Clerical Reallocations Denied; CSEA To Appeal Kelly Decision

Demonstrations Staged To Protest Negative Ruling

F OR political candidates, as well as race horses, it is the performance at the home stretch—not the starting line—that counts. Following the November elections, the first burst of speed toward winning the Republican nomination for President in 1968 came from Michigan's Gov. George Romney. But with the race barely begun, Rockefeller, Percy

Now Strongest Team For GOP '68 Ticket

American's Largest Weekly for Facts, Figures, Opinions See Page 16

Conference Report

Vol. XXVIII, No. 16 Tuesday, December 20, 1966 Price Ten Cents

ALBANY—The Civil Service Employees Assn. has called upon the City of Buffalo to adopt a five-point employee benefit program headed by exclusive bargaining rights for CSEA and a 15 percent pay raise. Other improvements urged are the new 1/60th non-contributory retirement program, fully-paid health insurance and longevity salary hikes after five years at a job maximum pay. The request for Buffalo's 11,000 City employees was contained in a letter from Joseph F. Feily, president of the 142,000-member State-wide CSEA, to Mayor Frank Sedita, with a copy of each member of the City Council. Adoption of the program is sought in the next City budget. Feily said, except for the improved (Continued on Page 14) Vernon A. Tapper Vernon A. Tapper, 66, second vice president of the Civil Service Employees Assn. and "one of its most dedicated members," died at his desk in the Bronx Parks Department last week, after suffering a heart attack. Mr. Tapper was superintendent of the Parks Department and an employee of the city department for more than 35 years. He was also active in Boy Scout (Continued on Page 14)

DEMONSTRATION ON CLERICAL TURNDOWN —See protest demonstrations went on throughout the State last week after a decision by J. Earl Kelly, director of the State Division of Classification and Compensation, that denied a two-grade salary reallocation to the State's clerical employees. Here are members of some 13 chapters of the Civil Service Employees Assn. who staged a two-hour demonstration in front of the Civil Service Department offices at 270 Broadway in New York City. (Protest marches in other cities occurred too late for Leader press time.) Randolph V. Jacobs, president of the CSEA Metropolitan Conference, estimated that more than 800 persons participated in the demonstration during the two-hour period.

(Continued on Page 14)
Carl Mager Retires

Carl Mager, a retiring senior state-wideinsurance company

He was a member of the Metropolitan Division of Employment Chambers for over 20 years.

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WHY PAY MORE?

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Don't Repeat This

Carl Mager Retires

Carl Mager, a retiring senior state-wide insurance company, was presented with a gold watch by staff members from his office as a token of their esteem and admiration.

(Continued from Page 1)

This quick start already appears to be fast-tracking.

Bascially, Ronmey seems to be suffering from a sustained case of "foot in mouth" disease. For instance, in addressing a recent meeting of the National Association of Manufacturers—containing a friendly audience—he spent so much time reminding them of their past dials that, as a member columnist reported, "he was unable to get up to the present before the evening ended. It is doubtful he made any deep impression that night." He has pronounced disagreements with policies of other Republicans in the past trying to strain such things privately with his fellow GOP-ers. And that's not the way you make friends with Convention regulars.

The Goldwater Problem

One of his biggest problems will be getting the support of the right wing elements of his party because of his total rejection of Barry Goldwater in 1964. Goldwater's nomination may have produced a disaster but he still has a powerful group of followers and they must be convinced that he is a winner in '68, and, strategically speaking, a convention is usually controlled by a majority of the state delegates who controlled the last previous convention. The evidence is that the AR-2 has a "feel" for the audience, an intuitive sense of what they want, with all the brilliant clarity of every high and low. It can deliver the sound you want, with all the brilliant clarity of every high and low.

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Circle 215 from Reader Service Card

ALBANY-Eighteen civil service employees were honored recently for having completed 25 years of state service. At a luncheon, held at the Delta Club in Albany, Civil Service Commissioner Mary Goode presented each of the 18 employees with a 25-year service pin.


Civil Service Commissioner Alexander A. Falk and Orin S. Watson also attended the luncheon and addressed the group.

Tuesday, December 20, 1966
CSEA Wins Exclusive Bargaining Rights in North Hempstead Town

Rejecting a bid by the National Maritime Union, the Town of North Hempstead has granted exclusive bargaining rights to the Civil Service Employees Assn.

The action, affecting 500 employees of the Nassau County township, came as the campaign for bargaining rights by the Nassau chapter, CSEA, also bore fruit for 90 per cent of town employees are paid-up members of CSEA.

"We want an election at this point," declared Nassau Chapter President Irving Flaumenbaum, "but as a matter of principle we cannot let these titles go.

"We have received a letter from the excluded clerks demanding the right to vote," Gaba said.

"The situation is being closely watched by CSEA officials throughout the State because the 'honor system' does not allow a vote to be held," said Flaumenbaum.

"The rejections at the closed-door meetings were very similar to those held in the Mid-February. CSEA and a union newly on the scene. CSEA has represented the Hempstead Town workers as a single unit for 13 years. In the latest package of benefits negotiated by CSEA, Hempstead Town workers starting Jan. 1, receive the 1/60th retirement provision, full paid hospitalization and dental programs, time and one-half for overtime and a five per cent differential for night work.

"The CSEA pledges to continue to represent the interests of public employees in their demand for improved pay, working conditions without resorting to strikes, slowdowns or work stoppages that will confront the CSEA and a union newly on the scene. CSEA has represented the Hempstead Town workers as a single unit for 13 years. In the latest package of benefits negotiated by CSEA, Hempstead Town workers starting Jan. 1, receive the 1/60th retirement provision, full paid hospitalization and dental programs, time and one-half for overtime and a five per cent differential for night work.

McClusky Appointed

ALBANY—William J. McClusky of Watertown has been appointed district director of the Watertown office of the State Civil Service Commission to succeed Frank McAlindon, who resigned to become a judge of Family Court.

Hope For 1/60th Plan

Officials of the Erie County chapter of the CSEA hope that the grant of one title of the 500 members of the chapter to the CSEA was a victory for all the department heads who have been fighting for rights for the last three years.
Federal Employees; Start Packing For Short Trips

Unemployment has dipped to the point where it can no longer be counted on to feed the kind of rapidly growing economy the country has experienced in the last five years. One result of this will be a very unsubstantial growth of Federal employment up to 1978. On the other hand the one area of employment that should continue to grow is government employment on the state and local level.

The jobs are there and the job categories are ever-expanding.

One reason for this is the massive grant-in-aid programs of the Federal government to state and local agencies in order that they might lay at the grass roots the foundation for some of the social improvement programs which have been proved successful on the Federal level and are apparent not necessary if government is to keep pace with the ever-expanding complexity of modern society.

The Johnson administration has taken the skelton of a bill proposed by Sen. Edmund Muskie of Maine earlier this year and is now in the process of broadening it in scope so that when and if it becomes law, it will provide the kind of assistance the states and municipalities will need if they are to fill their all-important civil service positions with the people who can handle the work that must be done.

One feature of the plan which would affect all Federal civil servants is the program of personnel exchanges between the Federal government and government agencies in the lower levels. It has become clear to many in Washington that if ambitious Federal programs designed to offset widespread problems in health, air pollution, education, and the like, are to be successful, steps must be taken from the top to see that the personnel are available to the communities to perform the day-to-day duties without which they will amount to a great deal of Federal assistance to train state and local employees -- frequently in classes with Federal employees.

An interchange of personnel between state and local governments and the Federal government.

Aid to educational institutions to help provide well prepared personnel for state and local employment.

Broadcast Tech.

Applications for radio broadcast technicians are being accepted continually by the United States Civil Service Commission. Starting salaries for the job range from $6,115 to $7,778.

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JOYFUL Christmas and a

Happy New Year.
Two Psychiatric Social Worker Exams Offered By State Of New York

Two psychiatric social worker examinations, for both the senior and supervising positions, are being held at frequent intervals by the State Department of Personnel.

Applications are being accepted Tuesday, December 20, 1966. Increments; and for the senior continuously for the supervising position, with a salary ranging from $8,365 to $10,125 per year.

Neither U.S. citizenship nor New York State residence is required for the examinations or appointments.

Further information may be obtained by writing to the New York State Department of Civil Service, 1209 Washington Ave., Albany, New York 12228.

Civil Service Television

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

Sunday, Dec. 5
4:00 p.m. — First look at Solomon Robeman Interviews Police Commissioner, Howard Leary.
6:00 p.m. — Human Rights Forum — “The Role of Organized Labor in Mental Health.”

Monday, Dec. 6
4:00 p.m. — Around the Clock — N.Y.C. Police Department training program.
4:30 p.m. — Profile (live) — John Carr interviews people in the news.

Tuesday, Dec. 7
4:00 p.m. — Community Action — “New York is a Winter Festival” Discussion.
7:30 p.m. — On the Job — N.Y.O. Fire Department training program: “Direction of Streams.”
10:30 p.m. — Safe Driving — Film Series illustrating safety measures.

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The Merit System — What Is Its Future

Recent developments in the Courts and impressively harmonious if somewhat mysteriously scored labor agreements between the City and "representatives" of City employees, have provided an impetus for all involved with the future of the civil service and government administration itself in the world's most complex metropolis—where is the merit system going?

There has been a secret that there exists within the Lindsay Administration a great deal of sentiment for the backing away of the merit system's effectiveness to fit the new mold being cast. More efficient City administration, the Hoberman Report and the Seitz Report both point to the honing away of the merit system's effectiveness to fit the City another opportunity to undercut the merit system's standards of efficient personnel operation to maintain a loop-hole with the question of the Rule X to the courts and attempt to provide the down payment on a reasonable retirement home when, by long years of service with minimal absence, unused sick leave credits have been accumulated a substantial nest egg.

Experience of the Atlantic corporation is further proof of the theory: make it profitable to be absent and the employee and the employer will gain.

Grade Four Worker Demands One Level Food Service Dept. Service

Speaking for the grade 4 workers, why is there the unfairness of a two grade classification based on discernible merit and equal opportunity but it still cannot offset the aura of nepotism and other inequities locally, especially in an individual considering a career in government service.

And, practically, to what extent will the City be cutting itself off from possible Federal assistance by degrading the employee at a time when principles are coming up for a stamp of approval in Congress and may in fact be listed as a prime objective under new Federal legislation designed to help State and local governments prevent corruption? A precedent in the terms after all, just what the Lindsay Administration is trying to overcome lately, is it not? And more Federal funds for New York City will be overall has also been among the Mayor's most fervent wishes.

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Mairre's Senator Edmund S. Muskie is currently proposing a much-favored piece of Federal legislation which he claims will make municipal government administration as socially and technically like New York City. The merit system stands out in the Senator's language however as something to cherish, not perish. He said on May 25 of this year in Congress...
 Statements

(Continued from Page 6) refused to bargain for the Supreme Court when the City and the
Judicial Department brought the matter. Yet in another para-
graph he says, "We have a separa-
tive identity and have a stake
against the PPOA's right to bar-
gain for the Supreme Court."

Further, although the law suit
filed in the PPOA's Supreme
Court probation officer
because the "SCPOA" didn't want the PPOA to bargain for them, the admission
is that "The PPOA refused to let
the SCPOA vote on the agree-
ment."

This is not true. The Supreme
Court probation officers who are
members of the PPOA were per-
mission to vote at a membership
meeting of the PPOA on matters
pertaining to the collective bar-
gaining negotiations.

Another point I wish to make is
that the spokesman for the "SCPOA" says that an "agree-
ment" resulting from collective
bargaining does not "differentiate
the Supreme Court probation of-
cer and the supervisors from
those groups less qualified — ex-
perience and education wise."

I presume the spokesman means by
"those groups" the probation of-
icers and supervisors and in the
Family and Criminal Courts pro-
bating services. The spokes-
makes their statement that the Supreme Court were trained in the
probation services of the Family
and Criminal Courts and that the
majority of the 65 per cent of
Supreme Court probation officers
who have graduate degrees or
credits, obtained them after they
were hired by the Supreme Court
probation services.

Also, the spokesman for the
SCPOA neglects to tell the public
that his demand for a differential
is based on the main, on a premise
that Supreme Court probation of-
cers with fifteen years of ser-
vice are entitled to a seniority
adjustment for years of service
that Family and Criminal
Court probation officers, with a
very few exceptions, do not have.

The number of years of service,
are not entitled to a seniority
adjustment.

Perhaps the readers of the Civil
Service Leader will give second
thoughts to their reactions to the
article as it appeared in the Leader of December 6, 1966.

MARY IDA MILLER
New York City.

Draftsman Exam

Some 61 candidates participated
in a written promotion examina-
tion for civil engineering draftsman
recently, the City Department
of Personnel has announced.

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- Unit comes packed in a beautifully styled storage case in pleasant beige and white color.

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AUTOMATIC TOOTHBRUSH
Featuring Six Personal Brush Inserts
This great new brush from General Electric comes complete with 6 replacement brushes in assorted pastel colors.
- The safe, cordless power handle with its convenient push-button switch has the short, precise back and forth motion. The attractively designed charger base features no tangling and may be wall mounted with the included bracket.
- This is truly the automatic toothbrush you've been waiting for—ideal for the entire family. Be hurry down today and ask us for a demonstration of the new 6 brush unit, by General Electric.

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- Regular use provides cleaner teeth plus healthful care of the gums than ordinary handbrushing.
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Rehabilitation Counselors Ask Reallocations

ALBANY—Reallocation requests submitted by affected employees for three titles in the State’s rehabilitation counselor series have been extended to the entire series, in a move recently appeal filed by the State Education Dept.

The appeal, according to the Department’s transmittal letter, was prompted generally by the recent reclassifications and reallocations in the Division of Vocational Rehabilitation.

Counselors Ask recent appeal filed by the State Education Dept. employees for three titles in the State’s rehabilitation counselor series have been extended to the entire series, in a move recently appeal filed by the State Education Dept.

Reallocation

The new appeal, according to the Department’s transmittal letter, was prompted generally by the recent reclassifications and reallocations in the Division of Vocational Rehabilitation.

Inadequate Action

The move follows a virtually fruitless attempt early last fall by employees in the Division of Rehabilitation to gain several grades for three rehabilitation counselor titles. This request, which also had CSEA support, was put denied by J. Karl Kelly, State Director of Classification and Compensation, who approved a one-grade boost for the basic counselor title only, a decision termed by Education Department officials as “most inadequate.”

In submitting the new request, the Department also asked Kelly for a hearing in the matter by Nov. 15. At Leader press time, definite plans for the hearing were not yet known.

The Civil Service Employees Assn., in its supporting letter, also stressed the heavier responsibilities that now exist among the affected titles. “For example,” CSEA pointed out, “the rehabilitation counselor has now become a consultant to committees, associations, and other agencies, and the category of cases has been extended to cover specialized work not previously performed. These changes alone indicate that upward reallocation is warranted.”

What Is Sought

New grades requested in the reallocation are to follow:

Rehabilitation interviewer, grade 9 to 12.

Senior rehabilitation interviewer, grades 13 to 15.

Rehabilitation counselor, grades 18 to 20.

Senior rehabilitation counselor, grade 20 to 25.

Associate rehabilitation counselor, grade 26 to 31.

Assistant director of vocational rehabilitation, grades 28 to 31.

Director of vocational rehabilitation, grade 29 to 33.

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- May be wall mounted, bracket is included.
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- Compact, powerful motor.
- Model also includes a package of replacement materials—8 sanding discs, 4 felt buffers and 4 callus smoother drums.
- Unit comes packed in a beautifully styled storage case in pleasant beige and white color.

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This is truly the automatic toothbrush you've been waiting for ideal for the entire family. So hurry down today and ask for a demonstration of the new 6 brush unit, by General Electric.

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Council on Dental Therapeutics American Dental Association

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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.

CIVIL SERVICE people would understand better than anyone the importance of the recent indoctrination course for the new judges newly elected to membership of the Administrative Board of the Judicial Conference of New York.

FOR THE BENCH and the bar, publicity attendant upon the week-long course would bring into focus many public relations, primarily, this publicity made the very strong point that the legal profession is frequently taken for granted. Actu-
alty, it is one of the strongest pub-
lic relations points the civil service
fledgelings.

In CIVIL SERVICE, training and experience usually produces skills vital to the smooth opera-
tion of government. Since all this has been built into the civil service system, the process is all too frequently taken for granted. Actu-
alty, it is one of the strongest pub-
lic relations points the civil service corps possesses.

THE JUDICIAL CONFERENCE is a rather unique entity headed by the Chief Justice of the Court of Appeals, Charles S. Desmond. runs the courts in New York State for the purpose of developing and maintaining the courts generally. It will undoubtedly be standard procedure for all new judges in the future.

THE 38 NEW judges came to the indoctrination session from various parts of New York State. They heard lectures on the very latest developments in the areas of evidence, criminal law and procedure, matrimonial matters, civil practice law and rules—and most important—how to be a strong judge, and a good one.

THE LATTER ITEM they heard from an old pro, who is usually at home on either side of the courtroom rail—as a top-notch judge and an equally top-notch trial lawyer. He is Justice James B. M. Smith, recently of the Appellate Division, First Department, who, among other things, urged the new judges to study the canons of judicial ethics.

"YOU'D BE surprised at how many judges don't know they exist," he remarked. "Read them and it will keep you out of a great deal of trouble."

THE CALIBRE of the indoctrina-
tion faculty was most impres-
sive—Dean Jerome Prince of the Brooklyn Law School, Supreme Court Justices Nathan B. Sobel and Aron Raner; Prof. Henry H. Post-
er, Jr., of the New York Univer-
sity Law School and Prof. David B. Singel of St. Johns Law School.

WE ARE DELIGHTED that the Judicial Conference borrowed freely for the experience of civil service in developing this in-
doctrination session for the new judges. This has been standard operation procedure for newly ap-
pointed civil servants in govern-
ment departments for many, many years.

TO THE 38 new judges we ex-
tend our best wishes for a suc-
cessful tenure on the bench.

TO OUR AVERAGE 120,000 readers, we extend our best wish-
es for a Merry Christmas, a Happy New Year, and a long successful tenure in superior public service in the best interests of all the people.
Suffolk Aide, Fired Without Hearing, Wins Reinstatement on Job

ALBANY—A permanent, competitive class employee of Suffolk County's Department of Public Works, fired without a hearing for allegedly falsifying job applications, must get his job back, according to a court decision affirming his judgment over the Suffolk County Civil Service Commission's decision in December.

The ruling was handed down by Supreme Court Justice David S. Pardo in an Article 78 proceeding brought by Suffolk County Civil Service Commissioner Richard C. Carman against the County Civil Service Commission. By his decision, Pardo reversed the Commission's decision to fire the complainant for allegedly falsifying job applications.

In an Article 78 proceeding brought by Carman, the complainant had challenged the Commission's decision to fire him on the basis that the decision was made without a hearing and that the complainant was not given the opportunity to present evidence in his defense.

Pardo ruled that the Commission's decision to fire the complainant was arbitrary and capricious and that the complainant was entitled to a hearing before the Commission.

The decision was appealed to the Appellate Division, First Department, which affirmed Pardo's decision.

Mr. Carman, in his petition seeking reinstatement of the employee, argued that the employee had been wrongfully terminated and that he had been denied a fair hearing before the Commission.

The Commission had found that the employee had falsified job applications and that he had been warned by the County about his past actions.

In his decision, Pardo ruled that the employee had been given a fair hearing and that the Commission had acted within its discretion in dismissing him.

The employee, who had been employed by the County for 20 years, had been a permanent, competitive class employee and had not been granted a hearing before the Commission.

The decision was hailed as a victory for employees who have been wrongfully terminated without a fair hearing and for the right to due process under the law.

CSEA Regional Counsel Richard C. Carman welcomed the decision and said that it would help ensure that employees are treated fairly and that the rights of employees are protected.

The employee, who had been employed as a foreman, was reinstated to his position with back pay and benefits.

Other officers elected were:

- CSEA Regional Counsel Richard C. Carman
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Law Column

(Continued from Page 6)

reached after a hearing, his petition for judicial review was determined in the first instance by the Appellate Division. This practice accords with the provisions of the Civil Practice Law and Rules.

THE APPELLETT Division annulled the fourth charge of misconduct as one that the plaintiff had failed to make a memorandum book entry of absence from post. The reason for annulling the charge was that the record established that the officer had actually made the entry as soon as circumstances permitted.

THE APPELLETT Division, instead of finding an appropriate penalty itself, remanded the matter to the Police Commissioner for determination of the penalty. The re-determination astonishingly was again dismissal. A second, final, appeal to the Court likewise resulted in remand, but this time a new penalty was fixed in the form of a fine of thirty days' loss of pay.

IN HIS THIRD application to the Court, the plaintiff sought a judgment for full back pay. This involved a four year period commencing with his initial dismissal and terminating on the date of his reinstatement. The position of the City of New York was that the claim must be mitigated by allowance of the plaintiff’s earnings in other employment. In support of this contention, the defendants argued that it was through “some oversight” that the plaintiff had not been suspended during the period involved. To this argument, Justice Wiltzamend responded:“To might be added that, upon the basis of the entire record, the dismissal was no oversight whatever. The question is not whether there had been any suspension or for what period of time, but rather plaintiff’s entitlement to his position, the steps to be taken, and to receive a salary incident thereto.”

THE DEFENDANTS made a further argument. This was based upon the fact that the Court had not reinstated the plaintiff, but rather the Police Commissioner. To this contention, the Court replied that the Commissioner was under Court compulsion to reinstate the plaintiff when the case was remanded for disciplinary measures in view of the ex- cessiveness of dismissal.

UPON HIS reinstatement, the plaintiff’s right to back pay matured. The Administrative Code requires this conclusion: The commissioner shall have power to suspend, without pay, pending the trial of charges, any member of the force. If any member so suspended shall not be convicted by the commissioner of the charges so preferred, he shall be entitled to full pay from the day of suspension, notwithstanding such charges and suspension.

THE PLAINTIFF was never suspended. Through the Commissioner's error, he was dismissed. If the plaintiff had sought recovery of back pay for a period of lawful suspension pending the trial of charges, it appears from the Administrative Code that he would not have been entitled to back pay for such period. The plaintiff's unlawful suspension, however, cannot justify refusal to pay his salary during the period in which, except for the fine of thirty days' loss of pay, he had the full right to his office. He therefore was entitled to judgment for the entire period that he was prevented from performing his duties.

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CIVIL SERVICE LEADER
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Tuesday, December 20, 1966
LECTURERS — Lecturers during the recent workshop of the Metropolitan Conference, Civil Service Employees Assn., conference with Randolph Jacobs, conference president, following the session Left to right, are: John Rice, assistant counsel, CSEA; Joseph Lochner, CSEA's executive director; Randolph Jacobs, conference president; Gary Perlman, public relations director for the Employees Association; F. Henry Galpin, assistant executive director, CSEA; and William Blom, director of research for the Employees Association.

LUNCHEON GUESTS — Guests at the workshop session of the Metropolitan Conference, Civil Service Employees Assn., were, from left to right: Ada West, conference secretary; Anthony conference president; Dr. Jack Hammond, director of the Civil Service Employees Assn. confer with Randolph Jacobs, conference president; Gary Perlman, public relations director for the Employees Association; F. Henry Galpin, assistant executive director, CSEA; and William Blom, director of research for the Employees Association.

NEXT QUESTION — P. Henry Galpin, assistant executive director of the Civil Service Employees Assn., called for another question during the question and answer session following the workshop program of the Metropolitan Conference, CSEA, at Willowbrook State Hospital recently.

Metro Conf. Seminar Explains Workings & Services For Members

Services available to members of the Civil Service Employees Assn., were explained to chapter officers of the Metropolitan Conference at a Willowbrook State Hospital on Tuesday, December 20, 1965.

Lecturers at the day-long session included five members of the CSEA's headquarters staff from Albany.

Joseph Lochner, CSEA's executive director, was the lead-off speaker, tracing the history of the 144,000-member Association and explaining leadership principles for chapter officers. Lochner further answered questions from the floor relating to various chapter problems, which, although affecting single chapters, related to many other chapters.

John Rice, CSEA assistant counsel, explained the rights of employees to demand Article 78 proceedings when they felt aggrieved. Further, the possible effects of the 1968 Constitutional Convention were explained by Rice.

P. Henry Galpin, assistant executive director of the Association, discussed the proper method of instituting grievance procedures. Sr. John Rice, CSEA assistant director, was on hand in protecting the employee involved. Galpin further noted the importance of maintaining membership in other legal problems.

The how and why of public relations and publicity were explained by Gary Perkinson, director of public relations for the Association's public relations program.

John Rice, CSEA assistant counsel, explained the rights of employees to demand Article 78 proceedings when they felt aggrieved. Further, the possible effects of the 1968 Constitutional Convention were explained by Rice.

P. Henry Galpin, assistant executive director of the Association, discussed the proper method of instituting grievance procedures. Sr. John Rice, CSEA assistant director, was on hand in protecting the employee involved. Galpin further noted the importance of maintaining membership in other legal problems.

John Rice, CSEA assistant counsel, explained the rights of employees to demand Article 78 proceedings when they felt aggrieved. Further, the possible effects of the 1968 Constitutional Convention were explained by Rice.

Two Departure Dates For Hawaiian Tour

Because of the heavy demand from members of the Civil Service Employees Assn., for bookings on the annual jet vacation to Hawaii and the Golden West, there will be two departure dates instead of one for next summer, it was announced last week.

One plane will leave New York on July 8 and the next on July 21. Both tours will be identical and the total price of only $447 will include round trip jet transportation, all hotel rooms, sightseeing, airport to hotel transfers, etc. Departing groups will head for San Francisco, then fly out to Hawaii and the vacation will conclude with a visit to Las Vegas.

Each year, dozens of applicants have been unable to take advantage of this low-cost tour because of failure to book early. To avoid disappointment, immediate applications are urged now.

For either departure date write to Mrs. Julia Duffy, P.O. Box 67, West Brentwood, L.I.; telephone 8131 273-5053 or in the Metropolitan New York area, or to John J. Hennessey, 276 Moore St., New York, New York, for bookings on the annual jet vacation to Hawaii and the Golden West, there will be two departure dates instead of one for next summer, it was announced last week.

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