at least 90 days thereafter minus another three percent rise in benefits.

Last year at this time the Bureau of Labor Statistics index stood at 118.2. By July of this year it had risen to 133.3. The latest increase rise of 24 percent did not bring the increase up to the required 135.6 which would have virtually assured a rise in benefits.

The record shows that the index tends to drop in August but even if it does rise to the required 135.6 this October the increase is to become effective Dec. 1, 1967. The law says that once an increase is assured by the 90 day period of stability there for 90 days the increase could not become effective before Dec. 1, 1967. The law says that once an increase is assured by the 90 day period of stability the increase is to become effective on the first day of the third month after the end of that period. This is to enable the Civil Service Commission to make the necessary computing changes.

For Further Information, contact the Interagency Board of U.S. Civil Service Examiners, Grosier New York City Area, 220 East 92nd Street, New York City 10128.

PENSION AFTER 20 YEARS

Last year at this time the Bur-
Erie County Chief Sewage Plant Op.

The New York State Department of Civil Service is accepting applications until Sept. 13 for an examination to fill the position of Chief Sewage Treatment Plant Operator in Erie County. Position is located in the City of Buffalo and salary is $4,040 to $6,140 per year.

For further information contact Mr. Michael Knapp, State Campus, Albany, and refer to exam number 40-111.

Nassau County Electrical Inspector

Nassau County is accepting applications to fill the position of Electrical Inspector. This position is in Mineola, and salary is $5,600 to $15,000 per year.

For further information contact the State Department of Civil Service, State Campus, Albany, and refer to exam number 40-111.

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North Hempstead Salary Increase

(Continued from Page 3)

end of six years, is $6,142. Starting salary in grade 21 is $8,740; top salary grade at the end of six years is $11,107. The graded salary plan required only the approval of the Town Board. It is estimated that the cost to the Town over present salaries in the department will be $25,000 per year.

No Reductions

No employee will experience a reduction in salary as a result of the adoption of the plan. The reclassification of jobs with matching salary grades. Since 270 of the 294 employees are paid on a permanent basis, assignment to an actual salary grade means opportunity for advancement in grades with pay increments.

Employees are given 30 days to appeal their job classifications and salary grades.

"We are extremely pleased with the plan presented to us by the committee. We are convinced it is an excellent plan that provides bases for promotion and advancement on merit and tenure. As it affects earnings, it is a plan that compares most favorably with civil service salary scales and wages earned in private industry across the State," Wachtler said.

Members of the classification review committee are Mrs. Louise Fearon of the Comptroller Office; Alec Burke of the Highway Department, and president of the Civil Service Employees Assn.; Wesley White of the Sanitation Department; Victor Adams of the Parks Department; Jack Reeves of the Tax Receiver's Office, and Deputy Town Attorney George L. Greenstein. Councilman John S. DaVanzo acted as liaison between the committee and the Town Board.

The graded salary plan requires only the approval of the Town Board. It is estimated that the cost to the Town over present salaries in the department will be $25,000 per year.

GHI Expands

(Continued from Page 3)

- Doctor or hospital-bill payments with no deductibles or co-insurance.
- Payments for drugs and medicines.
- Payments for professional nursing services.
- Payments for appliances and equipment.
- Payments for r.e service.

State employees enrolled in GHI save money by choosing GHI doctors because doctors who participate agree to wait payment from GHI for paid-in-full services. However, subscribers may choose any doctor, anywhere, whether participating or not, and still receive payment toward any services covered by the GHI plan.

State employees who elect the GHI option are also covered by the 120-day Blue Cross plan for hospitalization.

Additional information as to details of GHI coverage and opportunities for upstate groups to enroll may be obtained from Arthur W. Rosecrans, Field Director, at the GHI office, 221 Park Avenue South, New York, N.Y. 10003 or after September 1, in the State Tower Building, Syracuse, New York.

North Hempstead Headlines

GHI EXPANDS

Car Assignment Advance Notice To Be Continued

ALBANY — The State Budget Director has assured the Civil Service Employees Assn. that his office will continue to make every effort to see that State agencies give as much advance notice as possible before State cars are assigned or taken away from an employee.

T. Norman Hurd, assurances were made recently as a result of CSEA's petition for guidelines to State agencies that ample advance notice should be given all employees before a State car is assigned or taken away.

Budget Director Advises

T. Norman Hurd told Joseph F. Felly, president of the Employees Association that "shorts of attempting to defice policy which would apply to all situations, I can assure you that we will continue to make every effort to see that State agencies give as much advance notice as possible before State cars are assigned."

ALBANY — Dr. George James, former commissioner of health for New York City, Department, and president of the North Hempstead Unit Civil Service Employees Assn.; Wesley White of the Sanitation Department; Victor Adams of the Parks Department; Jack Reeves of the Tax Receiver's Office, and Deputy Town Attorney George L. Greenstein. Councilman John S. DaVanzo acted as liaison between the committee and the Town Board.

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What's Doing

Comptroller Mario Procaccino has announced the appointment of Jacob Goldman as Chief of the Bureau of Law and Adjustment, to succeed the late William I. Thomas. Goldman has also been employed in the Comptroller's office for the past 35 years.

Park G. Jackson Jr., secretary of the Department of Public Works, has been named deputy general manager of that department and assistant health services administrator. In these posts, he will help coordinate the design and construction of new health and hospital facilities in New York City.

According to DPW Commissioner William Mattison, and Health Service Administrator Dr. Harold Brown, the move will "dramatically cut red tape."

Traffic Commissioner Henry Barnes released a report recently that the Department's part in handling the unprecedented traffic volume during the January vacation exile will take place during the in-city-wide observance ...

City and area are putting on a disaster show. Teachers' aides work a five-day, 25-hour week and are entitled to all employee benefits. This position is planned to receive teachers of a variety of non-teaching duties such as checking reports, money collection, etc.
Special Thruway Committee Meets With Authority On 27 Point Agenda; Several Major Gains Reported  
(Special To The Leader)

ALBANY — The Special Thruway Committee of the Civil Service Employees Assn., presented a twenty-seven point agenda at its regular meeting this month with Thruway officials who were here to discuss the items. Among the members were Joseph C. Sykes, committee chairman; Vito Dandrea, F. DeMayo, Jack Gallagher, and Gerald Watson, members of the committee; and Harry Land, assistant executive director.

In attendance for the CSEA were Martin J. Demarchie, Vincent P. the committee; and John Rie, CSEA President; and William C. Hogg, executive director.

Thruway Authority confirmed that action was approved, effective August 18. Association plans to include:

- Change and Board action.
- Proposal which requires policy committee's approval for each successive day off four hours.
- Authority's Safety Committee.
- Authority's Request that further study of the committee; John Rice, CSEA Postmaster; and John Lott, CSEA Postmaster.
- Authority's request for further information on the use of the Thruway Authority-sponsored tennis club.
- Provision for medical examination at the Bluff Black Toll Barrier.
- Association informed that Traffic Department was opposed to construction of parking lot in plan area for safety reasons. Authority agreed to this request.

Following meeting with the Thruway Authority Chairman and local chapter presidents, a 4-day work week may be had by writing to Samuel Blythe, Robert McEwan and Lee Reynolds. The flight will leave John F. Kennedy Airport on Nov. 19 and return to New York on Nov. 22.

The number of reservations is strictly limited and the offering is based on the Thruway Authority and their immediate families.

Applications, with a $5 deposit, may be had from the Thruway Authority. The flight will leave John F. Kennedy Airport on Nov. 19 and return to New York on Nov. 22.

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