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ealth Insurance Questions—An

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus

Public Relations Director, Health Insurance Plan of Greater New York

A statement by Ralph Lichtenstein, Chief of the Health Insurance Division of the City Department of Personnel, answers explicitly a number of the

Medicare questions that have been addressed to this column recent in months. Mr. Lichtenstein's statement reads in part:

"The city is completing negotiations with the health insurance carriers for a pro-

McMANUS gram which will provide benefits supplementing Medicare benefits. The carriers are now paying claims for covered expenses under the supplemental program which has been developed. In the near future the carriers will send you new contracts, identification cards and instructions for obtaining benefits and submitting claims.

"Until you have received new identification cards and further instructions from the carriers, covered expenses incurred since July 1, 1966 are to be processed in the following manner:

HOSPITAL EXPENSES

"Blue Cross is reimbursing olished in hospitals for the \$40 Medicare dished in hospitals for the to City emdents or interns should submit in care of THE CHIEF.

ployees and retirees. If you bills for these claims to Medihave already paid this charge to a hospital you should receive repayment from the hospital without further action on your part. If you did not receive payment, call or write the hospital and ask whether they have received payment from Blue Cross. If they have not, call or write Blue Cross and give them your Medicare claims number and the dates of the hospitalization.

MEDICAL EXPENSES

"Medical expenses for services or benefits covered by Medicare (most expenses other than drugs and nursing) should first be submitted to Medicare. After Medicare takes action on the claim the Medicare Explanation of Benefits form and bills for services or benefits not covered by Medicare should be submitted to GHI if you are en-rolled in that plan or to Metropolitan Life Insurance Company if you are enrolled in the Blue Cross-Blue Shield-Major Medical plan. The carrier will then send you a check for those expenses which are covered by the City's supplementary program.

H.I.P. CONTINUED SERVICE

"Since H.I.P. has continued to provide services to its subscribers who are eligible for Medicare the above procedure does not apply to them. However, H.I.P. subscribers who statement above. expenses for anesthesialogy, pathology, physiatry or charges for the services of hospital resi-

"We regret that the complexities involved in coordinating benefits provided by five different insurance carriers with Medicare caused a delay in the start of this program. However, since benefits are to be paid retroactive to July 1, 1966 this delay has not resulted in any loss of benefits to you."

Q. I am a retired fireman, age 69, and have been reading your questions and answers in THE CHIEF regularly. Since April 1, 1966 the city has deducted \$6.28 per month from my pension check for health insurance. I came under Medicare Plan B on July 1, 1966 and I am paying the U.S. Government \$3 per month for same. One of your recent articles stated:

"The situation will not be fully clarified until the City announces details as to benefits it is developing for employees and retirees eligible for Medicare. It is understood that some method of adjustment for the continued payroll and pension deductions will be made at that

"Will you please tell me what is responsible for this long delay?"

J.A.D.

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A. See Mr. Lichtenstein's

Editor's Note: Mr. McManus cannot accept telephoned questions. Please write to him wance IIEF:

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vening courses for city employees is under way and I would like to thank THE

CHIEF for its help in making this a successful semester.

Your cooperation in publicizing the program brought many city employees to register for courses which will improve their ability to serve the city and prepare them for promotion

BERNARD BERGER, Director Training and Career Development Division Dept. of Personnel

P.D.'s Pension and Relief Section, you may not "buy back" time you were on anpaid leave for ducotional purposes and thus your time credit for retirement would date from Oct. 13, 1950, your equated late of anpointment. For seniority for promotion exams, vacation selection, etc. also would date from your equated date of appointment, in this case Oct. 13,

resistance to liberal legislation.

Whet Enemy's Appetite

There are many of us who believe, no less fervently than does Dr. King in his opposition to the war, that to yield to aggression Wietnam would weaken confidence in America's word would abandon millions of people to Communist re-yenge, and would whet the appetite of the enemy for domination of more of Asia. In any

ealthInsuranceQuestions—Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus

Public Relations Director, Health Insurance Plan of Greater New York

In answer to many questions, no date has yet been set for the open enrollment and transfer period for employees eligible for participa-



tion in the city's health insurance program. Resoluprotions viding for changes in the for program both active and retired em ployees were referred back the to City Depart-of Per-

McMANUS of ment sonnel at the March 16 meeting of the Board of Estimate.

Q. I am an employee of New York City, and have been for over 12 years. I am also 68 years of age.

I have been a member of H.I.P. ever since I have been a City employee. I have the "Extended Coverage" of H.I.P. I also applied for and received "HIPCARE" from H.I.P.

I have been paying \$3 per month for Medicare ever since its inception in July, 1966. Recently I heard that the City of New York was going to give back all or part of all monies paid to Medicare by employees over 65.

My question is: in view of all this, is it necessary for me to continue paying for Medicare? And, if not, when will I get my refund for payments already made?

Incidentally, I am thinking of retiring next year. What will be my status then, as to coverage, payments etc., at that time. My wife will be 62 years of age in 1968.-E.F.C.

A. Under no circumstances should you drop Medicare Part B. The program that the city is developing for active and retired employees 65 and over involves a combination Parts A and B Medicare benefits and supplementary medical and hospital benefits provided by the insurance carriers participating in the city pro-

The question of the \$3 month contribution for Medicare was one of the factors which led the Board of EstiMarch 16 meeting referred to above.

While she is under 65 and continues as your dependent, your wife will receive the same coverage as she now has. After 65 she will change over to the Medicare-H.I.P. combination.

Q. I have been employed by the Water Department for six years. My husband works for the same department in another area and carries me on his H.I.P. policy.

Since my coverage is only good while he is alive, would you suggest that my husband drop me from his H.I.P. and I take my own and, therefore, be covered through my retirement years?-MRS. M.D.C.

A. Since you yourself are a city employee, you do not lose any retirement rights by continuing as a dependent under your husband's health insurance policy.

However, you may save your-self some time-consuming procedures at a later date by enrolling now in your own right rather than as a dependent.

Editor's Note: Mr. McManus cannot accept telephoned questions. Please write to him mate to postpone action at the in care of THE CHIEF.

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Health Insurance Questions—Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus

Public Relations Director. Health Insurance Plan of Greater New York

A reopening and transfer period for uniformed members of the Police and Fire Departments will take place between July 14 and July 31. The ef-

fective date will be Aug. 26. Policemen and Firemen will make their choice on the basis of the existing medical care programs.

The general reopening for city employees is planned for the Fall. By

McMANUS that time it is hoped that difficulties involving certain changes in the medical program will have been resolved.

Q. What part of H.I.P. and Blue Cross will the city pay after I retire?

A. The city will pay 100 per-cent of your basic health insurance coverage until you become eligible for Medicare at age 65. You pay for the extended benefits through a small deduction from your pension check.

The question of the city's contribution for retirees 65 and over still remains open. H.I.P.'s on and extended benefits will however, the then be included in the basic coverage without cost to you.

I expect to travel extensively this summer, particularly on the West Coast.

I have heard that H.I.P. has arrangements with other plans whereby they will give free service to H.I.P. subscribers if they need medical care while traveling or staying in the areas served by these plans. Is this true? If so, can I get a list of these plans?

A. H.I.P. has reciprocal relationships with eleven group health plans throughout the United States and one in Ontario, Canada.

The plans on the West Coast are in Oakland, Calif.; Seattle, Wash.; and Portland, Ore. I am sending you the full list by mail.

If you are in an area served by any of these plans, simply phone the plan's office and say you are an H.I.P member. You will be provided with the same comprehensive medical services that are available generally to the plan's own subscribers. The benefit programs of the twelve plans vary somewhat and there may be a modest charge in some cases for office and home

Q. I am a retired fireman of the City of New York. I have Blue Cross and GHI through the City health program. I also have Blue Cross and GHI at the place I work.

When I signed with the city health plan, I intended to resign from my present job. However, I have now decided not to retire until September of 1968, when I will be 65 years old. I will then receive Blue Cross, with the extended 120 days, Q. I am a school teacher and plus my GHI.

I would appreciate it very much if you would answer the following questions:

1) When will I be able to change my health plan with the city, since I now have duplicate coverage? I was thinking of Blue Shield-Major Medi-

2) What would you suggest for me to carry at the age of 65 with the City? I would like to be sure to have proper protec-tion when I get into Medicare.

J. J. C. A. If you are satisfied with your GHI-Blue Cross coverage, the sensible thing for you to do is to stay in that plan as a city retiree, even though you also have it through private employment.

If there should be a transfer period for retirees this year, you would have little or nothing to gain by switching merely for the purpose of getting double coverage.

In any event when you reach age 65 next year and are en-rolled in Medicare, you will no longer be able to have duplicate coverage. The city will then offer you a program of medical and hospital benefits to supplement Medicare.

The coverage you now have through a private employer would also have to be terminated in its present form because of Medicare. It is doubtthat any health coverage provided by supplemental your private employer would equal or surpass the benefits provided under the city's health program for retirees.

Editor's Note: Mr. McManus cannot accept telephoned questions. Please write to him in care of THE CHIEF.

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Health Insurance Questions—Answers

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By Arthur T. McManus

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Public Relations Director, Health Insurance Plan of Greater New York

Q. Is the forthcoming transfer period, Sept. 15 to 29, open to retirees 65 years of age and older who are covered under the New York City health in-

surance program? If so, will there be any loss of coverage?

H. V. L.





by Medicare. Retirees cannot transfer at this time. It is expected that a transfer opportunity for them will be announced at a later date.

The announcement will prob-oly be made in the form of an enclosure with pension necks.

Claim Division, 625 Madison Ave., New York, N.Y. 10022. H.I.P. will pay 80 percent of the cost up to 504 hours after ably be made in the form of an enclosure with pension checks.

Retirees 65 and over do not suffer any loss of coverage. On the contrary, they get all Medicare benefits plus supplementary medical and hospital benefits provided by the plans participating in the city's health program.

Q. My wife was hospitalized in November of last year and I had to pay more than \$650 for special duty nurses for her.

H.I.P. has advised me that I am entitled to payments for private duty nursing between the period July 1, 1966 and June 30, 1967 even though I did not have insurance for it at that time. I paid the nurses' bill directly to the hospital and not to the special nurses on duty. Will this make any difference with regard to the payment?

A. It makes no difference. Just send the hospital bill for

you have covered the expense for the first 72 hours of private duty nursing.

Q. If a New York State civil service employee reaches the age of 65 and retires after only four years of service, does the state continue to pay for Blue Cross-Blue Shield in addition to Medicare?

Also, will the retiree be covered by Blue Cross-Blue Shield on a trip abroad?

A. You need at least five years of credited service to qualify for retirement coverage under the State Health Insurance Program.

A retiree covered by Blue Cross-Blue Shield is entitled to benefits while on a trip abroad.

Editor's Note: Mr. McManus cannot accept telephoned nursing services to H.I.P.'s in care of THE CHIEF.

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Vol. LXXI, No. 20

Life Insurance Veto

President Johnson's message which accompanied his veto of a bill to provide additional life insurance coverage for Federal employees strikes us as grossly unfair to the millions who staff our government. He said the bill "would impose an added burden on the American taxpayer just when we are asking him to pay a 10 percent tax surcharge. And because our budget is tight, it would siphon funds away from Americans who need our support much more: children, the poor, the elderly, and most important, American fighting men in Vietnam."

The President had recommended a measure costing \$13 million a year; Congress sent one to him costing \$61 million. The difference-\$48 millionmoved the President to pit Federal workers against the poor, children, elderly, and for good measure, our 500,000 men in Vietnam.

If weighed on the political scales, the President acted wisely. Government employees are far outnumbered by those who the President says would be hurt if he spent an additional \$48 million. But if balanced on the scales of justice and equity, Mr. Johnson acted unwisely and unjustly.

The demands on government are high; they always have been and always will be. An excuse always can be found to divert funds away from Federal employees. But the Government has an obligation to these men and women as it does to other segments of the public.

The veto of this modest measure is regrettable; the basis used by the President is even more so.

Financing the Courts

Last week the Constitutional Convention's Judiciary Committee proposed that the State assume the costs of all courts except certain local ones, such as justices of the peace. Under the plan, the State would pick up 10 percent of the cost each year so that after 10 years it would assume the full burden.

This proposal presents some problems for the 5,000 court employees in New York City. Their salaries are now established as a result of collective bargaining negotiations with the city and the Administrative Board acting jointly. If the State picks up the tab, it would become the financing employer and the city would be out of the picture. While bargaining is mandated for all public employees after Sept. 1, a problem as to the appropriateness of units may arise. A broad, Statewide unit, if adopted, would complicate the problem of local employees.

Court employees may not be particularly concerned as to who pays the bill but they are vitally interested in maintaining proper salary levels. Recent salary agreements are sufficiently attractive to justify a negative outlook on any plan which may threaten continued progress on the pay front and place in doubt the ability of local court organizations to bargain for their members.

Governor's Candor

State employees justifiably were disappointed this year when Governor Rockefeller failed to recommend a pay increase for them. Following an eight percent raise in 1966 the Governor obviously felt that this, coupled with a few fringe benefits this year, met his obligation to the state's employees.

Mr. Rockefeller was surprisingly candid in Albany recently when questioned about next year's State budget. Queried as to the possibility of a tax increase next year, he replied: "Let's face it. I'd like to avoid it if it's at all possible, but I think that we have to look at what is is coming on us." He then cited demands for a pay raise for 130,000 employees.

We admire the Governor's frankness and realistic point of view. While no one welcomes a tax increase, the people must pay for the services they demand.

Your Social Security

Inquiries Answered

By Bernice Bernstein

Regional Director, Region II, systems. U.S. Dept. of Health, Education and Welfare

partment recently contacted us | matically covered for Social Seconcerning the deduction of curity. By changing from the Social Security taxes from his Police Pension Fund to the Fire

York City em-April of 1953 as a member of the Police ment, and declined Social Security coverage. He never pald Social Se-

payment of Social Security the Housing Authority. he does not want coverage. Is retirement system even after pointed out.

still works for the City of New

The rules for Social Security A member of the Fire De- ment system after 1957 is auto-Department Fund, he was conhe originally sidered a "new" employee with respect to Social Security coverage. The Fire Department is

Transit Authority. When he workers was the issue. was given the opportunity to reject or accept coverage in

In 1983, our inquirer became ity. He did not become covered Airport.

For The Record

Many veteran members of the Uniformed Firemen's Association and most observers August 25, 1967 were shocked and surprised by the results of the race for UFA sergeant-at-arms in the recent runoff election.

Fireman Joseph G. LaFemina of Engine 226, long the group's Brooklyn trustee and one of the UFA's most conscientious and colorful workers for many years, was defeated by 4,110 to 2,962 by Fireman David C. Tobin of Engine 69. Fm. Tobin, while popular with his buddies, was given a

slim chance of winning the runoff, particularly since Fm. LaFemina, who finished first in the original three-man contest, needed only 268 votes for the required majority. He was succeeded as Brooklyn trustee by Fm. James B.

Spillane of Ladder 105, who, running against four others, fell 111 short of a majority at first, then edged out the runner-up Fm. John J. Kopp of the other runoff.

The entire staff of the Department of Personnel from those in the front office all the way down, as well as his many other friends, are rooting hard for the speedy recovery of Bill Fishman, the popular Chief of the Examining Service Bureau. After having been confined to his home for several weeks, Mr. Fishman last week entered the Syosset Hospital for more intensive treatment. His colleagues were heartened this week to learn that he was mak-

The biggest manpower training program in the country, New York City's, will be demonstrated in part at the 1967 New York State Fair in Syracuse on Saturday, Sept. 2.

The Board of Education's fairness." Adult Training Center has been selected by the Bureau of Business and Distributive Education of the State Education Department to represent the

New York State Building, wil be centered around key punch and listing machines. Six trainees, Raymond Acevedo, Gloria Pendergrass, Dorothy Benjamin, Mario Simmons, Judith Ketcham, and James Smith Veterans' Preference will operate the equipment, supervised by Miss Esther Anthony, their teacher, from 10 a.m. to 10 p.m. Herman A. Kressel is program director and Al- To the Editor of THE CHIEF gernon P. Henry is Teacher-in-

cles will be easier on New ence. Yorkers' eyes and ears if the way completely.

Already the Department has of Personnel and was told that embarked on a gradual cam- I cannot claim it now since the paign to paint the yellow trucks list already has been estaband mechanical broom vehicles white to eliminate "visual

mas been asked to give the have waited a long time for man in the Department of prior to the installation of ex-400 new collection trucks that struction to control noise and credit? pollution will add about \$102 to each truck's cost.

They rolled out the red car-pet in Montreal for citizens of tional credit (war veterans Off-Street Parking sometime occasion was New York State Rockefeller.

cachets at the Empire State's list" the establishment of such ing. Bagot Agreement of 1817, eran's credits if you apply for position I had been requesting. on Rikers Island on Friday, run to Sept. 13. undefended border between the a promotion exam for Assistant It seems to me that the morale Aug. 25, at 1 p.m. United States and Canada. It Foreman. Your preference also of all employees would be en-

of New York State.' fair, and Mrs. Peterson hosted Man list. reception and dinner at Expo's Palais d'Honeur in honor of the Governor and Mrs. Rockefeller.

The State Law Against Discrimination providing for equal York, he changed retirement employment rights without re- To the Editor of THE CHIEF: gard to sex may have been In Frank J. Prial's "Current regarded as solely affecting Legal Topics" in the June 2 the job rights of women when issue of THE CHIEF, he stated coverage state that anyone be- it was passed in 1965. But in that cost-of-living supplemental the 23 months since its enact- pensions will be paid to retired ment, the State Commission members of paid city police defor Human Rights reports, one- partments (Chapter 561) and fourth of the complaints have retirees from paid city fire debeen filed by men seeking jobs partments (Chapter 546), as in categories of employment well as retired state employees. usually filled by women!

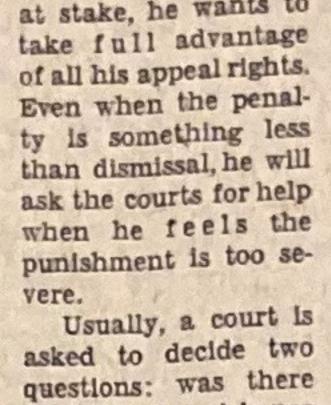
volves an employee of the traditionally held by women

Current Legal Topics

Discipline Cases Move Courts

By Frank J. Prial II Publisher, "The Chief" and member of N.Y. State Bar

Disciplinary cases represent a fertile field of litigation for the courts. More court actions are instituted on this subject than on any other one in the civil service field. Understandably, when an employee's job is at stake, he wants to take full advantage of all his appeal rights.



substantial evidence

FRANK J. PRIAL

produced at the departmental trial to support a finding of guilty, and if so, was the measure of punishment so severe as to shock the conscience of the court. In plain language the substantial evidence rule requires proof which would Ladder 108 by 1,286 to 1,046 in satisfy any fair-minded person of the employee's guilt. More cases today, however are litigated on the question of punishment either because substantial evidence was produced or the employee pleaded guilty at the departmental hearing.

Last week a decision (Fischer v. Kelly) involving a Nassau County police officer spelled out clearly and succinctly the rule which the court must apply in reviewing the measure of punishment and the circumstances to be considered in an individual case.

Must Shock the Court

Quoting from the case of Stoltz v. Board of Regents, Supreme Court Justice Lynde cited this rule: "The statute authorizes us to set aside a determination by an administrative agency, only if the measure of punishment or discipline imposed is so disproportionate to the offense, in light of all the circumstances, as to be shocking to one's sense of

He also cited five circumstances to be con-

1. The nature of the offense.

2. The manner in which it was committed. 3. The conditions surrounding the commission of the offense.

4. The offender's past history. 5. The effect on the offender of the punishment imposed.

In the Fischer case, petitioner was a detective who pleaded guilty to knowingly filing a false summons to a traffic offense and procuring other members of the force to assist him in the preparation and verification of the summons. After reviewing the factors cited above the court annulled the penalty of dismissal and ordered the officer restored to duty as of Aug. 11. He had been under suspension since May 29, 1963.

Reflection On Judgment

The court disclosed that Fischer said he tried to do a favor for a friend of the department. He had discussed it with many other did he disguise his motives or purpose. He other loans, if any, an inquiry terest and it terest and it received no payment or promise of payment. "What petitioner did," the court said, "certainly reflected on his judgment but there is no indication that there was a wicked and willful violation of police department regulations or that he even intended to commit an act which might bring shame or disgrace to the department or that his usefulness as a police officer would be forever thereafter impaired.

"The punishment imposed which put an end to a career of 181/2 years of public service and closed it under a cloud of dishonor went so far beyond the needs of the situation as to shock the court's sense of fairness."

This ruling is in line with a recent trend which finds the courts taking a more sympathetic view of offenses committed by longtime employees who have good records and where there are extenuating circumstances. The situation today is a far cry from what it was several years ago when the courts had no power to review penalties. Merely the enactment of a statute permitting review has had a salutary effect in deterring department heads who have a "chop off their head" philosophy. The follow through by the courts is an even stronger deterrent.

The school's exhibit, in the From Our Readers:

Letters to the Editor

Readers of THE CHIEF are

"Letters" column, please

limit statements to 200 words

(about four paragraphs), on

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Traffic Assignments

lys Senior Employees Should

Get Preferred Locations

lieve my unwritten seniority

One Foreman was made a

By Arthur T. McManus

Public Relations Director,

Health Insurance Plan of

Greater New York

department.

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ably typewritten.

Creditable Only If Claimed Before List Establishment

I am on the Sanitation Man list established on Aug. 8. As an Army veteran, I qualify for Sanitation Department vehi- the five-point veterans' prefer-

On my application, however city administration gets its I omitted my claim for preference. I called the Department

It was error on my part not To the Editor of THE CHIEF: the application, I admit, but I the chance to become a Sani- Traffic nearly ten years. I be- perimental projects.

tation Man. and emit less pollution than veterans' preference would put violated arbitrarily. any other trucks in use in the me higher up on the list by at

Editor's Note: Under the is available. city's General Exam Regulation points) shall be made prior to after his promotion to Forethe establishment of the eli- man on Feb. 6, 1960. On Sept. gible list," as the Personnel De- 18, 1964. partment has informed you. from the Signs and Markings The State Department of "No credit shall be granted division (my division) where a claim has been made transferred to Off-Street Park-

Pension Increases

State Laws Use Complex Formula For Cost-of-Living Hikes

The latest instance occurred City Police Department in 1950 correct in assessing the deduc- at a Commission hearing Aug. and now am past the age of 15 when the right of male em- 62. Can I expect a cost-of-living Another illustration of the ployees of an Albany meat pension increase in October or operation of this provision in- packing concern to seek jobs some time shortly thereafter?

1957, he chose to reject. He Thomas J. Mackell will be tired before 1967. The supplecontinued this choice when honored at a \$50-a-plate dinner ments will be computed on the subsequent openings were made to be held Thursday, Sept. 28, first \$7,000 of the retirement at 7 p.m., in the Starlight Gar- allowance under a complex In 1962, he transferred to the dens of the International Hotel formula, as described by Mr. New York City Housing Author- near Kennedy International Prial in his June 2 column, involving the ratio between the a member of the Fire Depart- for Social Security, however. The dinner is being given by average Consumer Price Index ment and that department be- His choice to reject coverage a Citizens Committee for the for the retirement year and the gan making deductions for continued while employed by Re-election of Thomas J. Mack- CPI for 1967, minus one, exell, Mr. Mackell, a former city pressed as a percentage, adtaxes. He continues, stating The one fact which differs Patrolman, sponsored many justed to the lower 1/10 of one that he was not given a choice from those of the Fireman is bills for civil service employee percent. The resulting percentin the matter of coverage as that the Housing Authority em- groups during his 12 years as age must be three percent or he had in the past and that ployee remained in the same a State Senator, the committee more for the allowance to be the Fire Department correct he transferred from one city Edward Scharf, committee for a one-year trial period start-The answer lies in the fact true because both agencies are tions at 118-11 Queens Blvd.

The answer lies in the fact true because both agencies are tions at 118-11 Queens Blvd.

The answer lies in the fact true because both agencies are tions at 118-11 Queens Blvd.

Room 602. Forest Hills, N. Y. tirees of 1950 are likely to rethem will be announced at a Just send the hospital bill for questions. in assessing tax deductions? agency to another. This was treasurer, is accepting reserva- ing Oct. 1, 1967 before perma- this time. It is expected that the payment? The answer lies in the fact that he changed his "employthat he changed his "employthat he changed his "employthat he changed his "employthat he changed his "employthe answer lies in the fact true because both agencies are thought true because both agency and the both agency agency

For Ratification loan made for the same pur- to the bar, when they in become Assistant D. Its

Among the many differences between the proposed pact and the 1965 contract are: the creation of three new titles of Assistant Caseworker, Senior Caseworker and Senior Homemaker, a more detailed transfer clause, and the right I have been a Senior Fore negotiations and arbitration

New contract additions also The extra five points for rights in the Department are include a five-minute lateness grace period, the establishment As in the past, there now is of two field days a week, and any other trucks in use in the least 1,000 places. Is there any a desirable position open in an additional \$25 per member the Country. The Board's approval least 1,000 places. Is there any to get this the Off-Street Parking Division country. The Board's approval thing I can do now to get this the Off-Street Parking Division. per year in welfare-fund pay-Three times I have requested ments. Regulations governing to be transferred to Off-Street early dismissals for excessive Parking as soon as a position heat and cold have been formalized into the contract.

MOBILE THEATRE

of the New York City Urban er exams. Recently, on July 31, a Fore- Corps, will present a one-hour If you are appointed, how- man was promoted to Senior show at the Reception and now in the fifth cutoff period, ever, you may claim your vet- Foreman and placed in the Classification Center for Men which began Aug. 18 and will last week.

also distributed thousands of may be used if you file for an- hanced if, as we grow older, original playlets, review sketch- 101-3 (67) pays \$2.83 to \$3.87 cense as Teacher of letter open competitive title. It the more desirable positions es and traditional competitive title. It the more desirable positions are also traditional competitive title. It the more desirable positions are also traditional competitive title. also distributed thousands of pays \$2.83 to \$3.87 cense as leading school other open competitive title. It the more desirable positions es and traditional comedy male an hour or \$113.20 to \$154.80 a Arts, Junior High School of the pays \$2.83 to \$3.87 cense as leading school of the pays \$2.83 to \$3.83 to \$3.83 t may be used once provided it is were made available to the interial, the performance will be week, as does Automotive Me- a rating of 67.78, and a companied by a companied State Commerce Commission- claimed under the above rule, dividuals with seniority, pro- accompanied by a rock 'n' roll chanic (announcement NY-101- Manheim, interpolated the control of t er Ronald B. Peterson, state even though it is too late to use vided they are qualified, with group, "The Four Gone Con- 1 (67). Substitute Garageman June 7, 1967 list commissioner-general at the it for the current Sanitation no subsequent detriment to the clusions." The playlets are: "Alice in Wonder York," "Boob-I have tried in the past to alone's Bad Breath," and "Shaconvey these views to my su- pli's Shenanigans."

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

ably be made in the form of Ave., New York, N.Y. 10022.

I had to pay more than \$650 Also, will the retiree be cov-

H. V. L. for special duty nurses for her. ered by Blue Cross-Blue Shield

nursing services to H.I.P.'s in care of THE CHIEF.

H.I.P. has advised me that I on a trip abroad?

SSEU Pact Up

The proposed contract reached for ratification at a mem- day, with five dollars added of Det. Carl Bogan di bership meeting held Aug. 23 |. at the Hotel Diplomat as THE CHIEF went to press. The agreement provides coverage for more than 6,500 Caseworkers in the Social Services Department.

dates have been mailed. Besides these two exams, ap-

(announcement NY-101-4 (67) Teacher of Social State pays \$2.44 to \$3.35 an hour or for High Schools, subjected to \$134 a week.

The Financial, Family

There's nothing really wrong and five dollars and there's nothing really wrong and five dollars and with a loan shark that money every day after with a loan shark your money, pin-money amount won't cure — your money, lars, the

The predators of the money lenders serve a useful purpose in our economic society—at a price, theirs! The usual money higher amount resources_banks, finance companies and credit unions-will lend you money at legal rates, Qualifications ability to pay, time in which to pay it, se-curity you can offer and a minimum waiting period for processing, ranging from fraction of a day to a week. A loan means answering per-

sonal questions about your privacy, an investigation of your race. This serves of your neighbors, landlord, need for money which tion if you haven't lived at borrowed at high a your present address for three years or more.

Moved By Desperation

Only desperation compels the is merely endorsed lender to subject himself to over in full. Usuring the routine inquisition. His with never subject him to this type the exorbitant pa of probing! He has not asked Repayment of ere them because of personal pride. forceable by If it were a business loan, they linquent needs probably would volunteer their after a physical as willingness. But a personal servers quickly see the

Even credit unions in large agencies such as government, the utilities and industry, where the rates are lower and the relationship is less indifferent than it is at a commercial institution, pose problems. If officer, he may find himseli being interviewed by a subordinate or a fellow employee comprised himself for having week were among is received approval. Review of appointed by New York the request by the usual credit District Attorney committees and others disturbs his tranquility and administrative posture. Some applicants cluding a Memphis Str have likened the process to at versity law professor tending a meeting of the A.A. named Assistant Dies The comparison may be signi- torneys and the other ficant for those applicants who law school graduates need the money to bet on a designated Criminal horse or to pay off a previous sistants until their its

Few Questions Asked The one available source of gan's legal staff to b cash asks few questions, the quota of 102. column to express their ed in agreement between the obvious ones: how much! If The police officers as 8 Stone, 182 vRich column to express their civil service city and the Social Service it's an amount like one hundred and Buffalo Law School & Murphy, 189 vSey dollars, it is returnable the next and Buffalo Law School & Murphy, 189 vSey

Tests will be held on Aug. 25 School, son of retird for 324 candidates who filed for Richard B. Lowe, who is Substitute Garageman and on force in 1955 on disability Aug. 28 for 234 who applied for 23 years' service. Young Substitute Tractor-Trailer Op- a summer intern last year erator during the third cutoff been a Legal Assistant period, June 23 to July 20.

The tests for these jobs in Administration. postal vehicle facilities will be The law professor given at morning and after- Avins, a Columbia Lav noon sessions at the Morgan graduate, who will we Station, 341 Ninth Ave., Man- sabbatical as an Assistant hattan. The notices to candi- at \$6,750.

cepted until further notice for Ld. Adds IWO Automotive Mechanic, for which no written test is reperience. Forty-nine filed during the fourth cutoff from July 21 to Aug. 17. No figures were The Mini - Mobile Theatre presstime on the number who ed was troupe of 15 college student filed during that period for the censes and the request actors and musicians, members Garageman and Tractor-Trail- others to drop vetering

Filing for the three exams is Substitute Tractor-Trailer Thomas C. Jensen, Mary A. Manley Substitute Tractor-Trailer the list of April 5, 181 Andrew Andrew Robert

Announcements and the ap- mark is 75.63. periors to no avail. I have sent The shows will be presented mail or in person from the erans' credits, copies of this letter to Deputy on a flatbed trailer for outdoor Board of Civil Service Examine Weather permitting Weather permitting Traffic Commissioner Harold viewing, weather permitting. Mayer and city Personnel Di-Otherwise, the performance St., New York, N. Y. 10023, or Teacher of The Contents of St., New York, N. Y. 10023, or Teacher of Property o will take place in the Center's the Interagency Board of Civil Business JOSEPH T. McGEARY auditorium. Warden Francis R. Service Examiners, 220 East Schools, subject Senior Foreman, D. T. Buono will be host to the group. 42nd St., New York, N. Y. 10017. quirements, 64.30

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blowing are the e. MOTOR VE LICENSE EXAM shard W. Rane Lucinares courtney, 4 Arthur L. eard Boykin, 80 82 Henry Sca

Police Department and

119 Guy Ic H. Charuk, d Mason, 131 Mai 135 vCharles 1 vDonald N. S. el Green, 139 S. 141 vHelmut G. an R. Pupkin. Rafael L. Perez Perrett, 134 Gusta lon, 168 Arthur Nu erome M. Levy 1

D. A.'s Squad, who was stanio Colon, 202 mer law assistant last me th, 203 Irving Ho

and Fordham Law School of Chief of Detective erick M. Lassen, also II ison, 216 Josep. P. S. O'Donnell, Richard Bryant Love L Lehman, 221 He Manhattan and St. John James R. Barne Carter, 229 W 231 Frank La or W. Reck, 239 240 M. J. S Boehler,

dman, 252 John

Ralph Loggia,

Melvin Skippe by Oliveto, 263

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odgins, 278 Ho

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ohn H. Wiggi

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Weber, 296 Ric

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Anger, 307 W

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Peter Macchia

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a, 348 Marty

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Alan R. Godov

A Voltaggi

4, 264 Ruben C

255 Marie

the Housing and Develop

Those who dropped

Health Insurance Questions—Answers | D. E. S., 67.00, 10.17; and 1

Principal, J H. S. uel Silverberg, The announcement will prob- | Claim Division, 625 Madison an enclosure with pension H.I.P. will pay 80 percent of the cost up to 504 hours after

A. The coming open ening open ening open ening open ening and transfer period July 1, 1966 and Is for active did not have insurance for age under the State Health Insurance Program city employees only, including those covered by Medicare.

child not have insurance for it at that time. I paid the nurses' bill directly to the hosenstance program.

A retiree covered by Blue Cross-Blue Shield is entitled to benefits while on a trip abroad.

paid at Post Office

Retirees 65 and over do not you have covered the expense ase in October or nortly thereafter?

Q. Is the forthcoming transfer period, Sept. 15 to 29, open to retirees 65 years of age and to retirees 65 years of age and benefits plus supplementary medical and hospital benefits provided by the plans.

Q. Is the forthcoming transfer the contrary, they get all vate duty nursing.

Q. If a New York State civil Editors Note: The two laws older who are covered under benefits provided by the plans service employee reaches the Queens District Attorney you cite apply to those who rethe New York City health inparticipating in the city's age of 65 and retires after only four years of service, does will there be any loss of cov- in November of last year and dition to Medicare?

as thor- as possible." to the e public. ntinuing provide of that points ngly on lice Sergeant Eligibles Associas. Eligition will be held on Thursday, rtunity

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St., Manhattan.

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The cost of the insurance

P.D. SGT. ELIGIBLES TO MEET ON NOV. 9

on a career ladder leading to supervisory and administrative Persons interested in partipositions.

The next meeting of the Pocipating in future sessions should get in touch with the Department of Personnel, Division of Training and Career De-Nov. 9, at 8 p.m. at the Irving Plaza, 1 Irving Place, near 15th velopment, 220 Church St., The Association's court suit New York, N.Y. 10013 (telefor restoration of the four-year phone: 566-8815).
limit on lists, retention by can-

urged to attend Ptl. Robert D. 11225, or inquire at the door enough to prevent the walkout, d rea- Nesbit, president said Eligibles at the Nov. 9 meeting.

there is ward in assisting fire depart- After four months, Trainees make door-to-door appeals to active to the law's repeal be deviced months. devious ments throughout the state to will be eligible for permanent bring about the law's repeal, be will be eligible for permanent bring about the law's repeal, be suggestion.

All eligitation their men as efficiently jobs as city Stenographers if One suggestion, made by as thoras possible." The starting salary for Stenog- delegate, was that the opposirapher in January will be \$4,- tion be in the form of a gen-600. The title is the first rung eral strike by public employees. "We are mot trying to et Director bludgeon — we are merely try. Comme &

We are merely tryludgeon — we are merely tr Shanker, president of Teachers, United Federation of Teachers, the federation's city unit.

the federation's city unit.

The Taylor And, speaking of the Taylor Attorney Attorney

And, speaking Zaretzki, State Attorney Law, Joseph Zaretzki, State Bronz Candon Law, Minority Leader, said Bronz Law, Joseph Leader, said Bronx are Senate Minority Leader, said Bronx at least that its penalties should not at least that the 14-day work stop- Code provided for restoration of the four-year limit on lists, retention by candidates of test booklets and other matters of interest will be discussed.

New 1018, be discussed.

All Sergeant Eligibles are Lefferts Station, Brooklyn, N.Y. law was not in effect long Police.

All Sergeant Eligibles are Lefferts Station, Brooklyn, N.Y. law was not in effect long Police. lence as a

Health Insurance Questions—Answers restraint as

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of Greater New York

Pensioned widows of city em-PS ployees who died as the result of line-of-duty accidents have oes received letters from the Health Insurance Division of the city

Department of dependents years. tive Jan. 1968, but appli-

cations MCMANUS be submitted by Nov. 10.

will be deducted from the widows' pension checks. In this way they will get the benefit of group coverage and group rates, as well as the right to have certain benefits that are not available to direct payment subscribers.

widows to be presently enrolled premiums.

in any health insurance program in order to participate. The letters they received conthey can select from.

Widows 65 or over who are covered by Medicare Part B are eligible to enroll for the City's "Medicare Supplement."

Q. I expect to retire under Personnel tell- the veteran's option, but will ing them that receive neither a salary check they and their nor a retirement check for two

be effec- first retirement check? J.T.W. Metropolitan

A. When you become eligible of that program. to receive a pension check beginning at age 55, you will be given the opportunity to enroll as a retiree under the city's health insurance program.

In the meantime, you can continue in H.I.P. and Blue Cross by paying premiums directly to both plans.

Since you will be receiving neither a payroll check nor a pension check over the next two years, the city cannot make cannot accept telephoned

emasculated Q. I expect to retire in February, 1968, at age 62.

cuffing the I now have Blue Cross-Blue officer," St tained a booklet describing the Shield-Metropolitan Major-Attorney three medical programs that Medical coverage for my wife Democrati and myself, for which I pay 55 we should cents per two-week pay period, tunity to and the remainder of charge is wants." City-paid.

> My question is: Will my coverage remain the same after retirement, and will my wife be covered? L.J.H.

A. Your coverage will remain the same until you reach 65. may enroll in What happens to my health At that time you will be transcity's insurance (H.I.P.) for the two ferred over to a program that health insur- years I receive no city pay? will combine Medicare benefits ance program. Will the city pick up my H.I.P. with supplementary benefits The coverage premium automatically on my provided by Blue-Cross and Major - Medical. Blue Shield will not be part

> If your wife is younger than you, her benefits will continue as they are until she, too, reaches age 65. If you should pre-decease her, the city's contribution would stop but she could convert to direct-payment policies for both medical and hospital coverage.

Editor's Note: Mr. McManus It is not necessary for the any deductions for insurance questions. Please write to him in care of THE CHIEF.

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An Independent Civil Service Newspaper Betablished 1897

POP LXXI No. 20



'Yes' on Bond Issue

Our subway and bus facilities are badly overbrowded with some 540 million people using them each year, More subway cars and buses, additional lines, better service are needed. The best hope for relief is through the \$1 billion which will be set aside for mass transit if the \$2.5 billion Transportation Bond Issue is approved by the state electorate on Nov. 7.

Highways are congested to the great inconvenence of motorists and truckers. We need more and better highways, particularly around the New York Dity area. The bond issue will provide \$11/4 billion to accomplish this goal.

Good and adequate aviation facilities also are needed. The bond issue contains \$250 million to dewelop airports to more adequately serve the everincreasing number of air travelers.

A "Yes" vote on Proposition One, the Transportation Bond Issue, will mean progress in these vital areas, progress which New Yorkers cannot afford to overlook. We urge our readers to keep New York on an expressway to progress.

BLS Figures Shocking

Starting with the transit settlement in January, 1966, city employee unions have negotiated agreements calling for increases of seven and eight percent per year. Raises of this size would seem to indicate that real progress was being made in uplifting the living standards of municipal employees.

Figures released last week by the Bureau of Labor Statistics supply good reason to doubt this conclusion. BLS said that the amount of money a typical city worker's family needs to live moderately had risen by 50 percent since 1959 to more than \$9,000 a year. On the average this would be more than six percent a year over the eight-year period.

New York City statistics are even more revealing. In 1959 a four-person family in this area spent \$5,970 a year to maintain a "moderate" existence. In 1966 the figure jumped to \$10,195, the highest in the United States. This is an increase of \$4,225, or 71 percent.

How many city employees have received raises of \$4,325 since 1959?

How many earn \$10,195 a year?

The answers, of course, are: "very few." A large majority of employees is not maintaining a "moderate" living standard, despite the increases granted over the past eight years.

What Goes in Hospitals?

The Hospitals Department has been charged by District Council 37, SCME, with conducting a campaign to downgrade and destroy the entire city hospital system so that it can be turned over piecemeal at bargain basement prices to the voluntary hospitals. This serious allegation has been denied by Dr. Howard J. Brown, Health Services Administrator, and by Hospitals Commissioner Joseph Terenzio.

Comptroller Mario Procaccino is not convinced, however. He asserts the city has discussed the leasing or turning over of six municipal hospitals to voluntary institutions. He named the six. Referring to the official denials, he asked: "Who are they kidding?"

We too are not convinced. Nor is Mr. Terenzio's statement that "at this time there are no specific proposals, lease or otherwise . . ." reassuring. The qualifications, "at this time", and "specific", leave room for speculation that the transfer could be made at a later date and that only general proposals are now under consideration.

The future of our hospital system and the welfare of its 38,000 employees are at stake. These workers and the public in general are entitled to full and frank disclosure as to what is going on in this vital area of public service.

Your Social Security

Inquiries Answered

By Bernica Bernstein

Regional Director, Region II, U.S. Dept. of Health, Education and Welfare

Too many people who rely extra trip. solely on information from friends and neighbors about Social Security are being short changed because they are paying for more

The doors of all Social Security offices swing wide and

reliable inform-

Many people understand one possible.

Most contractors there have least three years, as well as the right to since you will be receiving hospital coverage.

come to the Social Security of information.

fice to complete their applicaahead of time asking what to U. Harvey. bring with them may save an

12 months.

Those who know that widows and minor children receive la percent have gone to most employees in the competitive

which may be just as important not rely on the advise of friends South Vietnamese working each of the years. Employees not available to direct pay pension check over the next two years, the city cannot not available to direct pay.

Current Legal Topics For The Record

"Dear City Employee," Mayor Lindsay wrote in a letter dated Nov. 1, "I hope you will join me November 7th in voting YES on Proposition One." That, of course, is the \$2.5-billion bond issue proposed for the state transportation network. "Combined with Federal and local appropriations," the Mayor said, "the bond issue would provide \$5,350,000 for transportation facilities, a significant share of which would be committed to the sort of mass transit improvements so much needed in our city." Listed, besides highway and street improvements, were such "possible projects" as new and extended subway lines, station renovation, and more air-conditioned buses and subway cars. "The bond issue offers strong

hope for easing our transporta-

tion problems before they be-

come crises," Mayor Lindsay

First things first, said Milton M. Bergerman, chairman of the Citizens Union, in speaking of the Staten Island Ferry. Noting "it is ironic that publie transportation is being decreased in a borough which is growing at a rapidly increasing rate," Mr. Bergerman called for immediate restoration of the regular ferry service. Citing the inconvenience to Staten Islanders in the recently reduced ferry runs, he said the increased cost of running the service should be met in part by a fare increase to 10 cents. But the first thing to do, he added, is to restore the regular ferry service.

Citations awarded by the Cooper Union for the Advance ment of Science and Art to six alumni for outstanding professional achievement include two whose names are known

in city civil service circles. They are John T. Carroll former Commissioner of the Department of Highways now president of the Brill Engineer ing Corporation, and Arthur Rosenblatt, architect and administrator of the Department of Parks recently appointed administrator of architecture and planning for the Metropolitan Museum of Art and the Brooklyn Museum.

"Strikes by Public Workers" County Supreme Court Justice Letters To County Supreme Court Justice Samuel M. Gold, who will be of the New York County Lawyof the New York County Lawyers' Association on Nov. 16, at 8 p.m. It will be held at the Home of Law. 14 Vesey St., Manhattan, facing St. Paul's Chapel.

Postal mailing deadlines have been announced for Christmas parcels and letters to servicemen overseas.

If regular postage rates are used, parcels weighing more five pounds should be mailed through Nov. 11, while those weighing less than five pounds and not measuring more than 60 inches in girth should be mailed to Dec. 1. Greeting cards should also be mailed during this period, the Department said. Parcels and greeting cards bearing airmail postage should be mailed between Dec. 1 and Dec. 11.

the Department said, the mailing and return address should to know where he stands. be placed inside the package as well as on the outside. Gifts should be securely packed. Fragile items should be surrounded with a cushion of ex- nothing unusual or devious ments throughout the state to will be eligible for permanent celsior or shredded paper, about this procedure, All eligitrain their men as efficiently jobs as city Stenographers if Matches, lighter fluid and bles were investigated as thor- as possible." similar flammable items are oughly as possible up to the prohibited from the mails.

Hearing Examiners liked what they heard at the Federal final substantive proof that last week.

member of the Senate Post Of- while, to avoid its further delay. fice and Civil Service Committee, who said it is time Uncle Sam upgraded the Hearing Examiners in pay and titles. Mr. Carlson suggested the title Papers Marked by Machine, Yet of Administrative Judge or No Roster Out After 9 Months maybe Federal Trial Judge, and the Examiners liked the idea.

than a million miles since he for a list to be established? joined the office of the Queens | The last acceptable protests Borough President in 1928, re- were in by May, and papers tired on Oct. 27, when he was were to be machine marked. tion for benefits when they are feted by his colleagues. Now 65, Why this delay? about to retire; but many are he drove every Queens Borough not aware that a telephone call President since the late George

Most people know that if able moments—came in the ON WAY FOR TEMPS they are permanently and to the late President Franklin D. ing, and shook my hand."

Contests Liven Labor Scene By Frank J. Prial II

Publisher, "The Chief" and member of N.Y. State Bar The authority of the city's Labor Department to hold a certification election after Sept. 1, the effective date of the Collective Bagaining Law, is being challenged by Local 333, United Marine Division, National Maritime Union. Also un-

der contest is the application of the new Taylor Law to the recent teachers' controversy. That statute also was effective Sept. 1. Local 333 for years has negotiated agree-

ments for all ferry-

boat workers in a single unit. The Marine Engineers' Bene-FRANK J. PRIAL ficial Association in

1964 petitioned for a separate bargaining unit, limited to licensed officers, and for an election to determine the collective bargaining representative in this unit. The Labor Department belatedly complied, the election was held Oct. 23 with the vote 113 to 11 for a separate unit, and 112 to 13 in favor of the MEBA.

The controversy highlights the importance of the scope of a bargaining unit. Local 333 had the majority when licensed and unlicensed personnel were included in one unit; MEBA gained recognition for the licensed men when they were spun off from the larger unit. Similar disputes have existed in the past, such as in the Housing Authority, but efforts to carve out a piece of any existing unit usually have been unsuccessful.

Local 333's Arguments Rejected

Local 333 has raised several points, first in its action to block the election and now in one to challenge it. In denying a motion to stay the election, Supreme Court Justice Tierney touched on a couple of the important ones. Local 333, he said, failed to show clearly the inappropriateness of a unit limited to licensed personnel as to compel the court to grant the drastic relief sought. Local 333 will have a better opportunity to make its point in the new action.

Justice Tierney also rejected Local 333's argument that the Labor Department was without jurisdiction because under the new

OOB Law the holding of elections became the responsibility of the Office of Collective Bargaining as of Sept. 1. The law, he said, will not tolerate a vacuum between the expiration of one law and the successful implementation of its successor. OCB has yet to start functioning. But again, the court was making its decision on a motion for a stay on the eve of the election which met the court's traditional reluctance.

The labor relations statute at the State level (Taylor Law) also is being used to challenge jurisdiction. In the proceedings before the Public Employment Relations Board to invoke the penalties of the law, the United Federation of Teachers argued that none of the procedures under the Act for dealing with an impasse were followed and that its effective date, Sept. 1, excluded the possibility of the UFT being covered. The UFT also argued that it has been deprived of due process of law because the PERB had not promulgated its rules and regulations.

Important Constitutional Issue

A constitutional question also has been raised. What are the rights of public employees to resign from their jobs in view of the constitutional safeguards against involuntary servitude? The UFT may go all the way to the U.S. Supreme Court for an answer.

In terms of the importance of the precedents to be established, this constitutional issue surpasses the jurisdictional ones raised. The teachers' strike demonstrated the ineffectiveness of the Taylor Law but if the courts were to uphold the tactic of mass resignations the punitive features of the law would be completely useless. Merely by the device of filing resignations a union could escape liability for fines, loss of dues checkoff and jailing of its officers. It is possible, however, the courts may wish to avoid ruling on the merits. The fact that teachers' resignations never were filed with the Board of Education may supply the out.

In the Local 333 case, any ruling that the Labor Department had no right to hold the election merely would require a new election under OCB auspices, presumably with the same results. So the important issue is the appropriateness of the bargaining unit, or more precisely, is the administrative determination of a unit solely for licensed personnel so arbitrary under the circumstances as to warrant the court's intervention.

From Our Readers:

Veterans' Preference

To the Editor of THE CHIEF:

pear on the present Sergeant York State. list indicating they have been to correct this error for the sake | techniques." To further insure delivery, of all eligibles. This will give Mr. Rockefeller said that experience.

Department explains there is ward in assisting fire depart. After four months, Trainees time the list was made public. The investigation is continuing and those who cannot provide Trial Examiners Conference they deserve veterans' points

Snail-Like A. A. List

To the Editor of THE CHIEF: Is there even one valid rea-Adolph (Andy) Weiss, of son why hundreds of dedicated Jamaica, dean of Queens Bor- key personnel, having experiough Hall's Motor Vehicle Openced the ordeal of a very diferators, has turned in his city ficult examination for Admin-Andy, who has driven more 1967, must wait interminably

One of Andy's most memor- BILL OK'd, STATUS

tally disabled they may qualify Roosevelt. "During a pause in Although the new law does for disability benefits, but the motor procession," said Mr. not become effective until Feb. many do not know that a dis- Weiss, "we were alongside the 8, the U.S. Civil Service Comabled person may now qualify President. I walked over to his mission has issued a bulletin for disability benefits if his car, and he gave me a big advising Federal agencies of disability is expected to last smile, asked whom I was driv- preliminary steps to be taken to provide for the acquisition of career status by certain Salary increases averaging temporary and "indefinite"

and minor children receive monthly benefits if the "bread-winner" dies, may not know that dependent parents can also receive monthly benefits. It is common knowledge that people over 65 are eligible for the district of the unsured winner with the district of the supplementary benefits assist all who was stated by president parents and its contractors. The main employees to been the district of the unsured with the cetty benefits of the competitive actions must be submitted by Nov. 10.

The main employees to been the converge will be effective. The legislation, signed by President Johnson Oct. 11, brush the coverage will be effective actions must be submitted by Nov. 10.

The main employees to then the converge will be effective actions must be submitted by Nov. 10.

The district of the unsured with the city pick up up the U.S. Government and its contractors. The legislation, signed by President Johnson Oct. 11, brush the subplementary benefits will be effective. The main employees to then the coverage will be effective actions must be unsured to the unsured with the city pick up up the coverage will be effective. The main employees to the unsured the coverage will be effective actions must be submitted by Nov. 10.

The cost of the insurance with the submitted will not be part of that proposed the unsured with the submitted will not be part of the unsured with the city pick up up the coverage will be effective actions. The main employees to the unsured with the city pick up up the coverage will be effective actions must be submitted by Nov. 10.

The adjustmen paid for at least 700 hours in have certain benefits that are neither a payroll check nor a

State Film Out

of the Division of Fire Safety. of 60 Trainees. "This film," the Governor On the present P.D. Ser. said, "utilizes the concept of a cooperative enterprise of the

every eligible an opportunity "this new approach to the Trainees will receive \$57.50 training of firemen is the mark a week consisting of \$32.50 in Editor's Note: The Personnel and is a significant stride for- funds.

The words that had the sound of music to their ears came from Sen. Frank Carlson (R-Kan.), ranking minority (R-Kan.), ranking min

didates of test booklets and other matters of interest will who wish to join should write page by the United Federation

Nesbit, president said Eligibles at the Nov. 9 meeting.

By Arthur T. McManus

Public Relations Director.

Health Insurance Plan of

Greater New York

Insurance Division of the city

Pensioned widows of city em-

received letters from the Health "Medicare Supplement."

dependents years.

Begins; Apply For On Fire Training Future Sessions considering inflation, higher the book the ad an amiliar attraction.

Governor Rockefeller this Trainee Program, designed to which are in competition with promise me week announced the release of relieve the shortage of trained rapid transit (rubber vs. rail, running to a new fire-training film called Stenographers and provide jobs you know) and for air traffic any way are "Ground Ladders," to be used for those with limited secre-Those With Added Points for in the New York State stand- tarial skills, got under way on City subway riders after they getting the Sgt. Must Prove Entitlement ardized fire-training program Oct. 30 with a full enrollment

The four-month program is geant's list, there are several programmed learning in the Department of Personnel and eligibles who claimed veteran's training of firemen and is a the Manpower and Career Depreference and are not en- step of vital importance to the velopment Agency of the Humtitled to it. Their names ap- safety of the people of New an Resources Administration. Enrollees will receive three

"In the 19-year history of the hours of intensive schooling awarded veteran's preference, state's standardized training each day in stenography, typ-Why did the Personnel De- program, over 250,000 firemen ing, and office skills at a new partment permit this list to have participated," he pointed training center of the Manbe established with this gross out. "Today, there are 150,000 power Agency. During the reerror? Will this error be cor- paid and volunteer firemen in mainder of the work day, they rected or will it be compounded New York State and the job of will gain three hours' practical like so many others? I feel that training these men demands experience in a city agency. prompt action should be taken the use of modern educational Job counseling will be provided for those without previous work

INTERESTED ELIGIBLE of leadership that New York salary and a \$25 stipend which State gives to the fire service will be provided from H.R.A.

they pass the required tests. The starting salary for Stenog-TO MEET ON NOV. 9 on a career ladder leading to supervisory and administrative

The Association's court suit for restoration of the four-year limit on lists, retention by can-

the Association at P.O. Box 211, of Teachers because the new All Sergeant Eligibles are Lefferts Station, Brooklyn, N.Y. law was not in effect long urged to attend Ptl. Robert D. 11225, or inquire at the door enough to prevent the walkout,

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

they can select from.

ing them that receive neither a salary check

in any health insurance pro- Q. I expect to retire in Feb-

The Financial D

FACTS OF

The as yet unsatisfactorily answered What-Ever-Happened To-The-Second-Avenue-Subway? question could mean the differ. ence between a Yes or No vota on Proposition 1, the \$2,500,000. 000 transportation bond issue come November 7.

A half-billion dollars is about one-tenth the city budget in round numbers. Ten percent of the city's budget is comparable a to more than five weeks in salary, vacation or services a Two-and-a-half-billion dollars is seven times that much, or about half the city's budget or six months in salary, vacation or service. It is when billions of dollars are related to the average wage earner's salary or vacation time that their map. nitude can be made a matter of basic, meaningful dollars. When the voters, in good

faith, agreed to spend \$500. million for a highly propagan dized Second Avenue Subway they were chagrined, disturbed resentful, and angered, in that order, to learn that the money was then spent on anything but the still needed but no longer promised East Side line When the reasonably rapid elevated lines on Second Third Avenues were eliminated the substitute was groaning, fuming buses inch ing their way against trucks trailers, taxis, traffic (usually red) and tourists. (Locals can't afford the parking charges or the \$42 towaways. Finds Legal Loophole

How did this happen? It But seems the transportation agency's lawyer read (or wrote) the cal fine print which offered the usual legal loophole and the money was then nickelled and. dimed in light bulbs, signals, and switches and other paraphernalia for existing lines. The reasoning was that If the Second Avenue subway were built, that it would be a hole without onds trains because the existing rush cars were noisy, slow, crowded, now not air conditioned and were wante known to break down on oc- Ditto casion, all of which are in- are tolerable in a first class sub- e way in a first class city as sub- won way riders know.

The billion dollars supposed. line burn Stenog. Training ly allocated for city transit in the pending bond issue is little more than the cost of the Sec is come ond Avenue Subway fantasy, farmer and which benefits few New York Some ber

Urge Taylor Law's Repeal

Law, which prohibits strikes by

legislative session in Albany.

Around the Circ

Signs continued to mount proved solar

public employees, will come un- House Orim to

Latest indication is a reso- House crim

lution passed by voice vote at son to min!

the convention of the Empire spending a

State Federation of Teachers liself follow

at Kingston, N.Y., calling on Congression

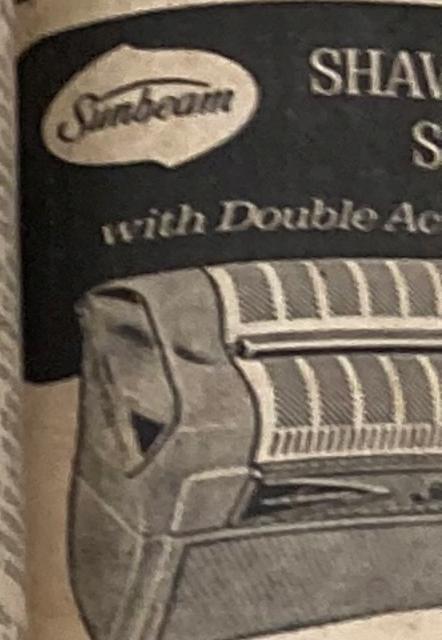
this week that the new Taylor law became in

In Civil Service

WINO HEADS EXAMINING UNIT

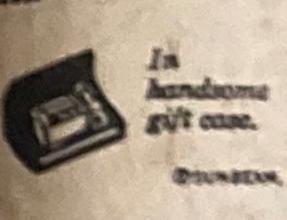
D. Bonvino has been to succeed Alfred L Acting Chief of Bramin Br and E of the city Per New Department, Saul Weitz, been appointed as As-

exams for engineerentered city 1946 as an Assistant angineer with the pres pecame a Civil dres mer Grade 2 and of the rose to Supervising of .



Shaves you THATE

CHIELE ACTION STAINLESS STEE wlow beard line .



BENY'S AUTH, SAL CANAL ST., NEW YORK, N.

4 Speed This compact automa record changer. Altho Model 40 Mk II has all far more.

Outstanding Features Oversized turntable wi models in a considera

bludgeon - we are merely try- Committee man Garrard 4-pole shaded rotor, shielded from h United Federation of Teachers, D. A. Bind P . Super sensitive trip, v any high compliance

> Shell is lightweight c handling. It plugs in . · · · can be removed fr Stylus pressure with touch device, for con

according to the ca turer's specifications. Graceful cast alumin is counterbalanced -

this type of arm I available in a popular unit. This feature a gives the 40 Mk particular significant - an automatic in th economy field which can track high qualit cartridges for fin

Two spindles — a co

when taking records In automatic positi records of any size

Marie Pol

gram in order to participate. ruary, 1968, at age 62. The letters they received con-tained a booklet describing the Shield-Metropolitan I now have Blue Cross-Blue three medical programs that Medical coverage for my wife and myself, for which I pay 55 Widows 65 or over who are cents per two-week pay period,

ployees who died as the result covered by Medicare Part B are and the remainder of charge is wants of line-of-duty accidents have eligible to enroll for the City's City-paid. My question is: Will my cor-Department of Q. I expect to retire under the same after re-Personnel tell- the veteran's option, but will covered?

they and their nor a retirement check for two A. Your coverage will remain may enroll in What happens to my health At that time you will be transthe city's insurance (H.I.P.) for the two ferred over to a program that health insur-ance program. Will the city pick up my H.I.P. with supplementary benefits

For example, most people district office for the correct a week, including overtime their agencies and must pass widows to be presently enrolled premiums. two years, the city cannot make cannot accept telephoned in care of THE CHIEF.

teachers throughout the state to hold demonstrations and actly what to make door-to-door appeals to be was an bring about the law's repeal there were One suggestion, made by be some in Stephen Zeluck, a New Rochelle motions will P.D. SGT. ELIGIBLES rapher in January will be \$4,delegate, was that the opposi- Meaning 10 tion be in the form of a gen- tion has up eral strike by public employees. reverse the His idea received little support et Direct un "We are not trying to told the Sun

And, speaking of the Taylor Law, Joseph Zaretzki, State Senate Minority Leader, said that its penalties should not apply to the 14-day work stop-

which started Sept. 1 in sup-

sound reproduction.

venient short spind for playing single re ords manually; an i terchangeable cent drop spindle for auto Spindles remove for

BRONX,

il Service

sions

Tip

HIEF: zation is ired city nces apost-of-liveffect the city

ficult to the fact n is genthe em-

centage f-living ed sepcable.

OVSKY

BS FION

cepted am for ervisor. e writr Jan. eies.

ng the service

n de- | 566-8972. ices.

established May 1, 1967 with the green and white varieties, of Person- established May 1, 1967 with the green and the have been used up except for into the gutters all about town, Y SMITH restorations.

policy of dates, and No. 6083, with 2,939, by scofflaw motorists. s only to were established last June 19 the armed and are scheduled to terminate ork State | Sept. 19, 1968. Neither one has Personnel yet been used for appointments t is stipu- to the police force.

To Make 750 in March

No. 6127 Patrolman - Police Trainee, established last June 19 with 4,125 candidates and scheduled to terminate Sept. 19, 1968. This two-in-one roster Organi- has been used up for Trainees to

discarded whole or (if the San doubleparking, obstruction of No. 6069, with 2,508 candi- Men are not so lucky) in parts hydrants, and some other in-

> nearly \$3.5 million a year in abandoned-car pound, or the Nathan traffic fines to help Mayor San Man's receptacle. Lindsay balance his ever-zoom- | San Man's receptacle. ing budget, reports that in the last year, nearly 800,000 invitations to parking court were ignored. A good proportion are ceeds from every "dropped" nored. A good proportion are collected by walking San Men summons they turn in to that last ye collected by walking San Men fine organization, the Criminal land or mechanical brooms assigned Court's TSCB. collected by walking San Men summons they turn in to that alternate-parking areas, Court's TSCB.

> parking violations — illegal Eagle as parking between the Battery was as double parking, obstruction of litor of hydrants, and some other inhydrants, and some other inhydrants. The Traffic Summons Con-trol Bureau, which collects to be interesting to see which be-nearly \$3.5 million a year in abandoned-car pound, or the Nathan

Maybe the San Men should came leaving work on commission — say about 40 percent of the pro-

Health Insurance Questions—Answers RIV SEC

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of Greater New York

es, here out. My wife and I both work my family were covered under by that agency. on the for the City of New York. I G.H.I. Return. think H.I.P. is the best plan I was 65 in October and join- Cross has sent me a bill for in t allow- and my wife thinks G.H.I. is ed Medicare A and B. My wife \$43.50 saying I no longer be- As



was told that as long as I have a plan,

That does

a city employee she is entitled the city program. pay any Blue Cross bill. to her own insurance, regardless of where I work.

e last A. Since she is a city em- reached age 65.

270 questions this, refer him to the tan Life-Blue Cross.

New City Department of Personnel,

an individual she will not be moved upstate and transferred City entitled to G.H.I. or Blue Cross from H.I.P.-Blue Cross to Blue poin maternity benefits.

Q. I hope you can help us New York in July, 1967. I and ment of Personnel, as requested Mil

the best. I and daughter are still in G.H.I. long to the group payment be have H.I.P. and and I would like to know if I plan. How come? I understood ea told her to get can use this coverage as I did the city was to pay for the a her own plan. before, or do I have to accept health insurance, regardless of Ci She applied at the Blue Cross-Blue Shield cov- which plan you belonged to, as her office and erage for those on pension? of April 1, 1967.

she was not eli- to transfer out of G.H.I. Since gible to apply. you have enrolled in Medicare Part B, you are entitled to the not seem right supplementary benefits which

> continue to receive the same with a note saying you are en-S. B. benefits that they had in G.H.I. rolled in Blue Cross-Blue Shield and Blue Cross before you under the city's program for

such ployee herself, your wife is en- Incidentally, Blue Shield is identification number. point-titled to join a health plan in not included among the three Address your letter to: City her own right. You will have plans available to city retirees Information, Associated Hospi-2-867) to drop her from your own cov- enrolled in Medicare. Besides tal Service, 80 Lexington Ave., e ob- erage, of course. | G.H.I.-Blue Cross, the plans are New York, N. Y. 10016. epart- If your wife's payroll clerk H.I.P.-Blue Cross and Metropoli-

You must remember, how- York City Department of Sani- in care of THE CHIEF.

ever, that if your wife joins as tation on September 20, 1966. I uty Shield-Blue . Cross .in .August Dep 1967. I filled and sent the ap- sion Q. I retired from the City of plication to the City Depart- nou

In the meantime the Blue You

I have not heard anything from the city as to my status. A. There is no need for you will you please set me straight

on this.

P. K.

A. Apparently there was a to me because G.H.I. and Blue Cross provide slip-up somewhere along the McMANUS I think that as for Medicare enrollees under line. You should not have to

Your wife and daughter will Return the bill to Blue Cross

Editor's Note: Mr. McManus cannot accept telephoned Q. I retired from the New questions. Please write to him

come and "h

Mrs. Westr



Registered in U. S. Patent Office Member Audis Bureau of Circulation An Independent Civil Service Newspaper Established 1897

Vol. LXXI, No. 34

Exclusive Checkoff Upheld

A unanimous decision without opinion, by the Appellate Division which upholds the validity of an exclusive checkoff of union dues moves the city one step closer toward adoption of a policy which would give this privilege to all unions with majority status. An appeal to the Court of Appeals is contemplated but court permission must first be obtained.

As Justice Gellinoff ruled at Special Term, the Mayor has the legal right to place the checkoff on an exclusive basis as long as it is with the consent of the individual employees. But legalities aside, exclusive checkoff is a logical extension of the labor relations program which grants exclusive bargaining rights to majority unions. Both the Transit and Housing Authorities have recognized this principle for many years.

Both the city and unions seek to establish a stable relationship for their mutual benefit. An exclusive checkoff strengthens the hand of a majority group because it denies to minority unions the ability to collect dues through payroll deductions. It thus makes it more difficult for competing unions to undermine the majority group both by undercutting it at every turn and by stirring up employees with wild promises of what it could accomplish. In simple truth a union without a certificate cannot negotiate terms and conditions of employment nor handle grievances, two major reasons for a union's existence.

The appellate court's ruling is sound and should permit the city to move forward with a personnel order which makes exclusive checkoff applicable to all.

Tripartite Concept Needed

The American Federation of State, County and Municipal Employees, AFL-CIO, is certainly not an unbiased observer in the controversy which started when Governor Rockefeller designated the Civil Service Employees Association as the exclusive collective bargaining representative for 124,000 State employees. AFSCME has a substantial membership among State workers and wants the opportunity to represent them, a natural and logical desire for any union. Despite its personal involvement, the union makes

a valid point when it criticizes those provisions of the Taylor Law dealing with the establishment of bargaining units and the recognition of unions. Jurisdiction in these areas are granted to the Public Employment Relations Board composed of three members appointed by the Governor.

The AFSCME says this allows "the boss to call the shots," meaning that employees are not represented on the Board. Certainly the Board's make-up gives the appearance of being employer-oriented, a factor which does not make the Board's job any easier nor does it quiet the complaints of employees who question its ability to be objective.

If the state followed New York City's tripartite arrangement under the Office of Collective Bargaining, there could be no vaild claim of boss domination. Its objectivity already has a union stamp of approval. We feel the State program would have greater acceptance if State employees had a similar setup, although we have no reason to doubt the PERB's ability to function for the public good.

Pattern for Nation

Employees are heartened to learn that the city's Office of Collective Bargaining will be in operation sometime during December. Funds to get under way were approved last week by both the City Council and Board of Estimate and the city has made a commitment for space at 250 Broadway.

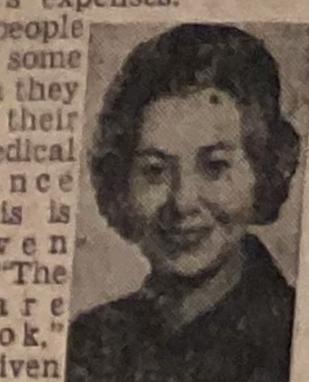
Initially, OCB should move forward on the adoption of procedural rules and tackle the backlog of pending requests for certification. The city's Labor Department has continued to operate with a skeleton orce since Sept. 1 when the OCB law became effecive, but it could concentrate only on the major cases efore it. Other matters have been held in abeyance ntil OCB starts functioning.

The concept of a tripartite setup—employer, emoyee, public-is a new one in the nation. If it suceds here, and we believe it will-it may very well set e pattern for public jurisdictions elsewhere.

our Social Security Inquiries Answered

Bernice Bernstein al Director, Region II,

ct. of Health, Education and Welfare past several weeks we



BERNSTEIN

In the first seven

first claim to have it checked write to Bert Rock, secretary, by the local Social Security of 530 Olmstead Ave., Bronx, N.Y. fice before mailing it to the 10473. Medicare carrier. This will insure that the individual will eived a number of re- have a complete understanding leased a computerized report or assistance in the of the procedures and require- on the results of the Home Fallin of the "Request for ments when making future out Protection Survey in Nasclaims. It will also provide an sau and Suffolk Counties excellent opportunity to raise which it has received by mail. any questions which the per- About 150,000 homes were son may have.

claims in the past we are mak- report does not include their ing note of some of the more findings. common omissions which may Approximately half of the Promotion to Case Supervisor,

surance or how much of his deductible amount has been questionnaire and are encour-

(2) Entries not legible.

ling payment.

For The Record

The first two years of the Lindsay administration will be reviewed in a City Club of New York study to be conducted by Dr. Charles Garrett, Long Island University associate professor of history.

Stanley Turkel, the club's president, in an article in the club's publication, stressed that the board of trustees had not rejected criticism of the Lindsay record contained in an article in its publication, City Club Comments.

The trustees have approved a resolution stating the board had not itself taken any position on the Lindsay administration and authorized an extensive study of the Mayor's record to now. Mr. Turkel said there was a "total lack of achievement in housing and redevelopment" and "failures in other areas."

The phrase, "better late than never" was put into practice last week in reporting on a \$5,000 award given by the U.S. Agriculture Department years after the bright idea was submitted by Almond D. Bull, now retired.

He suggested the power driven soil sampler now widel used by the Soil Conservation Service and which is saving Uncle Sam more than \$1 mi lion a year.

Apparently, the suggestion got sidetracked and was over looked until Secretary Orvill L. Freeman heard of it, and had it checked out, resulting in the biggest award ever given by the Department.

The delayed award suggests a streamlining of the program may be in order.

A "Tenant's Bill of Rights and Responsibilities" for tenants of rent controlled buildings is now available by mail or in person from District Rent Offices, Rent and Rehabilitation Commissioner Frederic Berman disclosed last week. A single sheet form in both English and Spanish, lists succinctly the basic protections given tenants under the ren control laws and the recourses to landlord violations as well as enumerating the tenant's responsibilities.

The fleet's coming in, goes for the Sanitation Department,

With the average age of the city's 1,430 Sanitation collection trucks 71/2 years old, according to Deputy Sanitation Commissioner Maurice M. Feldman, the first 50 of 80 new trucks will be delivered in January. It was made possible by final approval by the City Council last week | ment of Personnel prides itsel of a city budget modification as being "An Equal Opportunity permitting the Sanitation De. Employer" when actually it is partment to buy \$11,475,000 worth of new equipment.

The new equipment also will partment it has recruited men include 100 street sweepers, 100 street flushers, a tugboat and 10 barges. The funds, requested accepted as Patrolmen with the by Mayor Lindsay, already have | Police Department. They took been approved by the Board of the Sergeant examination but Estimate. are not entitled to veterans'

Rev. Andre Penachio has them are veterans. been designated chaplain of This policy also affects many the Special Officers' Division of Negro and Puerto Rican vet- Here's a rundown on the Pa-Local 237, it has been an- erans who came from other trolman lists identified by exnounced.

Father Penachio has been in- are denied those extra points No. 1382-Established May 24, volved for a long time in com- on a promotion test which may 1966 and extended to April, munity activities, has worked decide whether they will ever 1968; 3,028 on it originally; No. particularly the pedestrian closely with underprivileged be promoted even if they 1506, established July 21, 1966 variety with broom, shovel, and children, and has been a should pass the test. It also will and extended to April, 1968; staunch supporter of Local 237. affect the Police Cadets after 2,611 names originally; No. activity of the Police Depart- out-of-town motorists, who Sun's civil service He once served himself as a they have become policemen 1557, established Jan. 31, 1967 ment and the Traffic Depart- demonstrate their opinion of the Civil Service Special Officer in the Welfare because a large majority of with 1,156 names and sched- ment's "meter maids." Department and consequently them migrated to New York uled to terminate in 15 months Every day, it appears, more New York's ticket-littered is a member of the union.

Union's opposition to state con- and be a real Equal Opportun- Aug. 1, 1968. All of these lists ly or plummeting not so gently parking between the Battery trol of local welfare depart- ity Employer. ments was reiterated last week by Mrs. Judith Mage, its president. Fearing control by upstate political leaders. Mrs. Mage said that the state has frequently failed to respond to forces while New York State Sept. 19, 1968. Neither one has nearly \$3.5 million a year in comes fuller, the city's till, the

fare problems. The SSEU president, however, lated in the State Civil Service pledged the cooperation of the Law. union with the National Study Service examination of state and local control of the welfare program for the Joint Legislative Committee to Revise the Heartened by Retirees' Organi-Social Welfare Law.

The Bronx Post Office Play- To the Editor of THE CHIEF: ers, under the direction of Now that an organization is Harry Wiener, will entertain being formed for retired city the residents of the Hebrew employees, their chances ap-Home for the Aged of River- pear brighter for a cost-of-livdale on Monday, Dec. 4, at 7:15. ing increase to take effect Postmaster Frank J. Viola sooner than if left to the city

has encouraged Bronx P. O. on its own initiative. workers to contribute their talents in community and cultural endeavors of this nature. that this administration is gen-For information on the erous with raises to the em-Bronx P. O. Players' activities, ployees in service. in which the employees partici-In view of this, we urge all pate on their own time, absorbwho are about to make their ing any expenses themselves,

The Bureau of Census has re-CASE SUPER JOBS surveyed by enumerators, most-For those who have filed by in Suffolk County, but the

elay payment:

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identification number — withoccupants now are receiving the protection factor afforded by their home basements. Home
occupants who did not comsurance are less is scheduled for Jan.
13. for 15 present vacancies.
Requirements for taking the test call for permanent service
occupants who did not complete the first questionnaire as a Case Worker before last A. Since she is a city em- reached age 65.

the medicare pro- (3) Failure to enclose phys! that it is important to them and applications may be ob- erage, of course.

G.H.I.-Blue Cross, the plans are New York, N. Y. 10016. benefit payments cians' receipts with the claim. and also to the home occu- tained from the State Depart- If your wife's payroll clerk H.I.P.-Blue Cross and Metropoliants to know the protection ment of Civil Service, 270 questions this, refer him to the tan Life-Blue Cross. ot include all the Medicare carrier to write back actors so that people without Broadway, Room 1100, New City Department of Personnel, information with to the beneficiary, thus delay- idequate protection may be York, N.Y. 10007, or from de- 566-8972.

Current Legal Topics

Job Case Sent Back to Leary

By Frank J. Prial II

Publisher, "The Chief" and member of N.Y. State Bar An eligible who was passed over for appointment as a city Patrolman recently gained a ray of hope when a court directed Police Commissioner Howard R. Leary to reconsider

the case in light of its opinion (Kaminsky v. Leary). The case is worthy of note because Supreme Court Justice Emilio Nunez's action is unusual in light of the perfunctory treatment the courts have given lately to similar cases. The Civil Service Law and rules state that an appointing of-

ficer may select one

FRANK J. PRIAL

out of three eligibles certified to him for appointment. This means, for instance, that eligible No. 3 may be appointed after eligibles Nos. 1 and 2 have been passed over. The courts have consistently upheld this right and have extended it to include the right to refuse to give disappointed eligibles a reason for refusing to appoint them.

Court papers in the Kaminsky case disclosed that after he was certified for appointment by the Personnel Department he was called to the Police Academy and was interrogated by two police officers concerning the arrest of two of his brothers. Two weeks later he was notified that he had been considered by the Police Commissioner and was passed over. He charged that he was refused appointment because of the arrest records of his

Leary Refuses to Give Reason

In reply, Commissioner Leary denied this was the reason, denied knowledge of the interrogation by two officers, and refused to tell the court the basis for the exercise of his discretionary power.

If the court were to follow hundreds of previous decisions in this type of case, it would have written several paragraphs to the effect the appointing officer may select one out of

From Our Readers:

Letters To

The Editor

Veterans' Points

Entered Service Required

The New York City Depart

for men to join the Police De-

Some of these men have been

preference although many of

Increased Pensions

zation; Gives Tax Tip

The long delay is difficult to

understand in view of the fact

of exemption, the cost-of-living

increase is to be figured sep-

UP FOR PROMOTION

to Dec. 4 for a state exam for

Applications will be accepted

MEYER SINOVSKY

arately as it is full taxable.

from other states.

To the Editor of THE CHIEF:

three eligibles certified to him, that he need not give a reason for refusing appointment, that the court cannot compel him to do so, and that petitioner's allegation as to the rea-

son is no more than speculation. Justice Nunez refused to take the easy way out. Remanding the matter to Mr. Leary for reconsideration, he quoted the words of Justice Hofstadter;

"Standing on his right, as head of his department, to select one of the three highest on the list, the Commissioner has not revealed the basis for the rejection of the petitioner. Undoubtedly, he has a very broad discretion in making appointments to the Department, and when exercised within its proper sphere the court may not impinge on it.

Discretion Is Not Unlimited

"Yet broad as the discretion is, it is not unlimited; for unlimited discretion is the equivalent of unbridled power which is contrary to the spirit of our democracy. Arbitrary power, however well-intentioned, is an anomoly in a free society. Accordingly, the applicable rule is that the Police Commissioner may not arbitrarily refuse to appoint an eligible candidate."

What appears to have aroused the court was the claim that petitioner was being held to account for the sins of others, a claim that had the color of validity in view of the timely questioning by the two police officers. Significantly, the court did not direct appointment and the question arises, what happens if the Commissioner sticks to his original decision to pass over? It is most unlikely the court will do anything if the Commissioner still refuses to give his reason. Those instances when the courts have directed reinstatement are where an appointing officer gave a reason and it was found arbitrary.

Judicial review has been more successful when an eligible has been turned down for promotion. Where petitioner has had a good record on the job, and nevertheless has been passed over for advancement, the courts have held the appointing officer has a duty to come forward and give the reason. The presumption is that an employee is entitled to promotion unless there is a good reason to pass him over.

Around the Circuit In Civil Service

Covering Beat on Police Lists | but has not yet been touched tate Residence at Time They check by THE CHIEF disclosed this week following Defense Department announcement that early discharges would be given to military personnel wishing to enter civilian police work to not. In its recruitment drive

help strengthen police forces in major cities. A check by THE CHIEF of the city Department of Personnel's Certification Division the keeper of the eligible lists - revealed six Patrolmen rosters in existence and two Patrolman-Police Trainee, with another Police Trainee list result from the Nov. 4 "walk-

states and Puerto Rico. They am number:

SIDNEY SMITH restorations. No. 6069, with 2,508 candi- Men are not so lucky) in parts hydrants, and some other in-Editor's Note: This policy of dates, and No. 6083, with 2,939, by scofflaw motorists. allowing vets' points only to were established last June 19 The Traffic Summons Con- 25 bucks starting Dec. 1, it'll persons who entered the armed and are scheduled to terminate trol Bureau, which collects be interesting to see which be-Department's doing. It is stipu- to the police force.

To Make 750 in March

The city has more Patrol- for Patrolman (the two aforeman lists right now than you mentioned unused Patrolman can shake a nightstick at, a lists get first shot at jobs).

two-in-one list has not yet been value. used for Patrolman appoint-

The Police Department ports 491 present Patrolman vacancies and expects to appoint 750 men in March. From now until March, however, some of the openings will be filled by Trainees who reach the age of 21 and pass the necessary pelice medical exam.

Discarded Tickets Fine Problem One of the reasons the city needs more Sanitation Men, cart, is ironically, the increased many with the compliments of former editor of the

New York City's "unique" wel- residents is not the Personnel yet been used for appointments traffic fines to help Mayor abandoned-car pound, or the Lindsay balance his ever-zoom- San Man's receptacle. ing budget, reports that in the Maybe the San Men should leaving that post all

on April 30, 1968; and No. 1613, and more parking tickets, both streets. The Department of Person- established May 1, 1967 with the green and white varieties, With the fines for many The Social Service Employees nel should change this policy 1,260 names and terminating find themselves fluttering gent- parking violations - illegal have been used up except for into the gutters all about town, and 72nd St. in Manhattan, discarded whole or (if the San doubleparking, obstruction

has been used up for Trainees to alternate-parking areas, Court's TSCB.

No. 7017 Patrolman - Police premiums because the longer rights of les Trainee, established last Nov. you live the more you pay and been contracted 6 with 4,067 names and sched- if you can't afford to keep on vides for payment uled to terminate Feb. 6, 1969. paying that's it. There's no Part B for my There is an outstanding certi- real refund. The alternative is over 65 and not fication to No. 850 for Police another form of policy which The plan is

> future date you want to cancel exclusive of media your policy or allow it to lapse, that today one you can get a refund of some the tremend of your money. Why shouldn't medical costs ; more, maybe three times as Councilman Men much than you would be if you bought simple term protection. BERNARD, RD Your cash value is not the difference between term and the higher type, known as whole life or ordinary life; it's only

the high cost of parking on was 76,

itor of Radio World

No. 6127 Patrolman-Police last year, nearly 800,000 invita- work on commission - say come 237's except Trainee, established last June tions to parking court were ig- about 40 percent of the pro- and "house cours" 19 with 4,125 candidates and nored. A good proportion are ceeds from every "dropped" last year. scheduled to terminate Sept. collected by walking San Men summons they turn in to that He is survived in 19, 1968. This two-in-one roster or mechanical brooms assigned fine organization, the Criminal land of Atlanta;

The Financial, Family FACTS OF LIP

If you think Social Security in tsn't the answer, don't swallow the life insurance bit, either Like SS. life insurance was a wonderful idea until it got mone greedy for more money. insurance is a device primarily to provide protection. The fact other uses for your insurance dollar doesn't necessarily mean that the company can do bet ter or even as well in this secondary field.

Money can be put to many uses | cel but the purpose of your money when you spend it is to protect your survivors when you die. a wh not to compound the confusion or with thrift benefits which re- realize quire you to spend more money areras in the guise of life insurance.

The one thing life insurance some can do, and do alone, is to mit provide protection. The ele- lapse mentary benefits of life insur- profit ance enable you to rent an lot of estate merely by paying the The interest on the amount you is the choose to leave behind you lea What you want and probably money need is the most protection at your the lowest cost. How can you accomplish this?

With life insurance. Which

type? Keeping in mind your

basic need of maximum protection at minimum cost, your choice is what is called term insurance. The term is a term tween of years, one year, five years, higher seven. The cost is based on so many dollars per thousand of that after dollars of protection, based on your age at the time you apply. You have to able to pass a Protection medical examination, meet the company's requirements that you are not engaged in a nefarlous activity or associate with a person or persons that might result in your needlessly un- living to timely death and, of course, be able to pay the premiums. At the end of the term, you may renew the protection. By this time you are older and you pay 1163 a higher rate because of your increased age, and greater risk as a statistic. If you die, your

survivor get the proceeds. If I dose you continue to live you continue to renew, each time at a higher rate. The whole purpose is to buy protection and that's trative code to what you get. If you have more insurance commoney you can spend, save or ployees, retires invest the excess. That's where the insurance such em company wants you to give mously passe your excess bucks to it instead City Council

of the bank or your broker, sponsored by You might infer from the in- cilmen Mario Men surance representative that it's Farrell and Dennis wasteful to "throw" away your The bill would Trainee, but here again the provides what is called cash the fact that

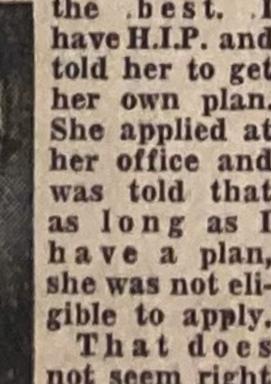
This means that if at some ing the sum of you? You've been paying a lot quate health he part of it. When you die, the money that goes to your estate

Health Insurance Questions-Answers RIVERA APP SECRETARY

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director. Health Insurance Plan of Greater New York

If passage finally comes, here out. My wife and I both work my family were covered under by that agency. is how to handle it on the for the City of New York. I G.H.I. Federal Income Tax Return, think H.I.P. is the best plan I was 65 in October and join- Cross has sent me a bill for in March 1966 at the Peters the retirement allows and my wife thinks G.H.I. is ad Madisons A median and join- Cross has sent me a bill for in March 1966 at the learning the land of the land



her office and erage for those on pension? was told that as long as I

McMANUS I think that as for Medicare enrollees under line. You should not have to

plete the first questionnaire Sept. 29. One year of such ployee herself, your wife is enare now receiving a follow-up service is needed for appoint titled to join a health plan in not included among the three Address your letter to: City

ever, that if your wife joins as tation on September 20, 1966. I uty Director of an individual she will not be moved upstate and transferred City Youth Board entitled to G.H.I. or Blue Cross from H.I.P.-Blue Cross to Blue pointed Secretary maternity benefits.

Whereas the retirement allow- and my wife thinks G.H.I. is ed Medicare A and B. My wife \$43.50 saying I no longer be- Assistant

she was not eli- to transfer out of G.H.I. Since on this. gible to apply, you have enrolled in Medicare That does Part B, you are entitled to the not seem right supplementary benefits which to me because G.H.I. and Blue Cross provide slip-up somewhere along the

> continue to receive the same with a note saying you are en-S. B. benefits that they had in G.H.I. rolled in Blue Cross-Blue Shield and Blue Cross before you under the city's program for

Shield-Blue . Cross .in .August Department, 1967. I filled and sent the ap- sioner Howard Q. I retired from the City of plication to the City Depart- nounced last week Q. I hope you can help us New York in July, 1967. I and ment of Personnel, as requested Millard T. Meet In the meantime the Blue Yorker, Jo

the best. I and daughter are still in G.H.I. long to the group payment became First Day have H.I.P. and and I would like to know if I plan. How come? I understood early last sum told her to get can use this coverage as I did the city was to pay for the a Bachelor her own plan, before, or do I have to accept health insurance, regardless of City College She applied at the Blue Cross-Blue Shield cov- which plan you belonged to, as of April 1, 1967. A. E. L. I have not heard anything

have a plan, A. There is no need for you Will you please set me straight

FRANK J. PRINT

CHANGE OF ALL CHIEF at least the it is

come civil service

The Sun and in 1941

Nathan, When July

Westport, Com

A. Apparently there was a

her own right. You will have plans available to city retirees Information, Associated Hospi-Civil Defense officials state Further details (No. 32-867) to drop her from your own cov- enrolled in Medicare. Besides tal Service, 80 Lexington Ave.,

Editor's Note: Mr. McManus assigned to public shelters. | partmental personnel offices. | You must remember, how- York City Department of Sani- in care of THE CHIEF. cannot accept telephoned Q. I retired from the New questions. Please write to him Inspector

Computer Op e jobs starting later than Nov. for appointment date and experience will No The list was es- ed at 100 with 10

Memo to: Husbands .. with an Anniversary coming soon!

> This year give the gift she has always wanted. A set of Lunt Sterling. Right now you may save 365-\$90 a set.



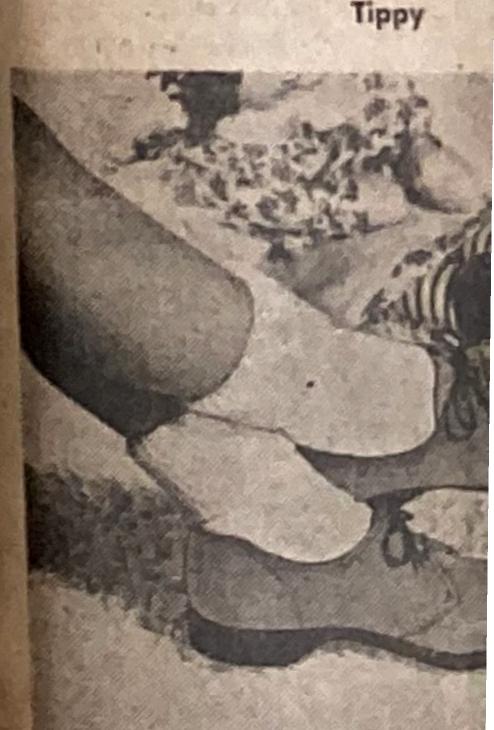
savings on 44 Pc. & 64 Pc. Sets Let her choose from 19 lovely pat We include a handsome chest

Silverware 8 West 47th St. (Mezz.

New York - Tel: CI 6

We cater to





How casual can you about children's shoe

Everyone likes a comfortable shoe. H Pupples casuals go one step further. S shanks are carefully handfitted to your pa Hush Puppies casuals. That way you extra support and casual comfort will sacrificing important foot support.



Our Expert Fitte your chi

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Established 1897

Vel. LXXI, No. 34



Exclusive Checkoff Upheld

A unanimous decision without opinion, by the Appellate Division which upholds the validity of an exclusive checkoff of union dues moves the city one step closer toward adoption of a policy which would give this privilege to all unions with majority status. An appeal to the Court of Appeals is contemplated but court permission must first be obtained.

As Justice Gellinoff ruled at Special Term, the Mayor has the legal right to place the checkoff on an exclusive basis as long as it is with the consent of the individual employees. But legalities aside, exclusive checkoff is a logical extension of the labor relations program which grants exclusive bargaining rights to majority unions. Both the Transit and Housing Authorities have recognized this principle for many

Both the city and unions seek to establish a stable relationship for their mutual benefit. An exclusive checkoff strengthens the hand of a majority group because it denies to minority unions the ability to collect dues through payroll deductions. It thus makes it more difficult for competing unions to undermine the majority group both by undercutting it at every turn and by stirring up employees with wild promises of what it could accomplish. In simple truth a union without a certificate cannot negotiate terms and conditions of employment nor handle grievances, two major reasons for a union's existence.

The appellate court's ruling is sound and should permit the city to move forward with a personnel order which makes exclusive checkoff applicable to all.

Tripartite Concept Needed

The American Federation of State, County and Municipal Employees, AFL-CIO, is certainly not an unbiased observer in the controversy which started when Governor Rockefeller designated the Civil Service Employees Association as the exclusive collective bargaining representative for 124,000 State employees. AFSCME has a substantial membership among State workers and wants the opportunity to represent them, a natural and logical desire for any union.

Despite its personal involvement, the union makes a valid point when it criticizes those provisions of the Taylor Law dealing with the establishment of bargaining units and the recognition of unions. Jurisdiction in these areas are granted to the Public Employment Relations Board composed of three members appointed by the Governor.

The AFSCME says this allows "the boss to call the shots," meaning that employees are not represented on the Board. Certainly the Board's make-up gives the appearance of being employer-oriented, a factor which does not make the Board's job any easier nor does it quiet the complaints of employees who question its ability to be objective.

If the state followed New York City's tripartite arrangement under the Office of Collective Bargaining, there could be no vaild claim of boss domination. Its objectivity already has a union stamp of approval. We feel the State program would have greater acceptance if State employees had a similar setup, although we have no reason to doubt the PERB's ability to function for the public good.

Pattern for Nation

Employees are heartened to learn that the city's Office of Collective Bargaining will be in operation sometime during December. Funds to get under way were approved last week by both the City Council and Board of Estimate and the city has made a commitment for space at 250 Broadway.

Initially, OCB should move forward on the adoption of procedural rules and tackle the backlog of pending requests for certification. The city's Labor Department has continued to operate with a skeleton force since Sept. 1 when the OCB law became effective, but it could concentrate only on the major cases before it. Other matters have been held in abeyance until OCB starts functioning.

The concept of a tripartite setup-employer, employee, public-is a new one in the nation. If it succeeds here, and we believe it will-it may very well set the pattern for public jurisdictions elsewhere.

Your Social Security Inquiries Answered

By Bernice Bernstein

ost people need some when they medical urance This is eveny "The

leare

In view of this, we urge all pate on their own time, absorb.

If passage finally comes, here out. My wife and I both work my family were covered under by that agency.

In view of this, we urge all pate on their own time, absorb. If passage finally comes, here out. My wife and I both work my family were covered under by that agency. gional Director, Region II.

Dept. of Health, Education and Welfare

who are about to make their ling any expenses themselves, is how to handle it on the first claim to have it checked write to Bert Rock, secretary, Federal Income Tax Return. think H.I.P. is the best plan and my wife thinks G.H.I. is the best plan and my wife thinks G.H.I. is the best plan and my wife thinks G.H.I. is the best. I and daughter are still in G.H.I.

In the meantime the Blue Yorker, joined the first Deputy D e received a number of rehave a complete understanding leased a computerized report arately as it is full taxable. pletion of the Request for ments when making future out Protection Survey in Nasclaims. It will also provide an sau and Suffolk Counties

excellent opportunity to raise any questions which the person may have.

Son may have.

Sor, those who have that the person which it has received by mail. About 150,000 homes were surveyed by enumerators, most-those who have the person which have the person which the person whi ing note of some of the more findings.

common omissions which may Approximately half of the Promotion to Case Supervisor, (1) Leaving out the Medicare been returned and the home ten test is scheduled for Jan. identification number — without this number it is impossible the protection factor afforded

to various that the medicare occupants now are receiving the test is scheduled for Jar to various that the protection factor afforded

Requirements for taking

For The Record

The first two years of the Lindsay administration will be reviewed in a City Club of New York study to be conducted by Dr. Charles Garrett, Long Island University associate professor of history.

Stanley Turkel, the club's president, in an article in the club's publication, stressed that the board of trustees had not rejected criticism of the Lindsay record contained in an article in its publication, City Club Comments.

The trustees have approved a resolution stating the board had not itself taken any position on the Lindsay administration and authorized an extensive study of the Mayor's record to now. Mr. Turkel said there was a "total lack of achievement in housing and redevelopment" and "failures in other areas."

The phrase, "better late than never" was put into practice last week in reporting on a \$5,000 award given by the U.S. Agriculture Department years after the bright idea was submitted by Almond D. Bull, He suggested the power-

driven soil sampler now widely

used by the Soil Conservation Service and which is saving Uncle Sam more than \$1 million a year. Apparently, the suggestion got sidetracked and was overlooked until Secretary Orville L. Freeman heard of it, and

had it checked out, resulting in the biggest award ever given by the Department. The delayed award suggests a streamlining of the program may be in order.

A "Tenant's Bill of Rights and Responsibilities" for tenants of rent controlled buildings is now available by mail or in person from District Rent Offices, Rent and Rehabilita tion Commissioner Frederic S Berman disclosed last week.

A single sheet form in both English and Spanish, lists succinctly the basic protections From Our Readers: given tenants under the ren control laws and the recourses Letters To to landlord violations as well as enumerating the tenant's responsibilities. The Editor

The fleet's coming in, goes for the Sanitation Department,

With the average age of the city's 1,430 Sanitation collection trucks 71/2 years old, according to Deputy Sanitation Commissioner Maurice M. Feldman, the first 50 of 80 new trucks will be delivered in January. It was made possible by final approval by the City Council last week | ment of Personnel prides itself

The new equipment also will partment it has recruited men include 100 street sweepers, 100 from other states. street flushers, a tugboat and 10 barges. The funds, requested accepted as Patrolmen with the by Mayor Lindsay, already have Police Department. They took been approved by the Board of the Sergeant examination but ers in existence and two for point 750 men in March. From

Rev. Andre Penachio has been designated chaplain of This policy also affects many in" test. the Special Officers' Division of Negro and Puerto Rican vet- Here's a rundown on the Pa- Welice medical exam.

Local 237, it has been an- erans who came from other trolman lists identified by exstates and Puerto Rico. They am number: rather Penachio has been involved for a long time in community activities, has worked

closely with and continuous activities, has worked to an it originally; No.

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Rector of the part of closely with underprivileged be promoted even if they 1506, established July 21, 1966 variety with broom, shovel, and children, and has been a should pass the test. It also will and extended to April, 1968; cart, is ironically, the increased many with the compliments of former editor of the New Special Officer in the Welfare because a large majority of with 1,156 names and sched- ment's "meter maids."

The Social Service Employees nel should change this policy 1,260 names and terminating find themselves fluttering gent- parking violations — illegal Eagle as a reporter in The Social Service Employees and terminating of local welfare depart. Ity Employer lity Employer lit

Service examination of state and local control of the welfare program for the Joint Legisla-

tive Committee to Revise the Heartened by Retirees' Organi- has been used up for Trainees to alternate-parking areas, Court's TSCB. dale on Monday, Dec. 4, at 7:15. ing increase to take effect Postmaster Frank J. Viola sooner than if left to the city has encouraged Bronx P. O. on its own initiative. workers to contribute their The long delay is difficult to

talents in community and cul-tural endeavors of this nature.

For information on the Bronx P. O. Players' activities, in which the employees partici
If passage finally comes, he

questionnaires already have G-17, \$7,905 to \$9,580. The writ-

strange of cotto bills' has been deductible amount has been the first seven th

Current Legal Topics

Job Case Sent Back to Leary

By Frank J. Prial II

Publisher, "The Chief" and member of N.Y. State Bar An eligible who was passed over for appointment as a city Patrolman recently gained a ray of hope when a court directed Police Commissioner Howard R. Leary to reconsider the case in light of its opinion (Kaminsky v. Leary). The case is

worthy of note because Supreme Court Justice Emilio Nunez's action is unusual in light of the perfunctory treatment the courts have given lately to similar cases. The Civil Service Law and rules state that an appointing of-

ficer may select one

out of three eligibles

FRANK J. PRIAL

certified to him for appointment. This means, for instance, that eligible No. 3 may be appointed after eligibles Nos. 1 and 2 have been passed over. The courts have consistently upheld this right and have extended it to include the right to refuse to give disappointed eligibles a reason for refusing to appoint them.

Court papers in the Kaminsky case disclosed that after he was certified for appointment by the Personnel Department he was called to the Police Academy and was interrogated by two police officers concerning the arrest of two of his brothers. Two weeks later he was notified that he had been considered by the Police Commissioner and was passed over. He charged that he was refused appointment because of the arrest records of his

Leary Refuses to Give Reason In reply, Commissioner Leary denied this was the reason, denied knowledge of the interrogation by two officers, and refused to tell the court the basis for the exercise of his discretionary power.

If the court were to follow hundreds of previous decisions in this type of case, it would have written several paragraphs to the effect the appointing officer may select one out of

Veterans' Points

State Residence at Time They

Entered Service Required

The New York City Depart-

To the Editor of THE CHIEF:

Some of these men have been

preference although many of

them are veterans.

Increased Pensions

MEYER SINOVSKY

three eligibles certified to him, that he need not give a reason for refusing appointment, that the court cannot compel him to do so, and that petitioner's allegation as to the rea-

son is no more than speculation. Justice Nunez refused to take the easy way out. Remanding the matter to Mr. Leary for reconsideration, he quoted the words of Jus-

tice Hofstadter: "Standing on his right, as head of his department, to select one of the three highest on the list, the Commissioner has not revealed the basis for the rejection of the petitioner. Undoubtedly, he has a very broad discretion in making appointments to the Department, and when exercised within its proper sphere the court may not impinge on it.

Discretion Is Not Unlimited

"Yet broad as the discretion is, it is not unlimited; for unlimited discretion is the equivalent of unbridled power which is contrary to the spirit of our democracy. Arbitrary power, however well-intentioned, is an anomoly in a free society. Accordingly, the applicable rule is that the Police Commissioner may not arbitrarily refuse to appoint an eligible candidate.

What appears to have aroused the court was the claim that petitioner was being held to account for the sins of others, a claim that had the color of validity in view of the timely questioning by the two police officers. Significantly, the court did not direct appointment and the question arises, what happens if the Commissioner sticks to his original decision to pass over? It is most unlikely the court will do anything if the Commissioner still refuses to give his reason. Those instances when the courts have directed reinstatement are where an appointing officer gave a reason and it was found arbitrary.

Judicial review has been more successful when an eligible has been turned down for promotion. Where petitioner has had a good record on the job, and nevertheless has been passed over for advancement, the courts have held the appointing officer has a duty to come forward and give the reason. The presumption is that an employee is entitled to promotion unless there is a good reason to pass him over.

The Police Department

Around the Circuit

In Civil Service

the city Department of Person- ments.

nel's Certification Division -

another Police Trainee list to

result from the Nov. 4 "walk-

The Financial, Family FACTS OF LIFE

If you think Social Security is comprised isn't the answer, don't swallow protection the life insurance bit, either. your own Like SS, life insurance was a You get wonderful idea until it got money greedy for more money. Life what insurance is a device primarily to provide protection. The fact the company can find other uses for your insurance to pay for dollar doesn't necessarily mean that the company can do bet value inst that the commas well in this more costly secondary field.

Money can be put to many uses cel your pol but the purpose of your money the payment when you spend it is to protect two of the your survivors when you die, a whole not to compound the confusion or little with thrift benefits which re- realize quire you to spend more money average in the guise of life insurance. Is about seven

The one thing life insurance somewhere can do, and do alone, is to million pol provide protection. The ele- lapse a year mentary benefits of life insur- profit for ance enable you to rent an lot of money estate merely by paying the The reason interest on the amount you is the biggest choose to leave behind you. Ica, is your What you want and probably money need is the most protection at your the lowest cost. How can you accomplish this? yourself

type? Keeping in mind your basic need of maximum protection at minimum cost, your the difference choice is what is called term insurance. The term is a term higher of years, one year, five years, cash-value seven. The cost is based on so many dollars per thousand of whole life dollars of protection, based on your age at the time you apply. You have to able to pass a medical examination, meet the company's requirements that you are not engaged in a nefar-Don't ask you ious activity or associate with though; a person or persons that might living too and result in your needlessly untimely death and, of course, be are higher able to pay the premiums. At

the end of the term, you may renew the protection. By this time you are older and you pay litedill Par increased age, and greater risk as a statistic. If you die, your Passed survivor get the proceeds. If I about DV you continue to live you continue to renew, each time at a higher rate. The whole purpose is to buy protection and that's trative code to provide what you get. If you have more insurance coverage money you can spend, save or ployees, retirees invest the excess.

That's where the insurance such employees company wants you to give mously passed last your excess bucks to it instead City Council The meur Covering Beat on Police Lists | but has not yet been touched of the bank or your broker. sponsored by Democratic The city has more Patrol- for Patrolman (the two afore- You might infer from the in- cilmen Mario Merola in the city has more Patrolman (the two aforeman lists right now than you mentioned unused Patrolman surance representative that it's Farrell and Donald Man wasteful to "throw" away your The bill would enact a can shake a nightstick at, a lists get first shot at jobs).

check by THE CHIEF disclosed No. 7017 Patrolman-Police premiums because the longer rights of labor which the check by The Chief disclosed Traines established last Nov. you live the more you pay and been contracted the contracted the check by the check by The Chief disclosed Traines established last Nov. this week following Defense De- Trainee, established last Nov. you live the more you pay and been contracted for partment announcement that 6 with 4,067 names and schedif you can't afford to keep on vides for payment of which the transfer is the contracted for payment of which the contracted for the contracted fo early discharges would be given uled to terminate Feb. 6, 1969. paying that's it. There's no Part B for individuals to the alternative is over 65 and with the strength of the of a city budget modification as being "An Equal Opportunity to military personnel wishing There is an outstanding certipermitting the Sanitation Department to buy \$11,475,000 not. In its recruitment drive help strengthen police forces to enter civilian police work to help strengthen police forces two in one list has not yet been provides what is called cash points to military personnel wishing fication to No. 850 for Police another form of policy which to enter civilian police work to help strengthen police forces two in one list has not yet been provides what is called cash pital service. two-in-one list has not yet been value. A check by THE CHIEF of used for Patrolman appoint-

This means that if at some ing the sum of \$100 future date you want to cancel exclusive of medical cost the keeper of the eligible lists ports 491 present Patrolman your policy or allow it to lapse, that today one can in you can get a refund of some the tremendous hospital of your money. Why shouldn't medical costs without to you? You've been paying a lot quate health insurance Patrolman-Police Trainee, with now until March, however, some more, maybe three times as Councilman Merola said of the openings will be filled by Trainees who reach the age much than you would be if you bought simple term protection. BERNARD, RETIN of 21 and pass the necessary ference between term and the Father Penachio has been in- are denied those extra points No. 1382—Established May 24, One of the reasons the city life or ordinary life; it's only nart of it. When you die the

staunch supporter of Local 237. affect the Police Cadets after 2,611 names originally; No. activity of the Police Depart- out-of-town motorists, who Sun's civil service page in the Civil service page He once served himself as a they have become policemen 1557, established Jan. 31, 1967 ment and the Traffic Depart demonstrate their opinion of the Civil Service Leve Department and consequently them migrated to New York uled to terminate in 15 months Every day, it appears, more New York's ticket-littered the high cost of parking on was 76. on April 30, 1968; and No. 1613, and more parking tickets, both streets. The Department of Person- established May 1, 1967 with the green and white varieties, With the fines for many

have been used up except for into the gutters all about town, and 72nd St. in Manhattan, No. 6069, with 2,508 candi- Men are not so lucky) in parts hydrants, and some other indiscarded whole or (if the San doubleparking, obstruction of Holland World, amen state political leaders, Mrs. allowing vets' points only to were established last June 19

The Traffic Summons Con- 25 bucks starting Dec. 1, it'll Mage said that the state has persons who entered the armed and are scheduled to terminate trol Bureau, which collects be interesting to see which be-Mage said that the state has persons who entered the trimed and are scheduled to be interesting to see which be residents is not the Personnel yet been used for appointments traffic fines to help Mayor abandoned-car pound or the Nathan. When Judge Nathan. frequently failed to respond to New York City's "unique" wel. New York City's "unique" wel. Department's doing. It is stiputo to the police force.

New York City's "unique" wel. Department's doing. It is stiputo to the police force.

Nathan. When Judge Nathan.

No. 6127 Patrolman - Police last year, nearly 800,000 invita- work on commission — say come 237's executive in about 40 percent of the proing budget, reports that in the last year, nearly 800,000 invita- work on commission say leaving that post in 1951 Trainee, established last June 19 with 4,125 candidates and scheduled to terminate Sept. collected by walking San Men summons they turn in to that last year.

The summons they turn in to that the is survived by 1 to the collected by 1 to the collected by 2 to the collected by 3 to the 19, 1968. This two-in-one roster or mechanical brooms assigned fine organization, the Criminal land of Atlanta; a discount of the control of the c

With life insurance. Which

pital service is quickly

rector of Local 237, BT

SECRETARY OF I

entitled to G.H.I. or Blue Cross from H.I.P.-Blue Cross to Blue pointed Secretary of the Police Co Shield-Blue Cross in August Department, Police

SUBSCRIPTION-OR PER IN

CHANGE OF ADDRESS SEE SEE CHANGE OF address must rest to the see of the see o

ENTERED as second distant line of the line THE OHIEF or the Lord of Circulation.

Memo to: Husbands .. with an Anniversary coming soon! This year give the gift she has always wanted. A set of Lunt Sterling. Right now you may save 565-590 a set.

Inspector

Computer O

Provisional not

candidates who fil

puter Operator v last week by the ci

this week Department. Addit

connel Depart- mation not on the

resonner of plications was repersoned starting later than Nov.

or appointment date and experience a dat 100 with 7 quired. A total

time we offer substantial savings on 44 Pc. & 64 Pc. Sets

> let her choose from 19 lovely patter We include a handsome chest too

Jerry Samu Silverware

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New York - Tel: CI 6-28

We cater to your little one



Tippy



How casual can you be about children's shoes?

Everyone likes a comfortable shoe. Hush Puppies casuals go one step further. Steel shanks are carefully handfitted to your pair of Hush Puppies casuals. That way you get extra support and casual comfort without sacrificing important foot support



Tuffy

Our Expert Fitters will your child's feet.

89-57A Jamaica

The Bronx Post Office Players, under the direction of Now that an organization is heling formed for retired city Health Insurance Questions—Answers RIVERA APPOINT Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

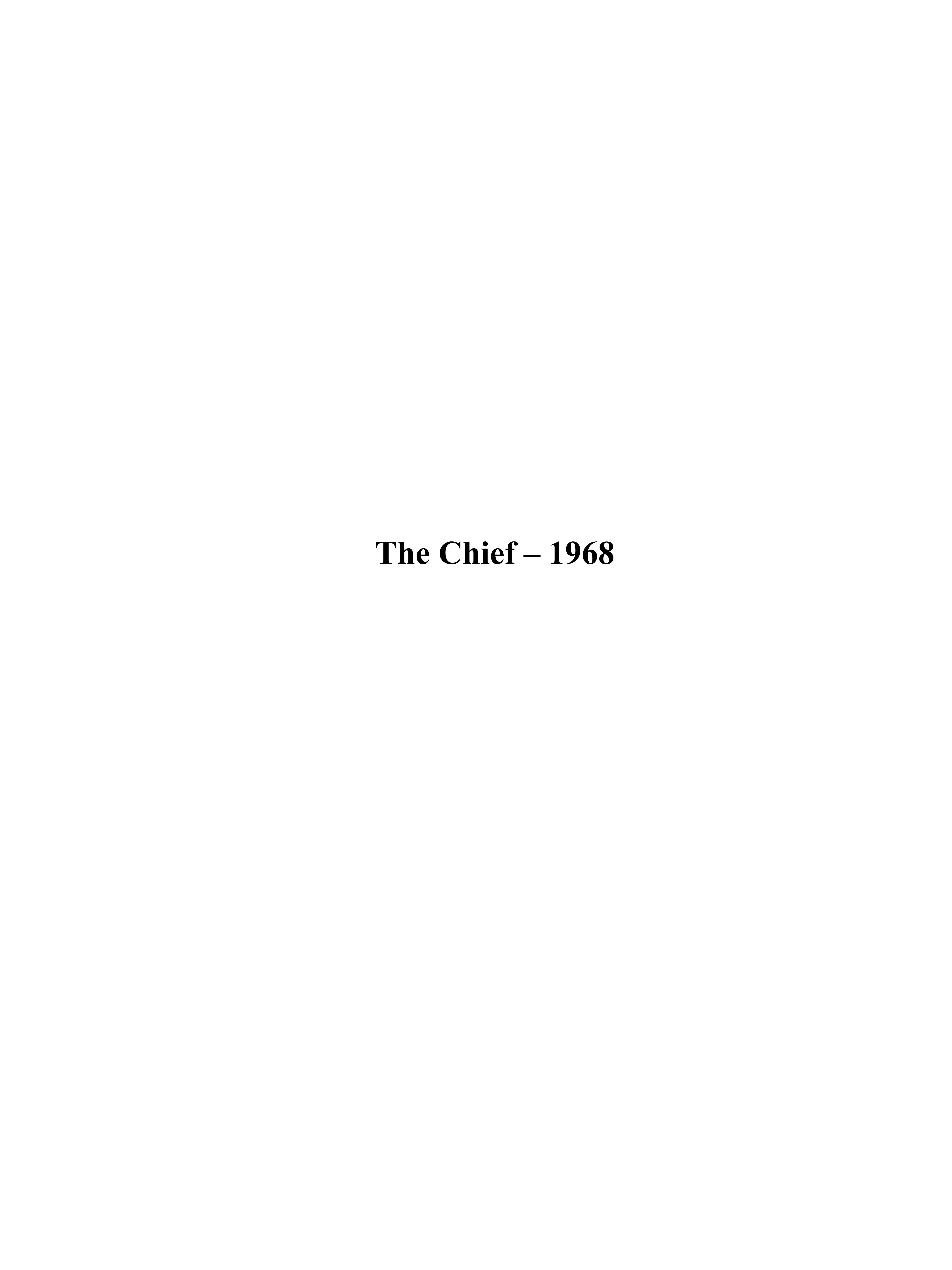
By Arthur T. McManus Public Relations Director, Health Insurance Plan of

Editor's Note: This policy of dates, and No. 6083, with 2,939, by scofflaw motorists.

an individual she will not be moved on September 20, 1966. I uty Director of the New an individual she will not be moved upstate and transferred City Youth Board, has been continued to G. H. I. Or. Blue Cross of the

the best. I and daughter are still in G.H.I. long to the group payment became First Deputy by have H.I.P. and I would like to know if I plan House group payment became First Deputy by have H.I.P. and and I would like to know if I plan. How come? I understood early last summer. He was a larger of Arts der her own plan. before, or do I have to accept bealth in was to pay for the a Bachelor of Arts degree her own plan. before, or do I have to accept health insurance, regardless of City College in 1954. She applied at the Blue Cross-Blue Shield cov- which plan you belonged to, as her office and erage for those on pension? of April 1, 1967.

have a plan, A. There is no need for you will you please set me straight A. E. L. I have not heard anything gible to apply, you have enrolled in Medicare That does Part B, you are entitled to the not seem right supplementary benefits which to me because G.H.I. and Blue Cross provide slip-up somewhere along the



Rep. Ancher Nelsen (R-Ministry)
The commission is headed by
The commission is headed by
Or. Arthur S. Flemming, president of the University of Oregon.

EF:
Meanwhile, in a letter to Dr. Meanwhile, in a letter to Dr. Actus Secretary to the Government, as Assistry
York Times reporter, as Assistry
Y

Federal employees from participating in voluntary political leture pro- million persons.

ints. recently a 1939 Hatch Act policy post.

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ran's peal of a provision prohibiting izing recently in government sociation said. up- Federal employees from parti- and politics. He covered the

The ACLU board rescinded \$23,145 annually in his new policeman on an experimental doors"

Scently a 1939 Hatch Act policy post

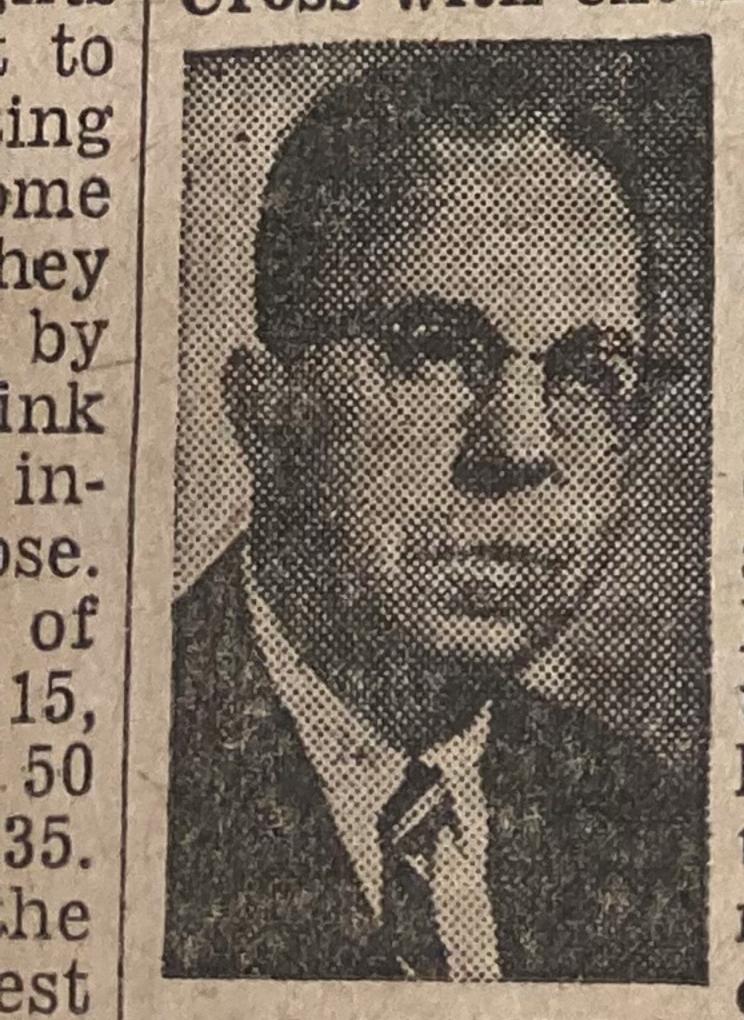
A native of New York City, both for the lone policeman can-stricts the speech and associa-Mr. Maiorana was graduated and for the general public. The can-stricts the speech and associa-from the N.Y.U.'s Washington city now has 107 of its 1,372 what from the N.Y.U.'s Washington patrol cars manned by a single worst

Health Insurance Questions—Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of Greater New York

Q. I am a retiree of the City thts Cross with extended benefits.



time we should pital care. efits of each McMANUS plan. Since I

vem live in Florida, the only posvill sible change for me would be is to change to H.I.P.-Blue Cross which I understand covers the \$50 deductible and the 20 per cent not paid by Medicare B, by Metropolitan Life.

Can you help me by summarizing the benefits of the of two plans?

early this year. At that time extended coverage). a booklet will be distributed describing the benefits of the orm and covered by Medicare A and you will have a choice beink B and Metropolitan Life-Blue tween only two, since you live outside the area served by I understand | H.I.P. medical groups.

that during The G.H.I. program for per-January, 1968, sons enrolled in Medicare supan opportunity plements Part B by paying the will be given \$50 deductible and the 20 per to retirees to cent of doctors' reasonable change insur-charges not covered by Mediance plans, care. This includes doctors' Prior to that bills for home, office and hos-

haveinforma- Under extended benefits tion as to the G.H.I. also pays 80 percent of duty nursing after a \$50 deductible per family.

The Metropolitan Life program pays (after a \$50 deductible) the 20 per cent of doctors' reasonable charges not covered by Medicare for surgery and for in-hospital physicians' coes not supplement Medicare partment of Social Services. coverage for home and office visits.

In addition (after a \$50 deductible), Metropolitan pays 80

yet been set, there will be a er 72 hours basic coverage and transfer period for retirees from the first hour under the

Q. I am a New York City three medical plans available employee and have Blue Cross, oup of New York living in Florida to retirees. As you indicated, Blue Shield and Major Medical coverage for myself and wife.

The Major Medical provision for psychiatric care has been sept. exhausted and I have no coverage for care at the psychiatrist's office. Can I obtain coverage for same through any other source?

L. B.

A. H.I.P.'s Community Resources Division suggests that, as a Brooklyn resident, you get in touch with the Brooklyn respective ben- the cost of drugs and private MA 4-5191. Their information Association for Mental Health, and referral service will supply the names of several low-cost mental health services.

Psychiatric care is also available through Medicaid and you may be eligible for it. You can inquire at one of the local ofwhich is not done at present services. Except for surgery, it lices of the New York City De-

Editor's Note: Mr. McManus cannot accept telephoned percent of expenses for drugs questions. Please write to him A. While no definite date has and private duty nursing (aft- in care of THE CHIEF.

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Mr.

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Vol. LXXI, No. 39

be expected."

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lowance.

pension reform.

By Bernice Bernstein

Regional Director, Region II.

U.S. Dept. of Health, Education

and Welfare

time-consuming ligitation."

THE CIVIL EMPLOYEES' WEEKLY

Registered in U. S. Patent Office

Member Audit Bureau of Circulation

An Independent Civil Service Newspaper

Established 1897

Prescription For CCSC

for fiscal 1968-69 includes provision for \$10,000 in

fees for experts needed "from time to time" in a re-

view of exam appeals in specialized and highly techni-

cal areas and for consultants "where law suits may

Hayes stated this would enable the City Civil Service

Commission, the Department's policy-making and

quasi-judicial arm, "to take prompt action; would in-

crease candidate acceptance of an independent review

of appeals, and would reduce the possibility of costly,

for the fair review of exam protests and appeals. But

the Personnel Department's proposal sounds more like

an attempt to repair damage to an engine operated

without proper lubrication instead of having first filled

the crankcase with oil as a step in preventive main-

at the conclusion of an exam, a custom followed for

40 years but discontinued 15 months ago, and City

Hall should provide the Personnel Department with

a sufficient number of Examiners, readers and other

This is the only way of reducing to a minimum

personnel so that every protest or appeal may be con-

law suits so costly to the city, the candidates, and

the overburdened taxpayer. This prescription also

would promote confidence in the exam process and

at the same time would expedite the preparation of

lists and the filling of vacancies with qualified per-

20-Year Retirement

the 20-year pension. While this has been a demand of

the Transport Workers' Union for some years, it was

brought to a head this round when members of the

uniformed Sanitation force received it, effective last

July 1. Police and firemen have enjoyed a 20-year

retirement for more than 25 years and more recently

(in 1964) it was extended to members of the correc-

of all the ramifications of this extraordinary benefit

for the uniformed forces. It permits a member to

retire after 20 years, regardless of age. It assures

him a retirement allowance of one-half his compen-

sation on the date of retirement. It is not a five-year

average, as is the case for members of the New York

City Employees' Retirement System. It is not even his

last year's salary. It is his rate of compensation on

the effective date of retirement, including salary, over-

time and any other compensation, except uniform al-

of the 20-year principle to other categories of em-

ployees. In fact, it is resisting a 25-year retirement

plan. We would expect, however, that the transit work-

ers' success in achieving a qualified 20-year retire-

ment plan will at least open the door to a 25-year

plan for city employees generally. Under the transit

settlement employees qualify for a half-pay pension

after 20 years' service but it is not payable until age

50. It represents a reasonable compromise and one

which will help other workers achieve much-needed

Inquiries Answered

The city, of course, has been resisting extension

Employees generally, and the public, are not aware

tion, transit police and housing police forces.

The major issue in the transit negotiations was

sidered and investigated adequately.

Test booklets should be released to candidates

We agree that every provision should be made

The request to Budget Director Frederick O'R.

The Department of Personnel's budget request

head-nodding and lets-wait-and

see pronouncements. The in-

augural was moved ahead from

New Year's Day to the second

emergency was proclaimed be

fore the oath was administered

Counsellors for calmness r

called the 1917 and 1933 shut

downs and, based on shrewd

reasoning, continued their head

the sagacious wait-and-see but

Meanwhile, the press and all

communications were ordered

Ural, neo Alpine, Mongol and

Caribbean overtones. Dissemin-

ation of all information was

authorized; the ban was later

lowed logs. This manifesto (the

term was corrected instantly to

temporary emergency advisory

or community - oriented and

therefore, preferable "tea") was

followed by a reluctant need for

To insure equal economic fair-

play for all, no one was per-

mitted work without a tempor.

ary permit. The licenses, issued

without fee, came in two easily

recognized colors, the white one

going to teachers, labor offi-

cials, public office holders, com-

writers, policemen and what

some of the elders recalled as

"intellectuals;" the system had

swiftly in Hungary and neigh-

their jobs had to be further

validated by a temporarily de-

layed authorization from the

employer, the more sagacious

ience would naturally be of

limited duration and that the

munications personnel

boring nations.

temporary food rationing.

whatever - you - do - be - sure

to - do - nothing - hasty bit.

nationalized and were

staffed by strangers, many

them accented by traces

nods and counselled more

day after Election. The bank

By Frank J. Prial II

Publisher, "The Chief" and member of N.Y. State Bar The variable annuity is "in" this year. The staid City Council recently joined the group when it received a resolution calling upon the State Legislature and Governor Rockefeller to enact legislation which would estab-

lish a variable annuity program for all employees who are members of the New York City Employees' Retirement System. Introduced by Councilman Merola, the

resolution calls attention to inflationary factors and the ever increasing cost of living which raise havoc with retirees who are

living on fixed pen-FRANK J. PRIAL sions. "A variable annuity program, by authorizing the assets of its funds to be invested in such equities (common stocks) as are permissible for domestic life insurance companies, will permit a portion of a person's retirement allowance to vary in accordance with fluctuations in the value of the funds that become available," the resolution

At the last session of the Legislature a bill was enacted to authorize a variable annuity program for members of the New York City Teachers' Retirement System. Councilman Merola wants the same authority for up to 250,000 members of the Employees' Retirement System.

Teachers Vote for Joint Plan Recently some two-thirds of the city's 57,000 teachers voted in a private election for a combination pension fixed annuity, variable annuity program. According to some estimates, this program could produce as much as \$100 million a year for investment in common stocks.

Under the program the pension and fixed annuity funds will continue to be managed by the Teachers' Retirement System itself. Investment managers for the variable annuity funds will be the Prudential Insurance

These two will manage less than one-third of the retirement system's total assets of \$1.9 billion. According to estimates, investment costs may not exceed one-eighth of 1 percent, and the combined investment and administrative costs not more than one-half

Teachers have been pioneers with variable of one percent. annuities through such groups as the Teachers' Insurance and Annuity Association and its subsidiary College Retirement Equities Fund. Unions, however, have not been quick to take to the idea of a variable return based on stock market performance. At least one top insurance company executive plays down the current importance of the variable annulty. Some people, he says, are making it sound bigger than it now is. The variable annuity, he adds, has a long way to go before it becomes widely acceptable.

Protects Purchasing Power

Councilman Merola, however, sees it as an opportunity for employees upon retirement to protect the purchasing power of their retirement income and thereby solve many of the financial problems which face pensioners. He has a point. Investment in common stocks has been a traditional way to protect oneself against loss in the purchasing power of the dollar. Common stocks tend to stabilize purchasing power by rising in value as the intrinsic worth of the dollar declines. Many pensioners are familiar with the

other side of the coin. A retirement allowance which on the date of retirement meets basic living needs, tends to become less than adequate as years pass. Supplementary retirement allowances, even when payable, never do permit the pensioner to "catch up" so that he becomes a charge on his offspring or is forced to live at a substandard level.

A variable annuity may well be the answer. Under professional management there is every reason to expect investments in common stocks to grow. A program which integrates the variable annuity with a fixed annuity, as the Teachers' Retirement System has adopted, hedges the bet and minimixes any possible adverse action of the stock market.

port, according to Assemblyman Francis P. McCloskey (R-Wantagh). A recent poll, he porary white permits be reporary white permits be rep On Hatch Revision

Although it failed to come because of "radical tehenologup with a unanimous report, ical, political and social the Federal commission study- changes which have taken ing revision of the Hatch Act place both in society and with-Independence Day on the first THE CHIEF several weeks on the draft of a bill that will system." generally agreed at year's end in the Federal employment Day on the first Monday in Civil Service Commission estab- It would change the no-politics was justified in the past as a

Mr. McCloskey declared the erage Control Investigator. reserved the right to argue exploitation of public employ-AFL-CIO and the U.S. Chamber About 800 candidates took the against several features in the ees," the ACLU said "it would was one of the industrious 193 "What we have done," one must not return, that political Federal retirees and survivors out of 800 who passed the exam. commission member said, "is to parties or political bosses must That's because annuity in- Liquor Authority and there is to partisan political participa- ployment as a reward for

last adjustment and stay at waiting almost two years now, ployees to serve as precinct guarded against. We do not that level for at least three my question is: why should chairmen and to run for local agree, however, that other October, 1966, is the base civil service exam, and subject didates have been opposed by equally dangerous or that they anyone bother taking a state political offices as partisan can- kinds of political abuses are 100 cities since 1959.

Sen. Daniel Brewster (D-Md.)

their view is opposed by Sen. 1968. About 2,000 delegates are May Use Points, Disabled Or Dr. Arthur S. Flemming, presi- York Times reporter, as Assist- man cars can cover a broader and reach the scene of a dent of the University of ant Press Secretary to the Gov- area and reach the scene of a ernor, effective Jan. 1.

The Patrolman Cadet Project May I use my disabled veteran's peal of a provision prohibiting izing recently in government sociation said.

agree that the spoils system One for Two in Patrol Car? UFT Green TER PROGRAMMING

rederal retirees and survivors out of 800 who passed the exam. To date, no appointments pass the buck to Congress on not be allowed to coerce public lindsay, instead of the tradi- United Federal, D. 3, C; 4, C; 5, A; Complete the complete complet tional two men stirred com- for Preside 2; ment the other day from the upon his me, B; 13, C; 14, A; 15, A; week's qu International Association of 4 p.m. from, B; 18, C; 19, E; 20, D; least three percent over their As a successful applicant Plans to permit Federal employment and must be served that it had recommender serving 17, B; 28, A; 29, B; 30, D; an agreement we could reach."

Plans to permit Federal employment and must be served that it had recommender by public employment and must be served by public employment a ed at least partial use of one- for leading to, D; 33, D; man police cars in more than work stopper 35, E; 36, C; 37, E;

Stating "it has been our ex- a vigil will t, D; 45, E; 46, D; 47, B; is a mem perience that one-man cars have partial, A; 50, A; 51, A; 52, E; Estimate? have worked," Charles E. Moore, tral Labor 1, E; 55, C; 56, B; 57, D; ough Pres association director of public Dec. 28, 11 17, A; 60, A; 61, E; 62, B; rector (c affairs, added that one-man know that 4, E; 65, C; 66, C. cars were not feasible in high other pedar ath Observer Test AIDE TO GOVERNOR traffic-density areas of cities are with him 2, E; 3, B; 4, C; 5, A;

Veteran's Preference

| Covernor Rockefeller last George Murphy (R-Calif.) and Week announced the appoint| Commission is headed by Majorana of Major

Meanwhile, in a letter to Dr. Times news staff in 1951 and Liberties Union has been a letter to Dr. Liberties Union has been a wide combinations of one and two sleet that 1955 has held a wide combinations of one and two sleet that 1955 combinations of one and 1955 combinat Mr. Maiorana, 37, joined the quickly than a man on foot." 28 demonstrate, A; 50, E; 51, D; 52, B; rimes news staff in 1.

5 weeks;

Guinan preso Jan. 16. No experience port Worker ation is necessary. Gerald J. Midants receive \$4,000- the Fore

the Uniformand Process Servers \$4,ciation; and 80. Separate eligible lists ing will executive dimensional Those who filed last "squeeg

at of 30 with 70 percent successor and A physical exam will unknown shted at 70 with 70 per- due dill You The Process CAUS required. The Process CAUSE Owned and Written test will carry a New You of 100 with 70 percent the New York issing mark. Seventy perpublishing the will be passing on the dated New II. president ling physical test.

Led announcements and been of led announcements and led announcements and led been of led announcements.

TRANK I tions may be obtained be probable of the local land of in person from the land of Personnel, 49 Thomas well, Dated well, Dated of must be postmarked by Dated 8, 1967.

Medic (Continued from last week) LUNA, 19??-Calmer counsel soon prevailed with sagacious

"walk-in" vere released last week est drew 1.062 candito qualify in

dessional Trainee test at Examining Trainee, inches in bar bent Analysis Trainee, ductor-minim and Redevelopment inches in bare

to be sure, forbidden unless quota vates wishing to pro- (B) an examin extended to drumming of hol. every answers must write to under (a) with the long of the legistration of Personnel, be required Partment of Personnel, be required las St., New York, N.Y. eyeglasses 20/ request an appoint separately; (C review their test. Mail lenses is not must be postmarked examinee cert than eight days be line operator end of the two-month to qualify in for making requests, and depth with the date ratings prior to appoi

> SSIONAL TRAINEE Regular Test

once been applied similarly now C; 42, C; 43, C; 44, A; B; 47, B; 48, A; 49, A; When holders of the tempor- ever

A and D; 62, A; 63, C; counselled that the inconven- ch usual calm reason should pre- identical b, A; 96, B; 97, C; 98, A;

porary white permits be re- seem people, B; 28, B; 29, A; 30, D; cepted until settled temporarily in the huge, aren't out. C; 33, C; 34, D; 35, B; and swamps of the scores of if, maybe m, C; 42, C; 43, C; 44, C; undeveloped nations. For the A Nicer N. A; 47, C; 48, B; 49, C;

crime or of violence more

nonlined that seven of he glad uates scored among the top candidates appointed in the last Transit Patrolman class.

The seven whose written test scores ranged from 90 to 99, motion test since you already were: Guillermo Perez, Jose E. have used your veteran's points.

N. T. LANUELLA activities during off-duty hours. In the provision restince the speech and association rights of more than 2½ from the N.Y.U.'s Washington square College. He will receive patrol cars manned by a single policeman on an experimental activities during off-duty hours. In that one-man cars are unsafe that one-man cars are unsafe from the N.Y.U.'s Washington square College. He will receive patrol cars manned by a single doors in the cations for city Attendance.

City minutes during off-duty hours. In that one-man cars are unsafe from the N.Y.U.'s Washington square College. He will receive patrol cars manned by a single doors in the cations for city Attendance.

City minutes during off-duty hours. In the charged the provision restricts the speech and association from the N.Y.U.'s Washington square College. He will receive patrol cars manned by a single doors in the cations for city Attendance.

City minutes during off-duty hours. In the charged the provision restricts the speech and association from the N.Y.U.'s Washington square College. He will receive patrol cars manned by a single doors in the charged the provision restricts the speech and association for the general public. The city now has 107 of its 1,372 where the control of the charged the provision restricts the speech and association for the general public. The city now has 107 of its 1,372 where the control of the charged the provision restricts the speech and association for the general public. The city now has 107 of its 1,372 where the charged the provision restricts the speech and association for the charged the provision restricts the speech and association for the charged the provision restricts the speech and association for the charged the provision restricts the speec last Transit Patrolman class.

The seven whose written test points in a upcoming city promillion persons.

The seven whose written test since you already have used your veteran's points.

The ACLU board rescinded \$23,145 annually in his new policeman on an experimental annually in

aced by the Treasury at 185 M

For The Record

A Police Partners program started in New Rochelle last January 5, 1968 July when "some boys started to flex their muscles," was hall ed as promoting good citzenship at a luncheon held last week in honor of the Negro youths in the program.

There are 50 Police Partners and 24 attended the luncheon, with the others absent because of jobs, college studies or military service. Officials believe only 21 of the 50 were involved in last summer's disturbances. The others are their long-time friends. The youths, who wear arm-

bands and carry police ID cards, patrol the Negro ghettos in emergencies at \$2.25 an hour, but are limited to their powers of persuasion in calming a threatening situation. They call the police if it becomes necessary.

The program cost \$18,000 this year, with the city of New Rochelle and the state's Division for Youth paying equal

. . . One of Glendale, Queens' finest sets of identical twins last week became members of "New York's Finest."

The twins, Ernest Heitman and his elder brother Jack, who is five minutes older, both served as Police Trainees until their appointment as Probationary Patrolmen Dec. 26. They are expected to be assigned to different precincts upon graduation from the Police Academy to avoid confusing their superiors. Ernest noted, "I wear my hair a little longer," pointing out how they might be told

The twins' late father Ernest, served 32 years in the P.D. and their uncle, retired Ptl. George Whitthopf, 28 years. Currently their cousin, Ptl. Charles Draude, is in the 22nd Pct. The identical twins probably are the first ever in P.D. history, according to Jay Irving, famed police historian, and the best memories at Police headquarters.

A three-day holiday weekend bill coming up in the next ses- From Our Readers: sion of the Legislature in Albany already has strong supsaid, showed 71 percent of residents in Queens, Kings, Nassau and Suffolk Counties in favor of longer weekends by having holidays fall on Mondays.

" would change Lincoln's and Washington's birthdays to a "Presidents" Day on Complains Provisionals Stay the first Monday in February; Memorial Day would be observed on the last Monday in May; To the Editor of THE CHIEF: Monday in July, and Veterans ago reported that the State be recommended to Congress.

of Commerce favor the change. written exam in June, 1966. I new proposal.

creases are automatic when no indication that any will be tion by Government employees. partisan political activities," living costs as measured by the made. Provisional employees The bill is the closest thing to and added: Consumer Price Index rise at still hold these jobs.

month for determining adjustments, and the Bureau of
Labor Statistics index must go
to 112 or a further rise of twoto 112 or a further rise of twoan increase for the 800,000 civilian retirees and survivors. cies in other agencies.

AFL-CIO's Postal Clerks will open a drive in Washington, D.C., on Feb. 5 to make recognition the top employee issue in the capital to urge members of To the Editor of THE CHIEF:

of the Manpower Development Training Program has announced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates scored among the top nounced that seven of its gradulates and politics. He covered the lature.

Sociation said.

The Patrolmen's Benevolent Association, however, believes that one-man cars are unsafe of the provision of the State Legis-lature.

Your Social Security

unless you authorize us to do were placed on the Patrolman, PLAY TO DEPICT so. From time to time, you P.D. list as a result of the should ask the Social Security same test. The Federally-fi-Administration to send you a nanced project is under the statement of your Social Se- supervision of Harold I. Venoout of ten working Americans especially important if you

to make sure that your earn- sociation continues its efforts he should remarry. They in-

How Far to Go?

SLA Investigator Jobs

While Eligibles Wait lished a 193-name list for Bev- act, but commission members means of "preventing political

The list at least should be Increased employee participa- MAIORANA PRESS used to fill Investigator vacan- tion in politics is favored by

TIRED OF WAITING and Rep. Arnold Olsen, but

I never have used my disability points in an examination but used my veteran's credits.

Liberties Union has urged repeal of a provision prohibiting lizing recently in governments, special
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REBELLIOUS KIDS

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at of ten working Americans social Security, the Social Security, the Social Security of the carrings are reported for the earnings are record of the earnings are reported for the earnings are reported for the earnings and the New Jorsey Legislature and for the making it a "High misdemean-or" to commit an assault and battery on a Fireman performance and the New York living in Florida and eovered by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think children have the same rights and should resort to the area served by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think children have the same rights and should resort to the area served by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think children have the same rights and should resort to the area served by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think children have the same rights and should resort to the area served by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think children have the same rights and should resort to the late wek.

Q. I am a retirec of the City and they are medical plans available to retirees. As you indicated, but they are served by the late well with the course of the New Jorsey Legislature and last week.

The Major Medical provision that the same rights are served by the late with the course of the city and severed by Medicare A and B and Metropolitan Life-Blue who decide to form all on because they think and sovered by Medicare A and B and Metropolitan Life-Blue who decide to retirees. As you indicated, but they are a choice become who were the same rights and should resort to the late well.

The Major Medical provision the course of the City of New York living in Florida the three medical plans available to retirees. As you indicated, but they are the new York living in Florida the three medical plans available to retirees. As you have a choice be cial Security office (form OAR, 7004, Request for Statement of Earnings). You need only the fill it out, sign and mall it, of 30 with 70 percent of Sept. 1.

B and Metropolitan Life-Blue tween only two, since one outside the area served by The G.H.I. program for percent of Sept. 1.

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Health Insurance Questions—Answers Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P. By Arthur T. McManus

ACLU Sends Letter

an opportunity plements Part B by paying the trist's office. Can I obtain coverage for same through any

S. M. B. ductible), Metropolitan pays 80 cannot accept telephoned

January, 1968, sons enrolled in Medicare supage for care at the psychia-

the best efforts to recruit and keep quality professionals."

A. While no definite date has and private duty nursing (aftin care of THE CHIEF. percent of expenses for drugs questions. Please write to him

Exams Qualifying me Jan. 6 for the 6 tor candidates city's May 20 w. ing will be comp The competi tests will carry As a service will be taking physical ter standards are

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52, C; 53, D; 54, B; pital Clerk, and 1,560 A; 57, B; 58, C; 59, C; and 1,560 Those who

like New York, but then said: of his relegation, C; 13, C; 14, A; 15, D; Foster Du

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CHIEF at 1800 | Savings Bonds are "intible"—any bond that MAR stolen, or destroyed will

New York is to the bond owner.

ne is simple justice. I also get a originally agreed upon by the present simple justice. I also get a city and the worker. THEODORE McDONALD

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what was sauce for the when Transit, goose in 1964 when Transit, we suggest that provision be correction and Housing Police made for the protection of a made for the protection of a control added but now "there made for the protection of a control added but now "there made for the protection of a control added but now "there made for the protection of a control added but now "there made for the protection of a control added but now "there made for the protection of a control added but now "there mail the box of the control added but now "there was a control added by the control added Were granted a 20-year half-fundamental right that now enthal added, but now "they Correction and Housing Police made for the protection of a made for the pr d for the gander in 1968. That the right to work to 70 as rier." at the right to work to to as James H. Rademacher, vice ing wind originally agreed upon by the city and the worker.

8 W.G.E. EMPLOYEES riers, who said this postal job son ha

Insurance Q. and A. Health

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of

ons, Supply, Gas and Electricity of on Jan. 2, 1968.



I am covered tion of Teachers. with my new job.

McMANUS the city and be dropped from my tended benefits.

first time.

s. The as to what I should do — Metropolitan Life. whether to continue my wife's Assuming I stay in H.I.P.

A. Since you are a long way

the Board of your wife through the welfare brogram.

Wile works for your wife through the welfare brogram.

Education and fund of the United Federa- program. Education and fund of the United Federa- program.

a waiver of right to city health insurance sent to you around June 1. health benefits coverage in your own name The final date for enrolling in connection at a future date.

Q. I am a retired city em- date of October 1.

nas in-continued after retirement. want to know is the differ-supplementing Medicare. tection Would you please advise me ence in coverage by H.I.P. and

will be no question of cov-payments? Is there any limi-stringe erage for me after retirement. tation on future transfers, ments. B. Z. when these periods are defi-telepho nitely specified? R. J. L. as not

City of New York as a Clerk continue as a dependent unin the Department of Water der your wife's policy. der your wife's policy.

This makes you eligible for possible for her to select a won him extended honofits. Because my the extended benefits avail- plan on her own. She must ment wife works for able without cost to you or continue as a dependent un-

under her poli- In continuing as an in-full benefits available to re-policer cy as a depend- sured dependent of your wife, tirees under the three parent, I signed you do not surrender your ticipating health plans will be

or changing plans will be July 15, with an effective

What I would ployee covered by health in- This will be the last opporlike to know is surance under H.I.P., which tunity to join or transfer, expropri- whether it is better for me includes my wife. At present, cept for retirees making per-J and to have my own health bene- the only premium I am pay- manent moves in or out of ng at- fits policy provided by the ing is \$1.98 monthly for ex- the H.I.P. service area for the

wife's coverage as a depend- My question is this: If and As to cost, the city will conant in ent. I understand that after when a transfer period is tinue the full premium for larters five years in the retirement opened, my wife would like to you and your wife for basic t and system, one may retire with transfer to Metropolitan Life, benefits or will pay for the a pension and it might be which I understand includes extended benefits until you ff for better if I had my own health Blue Cross-Blue Shield and reach age 65, when you will it's benefits so that they may be major medical. What I really become eligible for a program

Editor's Note: Mr McManus lone if coverage as a dependent or and my wife transfers, in- cannot accept telephoned ked by take out my own coverage cluding extended coverage, questions. Please write to him hed by take out the city so that there how would this affect future in care of THE CHIEF.

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Personnel perimental w Case Worker is paying off statistics. The "walk-Feb. 10, att dates, the s this week, wi 489 total the sidered a pronounce on Saturday, Feb. 10 cand 123 falled a The list was the test date. The last o day tests sch pilot progra March 30, at Technical Hi Greene Place During the uary - through "walk-ins" Thursday, 288 candidat Tuesday, Fet competed, a fternoon se scheduled fo a.ml and 1 p

Street. Manl floor. The w at 100 with 6 What f Candidates eate degree pointment. These one-Caseworker \$6,450, go three month to \$7,200 a There also is for completic course work Social Work for 60 credit There are cles in the ? partment. Formerly title now ha Caseworker. tests have b Saturday, Ar Brooklyn Tec and on the 9, May 14 an or 1 p.m., a

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York, N. Y

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Award Limit

In accord Supreme Charles G. in the cas Hoberman, Service Cor rected "the current proi Sergeant, Captain in t partment Authority, a eligible lists limitation o which credi for awards the eligible Justice Tl

ruled that the Oct. 1, Police Serge to the writ CCSC, whic amended pi sion of the notice for t In issuing CCSC did ni tention to a application other than "current."

THE CIVIL EMPLOYEES WEEKLY

Registered In U. B. Patent Office Member Audit Bureau of Circulation An Independent Civil Service Newspaper Established 1897

Vol. LXXI, No. 51



Three-Platoon System

A tug-of-war is being waged in Albany over the three-platoon system for policemen throughout the State. In effect since 1911, it requires that a police force be assigned to three tours of duty of eight hours each with no more than five tours in any seven-day period. The city administration is attempting to abolish the system, allegedly to provide greater flexibility in the fight against crime. The State Police Conference, on the other hand, is fighting to strengthen the law by specifying that the three platoons shall be those now generally followed administratively: 8 a.m. to 4 p.m. 4 p.m. to midnight, and midnight to 8 a.m.

Policemen these days are getting it from all sides. Citizens are crying for more protection. Claims of police brutality are commonplace. Court decisions are making it more difficult for them to perform their job. Laws are enacted to restrict their activities. And now New York City wants to alter their work schedules, a move which shows absolutely no regard for their personal convenience and the demands on them as husbands and fathers.

Fortunately, policemen have many friends at Albany so the prospects of repealing the threeplatoon law are remote. It must be dismaying to policemen, nevertheless, that the city would even try to turn the clock back a half century.

Personnel Sets Record

The city's Personnel Department has been under fire recently for the inordinate length of time it requires to rate examination papers and to publish a list. It has not been unusual for a year or more to intervene between the test and list publication. Perhaps the criticism has borne fruit because last week Personnel got a list out in 11 days!

The exam for Police Administrative Aide was held on March 9 as a "walk-in", and, surprise, the list was established March 20. Almost 500 candidates competed, so it was not a case of rating only a handful of test papers.

It proves that the city's exam process can be speeded up when the stakes are high enough. Some 100 jobs are available immediately, but more important, the appointments will relieve police officers for patrol duty. Mayor Lindsay's intercession with Personnel could be the answer but we prefer to believe that such quick action is the start of a new era at the city's examining agency.

Personnel represents the door to appointment and promotion and unless it handles its job with efficiency and dispatch, the city and its employees suffer.

No Subsidy Justified

On Sunday, March 17, Mayor Lindsay revealed that because of the serious financial crisis facing the city he may be forced to suspend collective bargaining. It appeared to be no more than an attempt to stir up city employees to support the Mayor's efforts to get more funds from Albany. But when the Deputy Mayor called in union heads on March 21 to discuss the suspension of negotiations, it meant the Mayor was serious.

And naive, too.

Union leaders are not known for their altruistic traits. If they were, they no longer would be union leaders. City employees, as they quickly told the Mayor, will not subsidize the city. It must obtain sufficient funds to meet their legitimate needs or face serious labor problems.

While those in public service can understand and sympathize with the Mayor in his struggle to balance the budget, these feelings do not extend to the point where they will help him pick up the tab. Nor should they. If Mr. Lindsay had any doubts about it, they have been disspelled.

Your Social Security

Inquiries Answered

By Bernice Bernstein

ernment pays the other half, training. Education and Welfare There is a very important receive the basic coverage are 4,500 in Bureau of Prisons, Says Aid to Social Service deadline approaching for peo- that is being offered. For the 800 in Immigration and Naple over 65. The deadline is most part, Blue Cross-Blue turalization, 1,500 in the Bor-

surance program, Every individual should weigh very carefully any decision not to

for \$4 a month because the until 9 p.m. for enrollment. lost in the woods.

For The

Record

The State Department

Civil Service reports that new

highs were set in 1987 when

nearly 5,000 exams were held

and about 23,000 new em-

ployees were appointed. In-

cluded in the new employees

are 1,940 college graduates, an

increase of about 13 percent

Last year saw the beginning

of a major project to review

the possibilities for revising

recruitment and testing pro-

Other highlights in Civil

Service testing and recruit-

ment in 1967 were the develop-

ment of a closer relationship

between Civil Service and the

tSate University's Urban Cen-

ter in Albany, the Transvet

project to attract returning

veterans, the increased use of

data processing to speed up

eligible lists and the elimina-

tion of pre-filed applications

for some clerical exams, per-

mitting easier entrance for

more than 10,000 "walk-in"

Retired Fire Lieut. Charlie

Stephans, former president of

the Uniformed Fire Officers'

Association, had a busy week

last week accepting the warm

wishes of scores of friends on

joining the distinguished cir-

So far all's well at Charlie's

new bistro, apply named "Tut-

to Bene," which he opened at

110-50 Queens Blvd. in Forest

Hills. The new grotto promises

to be a favorite dining place

where Fire Officers and

friends can reminisce, as well

as for the many others look-

Ret. Det. Sgt. Ralph Salerno

of the city Police Department

stressed the importance of

parental responsibility in the

prevention of crime when he

addressed the monthly meet-

ing of the National Law En-

forcement Associates last

week in the Commuter's Cafe,

A member of the National

Council on Crime and De-

linquency, Mr. Salerno has

testified on many occasions

before the McClellan Commit-

erations in detail to the group.

Employees who tire of re-

tirement after a year can get

back on the job under a pro-

32 Cortlandt St., Manhattan.

ing for sumptuous cuisine.

cle of Queens restaurateurs.

candidates.

TA Pension Plan Highlights HA Helps

By Frank J. Prial II

Publisher, "The Chief" and member of N.Y. State Bar Hourly-paid employees of the New York City Transit Authority will have until Jan. 1, 1969 to elect a new pension plan which permits them to qualify for retirement after 20 years of transit service with a retirement allowance payable at or after

age 50. Bills (S. 5100 by Marchi; A. 6286 by Maresca) are now before the State Legislature to implement the recent agreement between the TA and the Transport Workers' Union for this benefit. The law will become ef-

FRANK J. PRIAL

fective July 1, 1968. The measures also provide that the TA, by resolutions adopted before July 1, 1969, may open the new pension plan to annually-paid employees that it designates. The resolution will specify the date coverage shall become effective for others, which cannot be earlier than July 1, 1968 nor later than July 1, 1969.

A major feature of the new plan is that the right to retirement vests after 20 years' service regardless of age. Presently, an employee must reach age 55 to qualify for retirement, regardless of years of service. Under the new plan, a retirement allowance is payable at age 50, assuming at least 20 years' service. If a transit worker dies after completing 20 years but before he reaches age 50, he is deemed to have selected Option 1 and his allowance is payable to his beneficiary starting when he would have reached 50.

Retirement Allowance Payable For the first 20 years, a transit employee qualifies for a retirement allowance (includes pension, annuity, and pensionsproviding - for - increased - take - home - pay) equal to "one-half of his salary or compensation earnable by him in the year prior to his retirement." For years in excess of 20, he receives a pension (city's contributions) of 1 percent of "final compensation" times the number of years in excess of 20 percent per year for those years served after that date. In addition, he will receive an annuity based upon his own pension contributions, and a pension-providing-forincreased-take-home-pay, for years beyond

Those who elect the new pension plan the first 20. will be considered to have been in the 1/100 plan, even though they may have se-

lected a less expensive plan. The TA will pick up the expense for past service, payable over a 35-year period. For future service, contributions will be on a 75-25 basis, that is, the TA will pay 75 lish newspapers. percent of the cost and the member 25 perpercent of the cost and the members of service. A York City Housing Authority to hiring and upgradient member may elect to cease contributing after he has served 20 years.

Provisions for Divesting

Although the right to retirement vests after 20 years, provision is made for the divesting of this right under certain conditions. Ordinarily, dismissal for cause after 20 years will not result in the loss of letal hours each day in a bus — or ment benefits. However, an employee will "language laborators" ment benefits. However, an employee will "language laboratory" — out side Melrose Houses, an Au- or the lose all benefits (except payment back of thority development and all of the lose all benefits (except payment back of thority development). his own contributions) if he is dismissed thority development at 345 his own contributions) by the TA for drunkenness or the theft East 153rd St., The Bronx, On of TA property (including that of passengers). Theft also includes the acceptance from TA of wages or sick pay for time actually worked for any other employer.

If an employee with 20 or more years of service is arrested or indicted on a felony charge he will be divested temporarily of his right to retire. If, within the succeeding 12 months, he is convicted of a felony, he loses his vested rights and gets back only his own contributions. If not convict- ceived a special grant from this ed within 12 months, or if earlier acquitted, his vested rights are reinstated. During the period he is temporarily divested of rights, he can collect his retirement allowance, speaking employees to learn list can not to exceed the total of his accumulated

deductions. The new plan for TA employees and the one negotiated recently by the AFSCME means that the New York City Employees' Retirement System will have six separate categories of employees with different provisions. In addition to the above two there are those for the correction, transit police, housing police and sanitation forces.

tee as an expert on racketeer-

Letters to the Editor

formation Agency. Eligible Says Some Contributing Less column to express their Can Draw Higher Benefits workers can "retire" for a year

with a job guarantee if they To the Editor of THE CHIEF: want to return after that for expediency.

er work week during the com- following example: ing to reports springing from tered city service at the same cretion. age, worked in the same titles,

the 4 p.m. (instead of 5) quit- year worked plus an annuity ting time from June 15 to similarly based on his contri-

Department.

The Retired Detectives of career, Mr. A chose to contripaid tribute to Jack Cohen, a the purchase of additional

Cortlandt St., Manhattan, contributions because of the and 1/140 plans getting a gain from the new contract. beginning and middle of the this where he was engaged to play lower rate specified by the break.

Staats has ruled that a rethan the other will receive that the heads of Federal de- more than the other, a perverpartments and agencies be sion of justice! paid monthly instead of twice a month.

The 30,000 Federal employees who carry a gun on the job or are authorized to citywide collective bargaining will watch with interest the was to obtain equal fringe benefits for all concerned. Unwill watch with interest the results of a test by the U.S. Public Health Service on the relationship between gunshots others destroys this concept. The city and District Council

|individual is paying only one- ployees, about 6,600 FBI 1/100 members in excess of half the cost of the protec- Agents who receive intensive that required of 1/140 mem-Regional Director, Region II, iton he's getting; the Gov- and continuous firearms bers.

Secondly, this may be the Among other Federal workonly way in which people can ers authorized to use weapons April 1 and it is the last op-Shield and the commercial in-der Patrol, about 4,500 in To the Editor of THE CHIEF: portunity this year to enroll surance companies have re- Treasury, 3,200 in Internal This will interest my fellow

We would also like to point Smokey, an aptly-named 85- I think it is most appropriate of the unions. SSEU and to have my own health benether of the only premium I am pay. We would also like to point out that the changes in the pound German shepherd dog, ate of the unions, SSEU and to have my own health benether only premium I am pay-manent moves in or out of the life in the life out that the changes in the pound German shepherd dog, ate of the unions, SSEU and Medicare law which were enshowed his stuff at a seminar Local 371 to finally bring attention to City Hall the city and be dropped from my tended benefits.

acted this year to make it of 20 police specialists at East tention to City Hall the caser for you to collect farmingdale, L.I., this week plight of staff and the unchecked violence rampant in the Department's quarters and that after you are now able to send your doctor's bill to Medicare, even if it is not yet paid and collect benefits.

The policement from about and the Department's quarters and that acts of theft and and the acts of theft and the acts of theft and and the acts of theft and the acts of theft and the acts of theft and the acts of the transfer period is the policement from about time the staff for a program should get the use of canine corps was slisted on proper protection and the acts of theft and the acts of the transfer period is the policement for a program and the acts of the act of the policement for the city will continue the full premium for a police dogs trained in actor.

I have been on staff for a program should get the act of a policement for an act of the policement for the policement for an act of a police specialists at East tention to City Hall the eader and dream in actor.

I have been on staff for a policement for the policement for a policement for a policement for a policement for a policement for the city and be drepend from my determinent.

I have been on st In ymay ask, "why should strained problem of the city fathers. The as to what I should do whether to continue my wife's ance. On April 1 all offices cess in tracking down mugance. On April 1 all offices cess in

gram getting a tryout among civil service and foreign servinvited to use the "Letters"

However, to permit the Those who have written to widest use possible of the time. A similar one-year pro- THE CHIEF advising city em- "Letters" column, please gram has been operating for ployees not to criticize the limit statements to 200 words ably typewritten.

The heat's on among Fed- An absurd result of the pro- Writer's name and address

The word there is that Fed- received the same salaries and obtaining adequate numbers, a shortage of employees."

CASE SUPERVISOR ception. butions; Mr. B, the 1/100 For Equal Pension plan. At times during his

percent per year guaranteed for the gander in 1968. That the right to work to 70 as rier." Comptroller General Elmer to both A and B. Thus, the is simple justice. I also get a originally agreed upon by the man who contributed less break. THEODORE McDONALD The same situation would result if Mr. A had waived

the 5 percent contribution reduction and Mr. B had not. The declared purpose of and hearing loss on 800 members of the Cincinnati police inequity cited, by either providing benefits commensurate with total contributions, at with total contributions, at with total contributions, and supply, Gas and Electricity

Q. I started to work for the city and District Council and hearing loss on 800 members of the City of New York as a Clerk continue as a dependent under your wife's policy.

A. Unless your wife is also continue as a dependent under your wife's policy.

This makes you eligible for her to select a and out of the city and District Council and and District Counci

DAVID KRAMER

written their policies for Revenue Service, and 1,100 workers in the city Departthe basic coverage that Medi-partment.

Inspectors in Post Office Dement of Social Services, most-ly the case staff and super-

New Retirement Age

Incumbents Work Until 70 To the Editor of THE CHIEF:

According to the new city's some time in the Agriculture proposed pension plan seem on one side of the sheet only, retirement regulations, to go willing to surrender principle double-spaced and prefer- into effect as the result of the recently-concluded agreement with District Council eral employees to get a short posed plan is shown in the or telephone number must be 37, AFSCME, "the mandatory given. Name will be withheld retirement age shall be 65 ing summer months, accord- Mr. A and Mr. B both en- on request or at editor's dis- years with one possible fiveyear extension, except for occupations for which there is

eral workers have been en- retire now after exactly 25 attractive salaries and job We would like to call your couraged by the agreement years of service. Mr. A was in qualifications and most of all, attention to the fact that this

understanding that they have Assault against Letter Carat the Commuter's Cafe, 32 such case than Mr. B's total object to people in the 1/120 more benefits than they may that had occurred during the but we now

Since the bill will be sub- month when mail carriers should be more than 20 years ago. He Retirement System's actuarial What was sauce for the mitted to the State Legisla-deliver welfare and pension ly and such lived at the Alamac Hotel, table. Yet, Mr. A will receive goose in 1964 when Transit, ture for possible modification, checks. city and the worker.

8 W.G.E. EMPLOYEES riers, who said this postal job Health Insurance Q. and A.

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus will be no question of cov-payments? Is there any limi-stringent Public Relations Director, erage for me after retirement. tation on future transfers, ments. He Health Insurance Plan of Greater New York

This makes you eligible for possible for her to select a and out of

Because my the extended benefits avail- plan on her own. She must ment. wife works for able without cost to you or continue as a dependent unthe Board of your wife through the welfare der your health insurance ized," said Education and fund of the United Federa- program. I am covered tion of Teachers.

under her poli- In continuing as an in-full benefits available to re-policeman cy as a depend- sured dependent of your wife, tirees under the three parent, I signed you do not surrender your ticipating health plans will be a walver of right to city health insurance sent to you around June 1. health benefits coverage in your own name The final date for enrolling with my new

What I would ployee covered by health inlike to know is surance under H.I.P. which the last opporployees Publish the Sherwood, you also get the industry's least oppor-

our Patrolmen are backed by take out my staff and the Department in with the city so that there how would this affect future in care of THE CHIEF.

ands of New Yorkers of Puerto Rican birth. A year ago when his family met him at Ken

Learn English

nedy Airport at the end of trip from San Juan Puerto Rico, he could count the number on his fingers of English words he knew. He did A. his best to learn quickly from listening to the radio, watch ing television and comparing wire-service stories which an peared in Spanish and Eng.

The approach of the New learned, is paving the way for En him to take an examination in June which could qualify him for a civil service job with career potentials. Along with eight other

Spanish - speaking provisional

Caretakers, he spends two

April 5, the group is sched. uled to complete 50 hours of Carol intensive drilling in the occunational language they usa lest each day. They are paid by the Authority for instruction 2 taken during working hours The bus is equipped with audio-lingual teaching ma. chines. To facilitate the pro-pital gram, the Authority is co- Mana operating with the Puerto datas Rican Forum Inc., which re Person

a basic occupational pleten language training program perien (BOLT) to help Spanish Will English so they might ad-Other Projects Planned

Antonio Martinez, the 37. year-old director, says the lessons are based on phrases nel the men use every day. They se listen to new phrases as they of progress, then repeat them over and over again until they party memorize them.

While the teaching ma- after in chines are modern, the course the end is propelled into high gear by who me the "high motivation" of the ments students, says Mr. Martinez ceive re-Puerto Rican born, he is a Hospi graduate of the University of \$7,200.50 Michigan, where he received his M.A. in education, and is laureate to currently working towards a graduation Ph. D. in English as a second program of 29 5th AVENUE (Cor. E. 20 St.) N.Y.

The Puerto Rican Forum, social with views on current civil service Says City Has Agreed to Let line, which employs Mr. Maring service tinez, is a non-profit volun-ting or an tary organization aimed at lent, ere helping New Yorkers of Puerto dates Rican origin become produc-graduates

on the fac



\$1.95 Spe

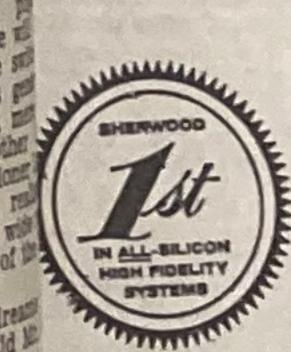
Around the CUR MOST In Civil SerHONORED R

Assaults on Mailmen Mount has been negotiated for city employees the 1/140 plan under which recognized police status. It is new retirement provision, if Letter Carriers are finding dangerous here by District Council 37, the pension derived from the American Federation of State, city contribution was to be but we must not be made to prive city employees now in make their appointed rounds, urging Curr American Federation of State, city contribution was to be but we must not be made to prive city employees now in make their appointed rounds, urging Current and the contribution was to be but we must not be made to prive city employees now in make their appointed rounds, of legislation County and Municipal Em- 1/140 of the average salary for work and help our clients in service of their present right witnesses have told the House of legislation ployees, AFL-CIO, continuing his best five years for each a maze of fear and abuse. to work up to 70 without ex- Postal Subcommittee in urg-eral crime in

ing Congressional action to lal employ City employees entered city deal with this "malicious Federal employment with the clear tendency." the Police Department, led by bute an additional 50 percent president Al Grant, this week over his regular 1/140 rate for To Benefits for Others Indeed, for many this was an in the slum sections of Brookimportant consideration for lyn," Jack Leventhal, presi-sistant popular and accomplished annuity. Mr. B contributed To the Editor of THE CHIEF: accepting such employment dent of the Brooklyn Local Richard popular and accomplished plants, who died at the age only his regular 1/100 rate to civil service organizations throughout the state, was a throughout the state, was a familiar figure at the piano familiar figure familiar figure familiar figure familiar figure familiar figure familiar familiar figure familiar familiar figure familiar famili

71st St. and Broadway, Man- a greater retirement allow- Correction and Housing Police we suggest that provision be Thieves used to rifle mail Trainee's Description and Trainee's Description and Housing Police we suggest that provision be Thieves used to rifle mail Trainee's Description and Housing Police we suggest that provision be Thieves used to rifle mail hattan, with his wife, Belle, ance than Mr. B since Mr. A were granted a 20-year half-made for the protection of a boxes for the checks. Mr. Lev- Police who survives, as do a brother will receive an additional annuity over and above the 2.2 their plans, should be sauce belongs to the city employee, toughs attack the mail carcome true.

James H. Rademacher, vice ing with that president of the Letter Car-his left les



RF and Mixer stages to prevent multiple

or changing plans will be

Editor's Note: Mr McManus March 8 150 annot accept telenhoned paid at Post

B. Z. when these periods are defi-telephone

The highly-rated Sherwood S-8800 now Among the Model S-8800's many use independent or simultaneous operation

that

the Model:

with the ad

• FM sensitivity: 1.8uv (IHF) • Cross-

East 149th Street

ory jobs Chiefs', one Captains', and Chiefs', one Captains', and Chiefs', one Lieutenants' representative will be accepted May 9 person who qualifies under their surprise and horror person who qualifies under the person who quali given to. Yorker. Service

To Honor Lomenzo ntion by

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John P. Lomenzo, New York officials unjust State Secretary of State, will admini-St., Brooklyn. More than 1,500 Yorker, 34th St. and Eighth tion. uly, 1967 are expected to attend.

appeal to the courts.

Sgt. Nominations

tion's annual dinner-dance in at 8:15 p.m. at its monthly titive system vision the Hotel St. George, 51 Clark meeting in the Hotel New close to the brink of destruction.

St. Brooklyn More than 1 500 Vorker 34th St. and Eighth tion. 'Ave., Manhattan.

career tive will be accepted May 9 person who qualified be paid. when an early test case pro. the the UFOA meeting to start those conditions must be paid. when an early test case pro. at the UFOA meeting to start those conditions must be paid duced a court ruling that the culture at 8 p.m. in the Hotel New If he disagrees with the Social amendment meant just what bill the disagrees with the social amendment meant just what bill the social amendment meant just what believed as the social amendment meant in the social amendment meant just what believed as the social amendment meant in the social amendment meant in the soc V If he disagrees with the Social amendment meant just what bill be seemingly in of social security Administration's de- it said. The seemingly in of social security and security in the aver- it said. Security Administration it said. The seemingly in of salar termination under the aver- it said. The seemingly in of salar termination under the may nocuous statement they had plouded termination unual, he may nocuous statement they had ployee treated with disdain had not be age-earnings formula, he may nocuous statement they had ployee "teeth" in it after all, and it riot The had come back to haunt them. Joel The

Despite this reform victory. Nominations of officers the law were still finding Opposite curbed be presented with the Transit erit sys- dedication and outstanding the Sergeants' Benevolent Astheir manipulations dedication and outstanding the Sergeants' Benevolent their manipulations were dedication and outstanding the Sergeants' Benevolent their manipulations were gradually edging the compectation of the Police Depart-sociation of the Police Depart-sociat

a union at of the line line tionality.

Health Insurance Q. and A.

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus

Public Relations Director, Health Insurance Plan of Greater New York

between have been retired from the would be the cost of this in- Will yop please tell me what and the Department of Sanitation surance?—T.J.Q. , 1967 to since Jan. 10, 1948 (over 20)

day.

of loyal city.

tunately, started I was enrolled in the 1 that will spell out the bene-these Government Medicare and fits offered by each of the cannot accept telephoned felt that I could not afford three health programs. You questions. Please write to him | 11

pamphlet concerning a kit needs. that I would receive sometime before June 1.

ide bar. Q. I am 70 years of age and to get from the city and what out pay in the near future,

pared with the city will supplement — not Cross .- H.T. pensions of to-replace — your Medicare bene-

which I pay \$4 surance. In addition, it is the age without interruption. a month. This intent of the city to begin After the two plans are nois the Social paying the \$4 a month which tified that you have been re-Security Medi-you are now paying out of moved from the city payroll, care and I your Social Security check for they will send you conversion

either by letter in the State Legislature to If your leave has been aube serene McMANUS or in your enable the City to pick up thorized, the city will pick up

qual just the medical insurance of the As you were informed, there you return to your job. will be a booklet in the kitl v. It will When this city Medicare you will receive around June Editor's Note: Mr McManus

Jersey sta check I also received a is better suited to your own first inch

Q. I am a city employee and ond effect What I would like to know I am planning to go on six third July What I would like to know I am planning to go on six backing is what would be best for me months leave of absence with Civil Ser

happens to my health insurance in the meantime. I don't effective years) on a very small pen- A. The medical insurance want to jeopardize it in any sion as com-that you will receive from the way. I am in H.I.P. and Blue

> A. By paying a premium dihave There will be no charge to rectly to H.I.P. and Blue Cross, for you for this supplementary in- you can continue your cover-

would like to Medicare Part B. notices listing the premium to hear from you Legislation now is pending be paid on a quarterly basis.

ments to column in THE CHIEF about these payments for retirees. your payments again after

GOLDIN both. In my last city pension will have to decide which plan in care of THE CHIEF.

A bill now

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> May Mar

Publisher, "The Chief" and member of N.Y. State Bar

adopts by local law are substantially equiv-

The New York City Collective Bargain-

bargaining and impasse procedures here

the procedures not substantially equivalent

to Taylor Law requirements. While New

are limitations which are presenting prob-

lems to the OCB and the city's Office of

Only 50 Percent Under OCB

ply to probably less than one-half of them.

agencies unless they elect to make the

procedures available in whole or in part. To

date, only the Administrative Board of the

Judicial Conference, which is the employer

York, has elected to come under certain

OCB procedures include the Boards of Edu-

boards established by law, the head of

TA Hiring Abuses

to be approved by the State

Other agencies that are eligible to elect

OCB procedures.

There are over 300,000 employees of the

FRANK J. PRIAL

New York City has special status under

Personnel perimental w Case Worker is paying off statistics. The "walk-Feb. 10, att dates, the s this week, w 489 total th sidered a pr on Saturday. Feb. 10 cand 123 failed a The list was the test date The last o day tests sch pllot progra March 30, at Technical Hi Greene Place During the uary-through "walk-ins" Thursday, J 288 candidat Tuesday, Fet competed, fternoon se Other Tue solleduled fo a.m. and 1 p ment of Per Street, Manl floor. The w at 100 with 6 What t

Candidates eate degree pointment. These one-Caseworker \$6,450, go three month to \$7,200 a There also is for completic course work Social Work for 60 credit There are cies in the f partment. Formerly title now ha Caseworker. tests have Saturday, Ar Brooklyn Tec and on the 9, May 14 an or 1 p.m., a Additional the Case may be obt writing or c ment of Perso Division, M-4 York, N. Y

Ment into L

Beven ope ams were an by the Admi: the Judicial vacancies th in the Menti tion Service ranging fron The exam Health Infor ficer and A formation ! each \$8,365 Mental H Service Offi Health Info Staff Attorn \$11,215; Mer mation Serv ney, \$9,795-Health Info Principal Atl 795; and Me mation Servi torney, \$12,7 The writte

will be acce Complete o plications m mail or in Administrati Judicial Con Officer, 270 1212, New 3 Mail request legal-size envelope.

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Deletion fr Department the title of 8 the Narcotle its classifica competitive of the Mayor of the Coor tion Program proved by th ice Commis Special Assi ordinator of grams was c

Award Limit

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Supreme Charles G. in the cas Hoberman, Service Cor ected "the urrent pro ergeant, aptain in t artment uthority, a igible lists nitation o hich credi r awards e eligible Justice Ti led that e Oct. 1. the writ SC, whic ended pi of the ice for t n issuing SC did ni

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THE CIVIL EMPLOYEES' WEEKLY Registered in U. S. Patent Office Member Audit Bureau of Circulation An Independent Civil Service Newspaper

Vol. LXXII, No. 5



Established 1897

Big Stick Fails lunch hour. The success which the United Federation of Teachers has had in collecting dues directly from its members demonstrates that the loss of dues checkoff privileges is not the effective deterrent

to strikes which the proponents of the Taylor Law thought it would be. Denied of its checkoff for a year and one-half, the UFT went to work and collected dues directly from more than 50,000 members, an outstanding vote of confidence by the Teachers in their union.

Nor was the \$10,000-a-day fine of any deterrent value. For the UFT, the cost to each striker was about 25 cents per day, a small price to pay when substantial wage increases are at stake.

These facts may suggest to some that the answer is to stiffen the penalties so that a striking union can be brought to its knees financially. A more enlightened conclusion would be to recognize that a "big stick" not only does not prevent strikes but that it represents a red flag which encourages defiance of the law. Punitive measures are not the answer, as the Condon-Wadlin Law demonstrated for 20 years and the Taylor Law has shown in its brief one-year history.

Dangerous Education Bill

Civil service employees and their unions should unite in efforts to defeat the Lindsay-Allen school decentralization bill now awaiting action at Albany. The measure is anti-merit system and pro-politics.

Among other things it would abolish examination standards, put the hiring and firing of Teachers in the hands of local school boards, and may well undermine citywide collective bargaining by the United Federation of Teachers. It also would give the Mayor the power to appoint members of the Board of Education, thereby changing it from an independent body to an arm of City Hall.

News reports indicate the bill has little chance of passage at this session but employees and organizations have been lulled to sleep in the past by the daily news media. Only last year the proposed Taylor Law was supposed to be dead but in the closing moments it was passed with all its obnoxious penalty provisions. Employee groups should attack at once and assume that the bill will pass unless they mount sufficient opposition.

Merit System Milestone

Fittingly, Governor Rockefeller has proclaimed May as Civil Service Month. It was 85 years ago this month that Governor Grover Cleveland signed the state's first Civil Service Law, Shortly after, on May 31, 1883, the State Civil Service Commission held its first meeting.

With this statute New York State became the first in the nation to establish a merit system for the selection and promotion of its employees. Equally important, this state has maintained its leacership through the years in improving the administration of the merit system and in developing new practices and procedures of benefit to employees and the public.

The year 1967 will one day stand with 1883 as a milestone in the history of public service. New York State for the first time granted the right of collective bargaining to its employees, an advance that must share the spotlight in years to come with the introduction of the merit system.

THE CHIEF joins in this celebration of Civil Service Month and pays tribute to a dedicated corps. of employees who make the merit system what it is today.

Your Social Security

Inquiries Answered

By Bernice Bernstein Regional Director, Region II, U.S. Dept. of Health, Education and Welfare

This week we would like to and you advised us in January Equalization and Assessment, agreed upon by the city and generally respond to a situa-you would have received a and the Attorney General's District Council 37 is expected has check or checks for January Office. arisen due to the new New 1968 on.

York City pension provisions. ginning of the year, many New York City retirentent age estimated with Social Security a certain amount of expected earnings for 1968. Many of these

estimates, even BERNSTEIN Social Security benefits to be turn them but you would be He was graduated from St. Within the same fiscal period.

year. These checks either have of the checks for 1968. been mailed out already or When estimating your earn-thereafter, and was promoted all those who retired in the are on the way.

Since many people have de- tion leave. If you receive elded to wait until the new terminal leave include it if Joseph Schechter, the Air pension bills, S. 5663 and A.

monies on which they did not Any questions you may have Director, this week entered and happy with payments for retirees. As you were informed, there your payments again at your payme plan when they originally filed concerning your status of the stimate in January, cause of earnings this year set, L. I. for surgery for a tice after a lifetime of loyal city.

February, or March of this should be presented to your double hernia. After a week's dedication to the city. It will be a booklet in the kit be otherwise, unfortunately, started I was enrolled in the lithat will spell out the bene.

Editor's Note: Mr McManus ebruary, or March of this should be presented to your double hernia. After a weeks dedication to the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected be otherwise, unfortunately, started I was enrolled in the local Social Security office, hospitalization, he is expected by otherwise, unfortunately, started I was enrolled in the local Social Security of the local Social Securi

filed and in some cases if the are open until 8 p.m. on recuperating at his Hollis amendments. checks already received are Thursday evenings.

For The Record

"Jog along with Ed" is the Slogan of Ed Gronowitz, a the State's Public Employees' Fair Employstate employee, who jogs ment Act (Taylor Law). It alone enjoys across the Brooklyn Bridge weather permitting, on his a presumption that the procedures it

The jogging craze is noth ing new to Ed. He's been doing it every Monday and Wednesday, and sometimes on Fridays, for nine months, starting on the Manhattan side and returning in about 30 minutes.

He invites city, state, and Federal employees, both men and women, and anyone else who works or lives in the downtown area to join him in his twice-weekly physical culture. They can meet him Mondays and Wednesdays at the Manhattan entrance to the Brooklyn Bridge footwalk at 12:10 p.m. sharp.

"Beginners also can join the vided in the Taylor Law. group," he says, "and walk ing Law, as supplemented by Mayor Lindwhen necessary!" say's Executive Order 52, governs collective

Forty-two citywide and local munity corporations, parent, and will continue to do so under present teacher, civic and labor groups, law until PERB brings an action for a representing over a million declaratory judgment and the court finds taxpayers, have joined to fight proposed cuts in next year's city school budget. "Our survival as a city de- York City now runs its own show (through

pends on vast improvement in the Office of Collective Bargaining), there educational opportunity," declared Dr. Frederick C. Laughlin, chairman of the Citizens' Coalition for an Ade- Labor Relations. quate Education Budget, which has been meeting for the past two weeks at the Willkie Memorial Building, 20 West City of New York and OCB procedures ap-40th St., Manhattan.

Pension-improvement activ- The OCB law covers employees of mayoral ity is taking place outside the agencies (the heads of which are appointed by the Mayor) but not to those of other civil service, too.

Congress last week received an administration reform plan centered on a provision that would guarantee a pension to any worker employed for at least 10 years by a com- of court employees paid by the City of New pany with a pension plan even if he left before retirement

Private pension plans now cover about 26 million persons, as against 9.8 million in 1950 but only one of every four covered currently will receive retirement benefits principally because many workers leave their jobs before retirement age and forfeit pension rights. The administration seeks to correct this by giving employees "vesting rights" after 10 years with a company. From Our Readers:

The Law Day exhibit May 1 in the Singer Bowl in Flushing Meadow Park featured displays by the city's Police and Correction Departments, the State Police, the Office of Probation, and the FBI, among

Mackell for the edification of positions. The TA even now tally of the ballots. and other city residents.

on Teacher Recognition Day, ance of the Civil Service Law, expire Aug. 31, 1969.

ties and parties on and off in its own shops. school grounds to pay tribute to the role of Teachers and supervisors.

William T. Scott, Secretary sit operation and mainte- and Capt. Roland J. Gorton, of the Teachers' Retirement nance. As a group, they are 15th Division, 12. System and former secretary intelligent, conscientious, dedi- Capt. Cashin was succeeded last week was given an in- many of whom are fully quali- Joseph F. Porta of L. 34 in a crease in salary from \$21,000 fled for executive jobs. Most previous board election. Nom- ary

Arnold G. Fraiman also re- with minimum training.

The 1968 County Finance We hope the Civil Service School will be held May 13 to Commission will give this mat-15 at the County House in ter its immediate attention by To Honor Lomenzo Syracuse for county fiscal of-conferring with TA officials ficers. It will be conducted by and others in the city admini- John P. Lomenzo, New York the Division of Municipal Af-stration so that this unjust State Secretary of State, will fairs of the State Comptrol practice may be curbed be presented with the Transit ler's Office, in cooperation promptly and that the career Police Department Columbia ficers' Association.

Comptroller Arthur Levitt not returned, overpayments Representatives will attend will result. For example, if from the Employees' Retire. Urges Change as of July, 1967 are expected to attend. your gross is about \$100 a ment System, Office for Local To Jibe With Citywide Pact week by the end of April, 1968 Government, State Social Seyou would have earned \$1,680. curity Agency, Department of To The Editor of THE CHIEF: If you had planned to retire Social Services, Board of The revised pension plan

Legislature shortly now that If your plans changed and Retired Deputy Chief Tho- the Council has voted to send you decided to work until mas J. Dillon last week was a home-rule message. I and July 1, 1968, then your earn-retained by the Uniformed many others are hopeful, howings for 1968 will be about Fire Officers' Association, Lo-ever, that an amendment will cal 854, IAFF, AFL-CIO as at- be adopted to rectify a serious Based on these earnings you torney to advise the union on discriminatory omission. would not be entitled to \$460 its annuity fund and to help

in Social Security benefits. If administer its use. 1968 and would not be en-Division in February, after not only is inconsistent, but titled to \$10 of the June, 1968 having served one month it discriminates between two check. If you received these more than 20 years in the Degroups of employees retiring some checks you would have to re-partment.

paid for early months of this able to receive the balance John's Law School in 1963, that the effective date be passed the bar exam shortly made July 1, 1967 to include ings include all sick and vaca- to Deputy Chief that August, fiscal year. This can be recti-

alent to those pro-

vided in the Taylor

Law, a presumption

which continues un-

til a court finds

otherwise. Other lo-

may set up their

own procedures but

the Public Employ-

ment Relations

Board must make

a finding that they

are consistent with

the standards pro-

governments

Goal: More Agencies In OCB State Obsers

treasury. The Comptroller's Office, the City Council and the Borough Presidents' Offices are examples of those in the latter class. ment, was the first state Independent, Non-Political Office the nation to adopt a service system. In doing

Created Merit D

only a few short months after

the first Federal civil service

employees, both on the state

since it first adopted a civi

qualified employees staffing

government agencies, and in

the atmosphere of fairness

provided for those seeking po-

This month, proclaimed as

Once the Federal Govern

Four months was all it took

One year later, a bill was

New York State's civil ser-

Opponents Thwarted

bitter opponents, regretting

With this two-party-backing the ta

the law got off to a fairly one of

good start. It wasn't long superage

however, before some of its ment a

The cause of civil service re. ommeda

vice bill was sponsored by

United States.

ment passed the first Civil

Civil Service Month by Gov.

ernor Rockefeller, marks the

sitions in the public service

The foresight of New York

and local level.

In the absence of an election of OCB, the provisions of the Taylor Law apply in any event. But it would seem desirable that all employees within the city's jurisdiction (pald by the city or under the City Civil Servce Commission) have the opportunity to use the services of OCB. It has the advantage of being an independent agency. neither an arm of, nor controlled by the city or the unions, and divorced completely from the political milieu. Employees have a voice (and share the expenses) in its operation through the Municipal Labor Committee, an arrangement without precedence in the country. OCB's newness and general p. inertia may account for the reluctance so far of non-mayoral agencies to make the

The failure of these agencies to come 85th anniversary of the found under OCB has raised some problems as to ing of a civil service system in New York State. In observance the majority status of unions representing of this milestone, the State draw city-wide titles. OCB can certify the repre-Department of Civil Service is Lan city-wide titles. OOB can certify employees marking the birthdate of New to sentative status only for those employees a citywide York's system, May 4, 1882 sentative status only for those a citywide York's system, May 4, 1883. majority if all employees in a title are counted, but falls short if only those in departments under OCB are considered. It departments under och are which existed Service law in 1883, New York brings to mind the problem which existed State didn't waste and the large in t State didn't waste any time was shortly after the city's bargaining program was instituted in 1958. For purposes of determining the number of positions in a its own. termining the number of productions was all it took Government of the city included those in On May 4, 1883, New York as the Transit State adopted a civil same as the transit same as the Transit State adopted a civil same as the Transit Sta particular title, the city incas the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the Transit State adopted a civil service in non-Mayoral agencies, such as the transit service in non-Mayoral agencies in nonnon-Mayoral agencies, such a whether a plaw, similar to the Federal Incom union represented a city-wide majority, the city refused to credit the union with members other than those they had in city agencies. The problem was later solved but sion held its inaugural meet to have it looms again in connection with OCB.

The present situation also would permit the anomoly of OCB recognizing one union for bargaining purposes and the State tem to municipal levels of to go agency, PERB, recognizing another for employees in the same title.

to convince the non-Mayoral agencies to odore Roosevelt and signed by to convince the non-Mayoral agencies to odore Roosevelt and signed by join OCB, and the indications to date are Democratic Governor Grover that many of them will make the election. Cleveland. Each of these The election can be made to cover some of prominent New Yorkers later an agency's employees, an option which would permit, for example, the Board of Education to exclude teachers from coverage, and the Transit Authority to exclude operating employees, as appear likely.

cation and Higher Education; the Transit, Housing and Triborough Bridge and Tunnel Authorities; District Attorney's Offices; museums, libraries, zoos and other cultural institutions; and departments, bureaus or

Rule Unchanged the loss of patronage jobs for Week Gold and Sloan

tures of the various depart- City Civil Service Commission Uniformed Fire Officers Assothe hiring by the Transit Au- ciation executive board in spe- fears, which now have no written into the state charter, he could a The exhibit was held under thority of a number of people cial elections to complete foundation, among persons re-

There will be ceremonies in a great depth of talented won a four-cornered race to stead of legal entitlement. assemblies and other activi- career personnel in all fields complete the term of John J. justice to the loyal and cap- 31, 1968. Capt. Raymond able employees who have had Gimmler of E. 17 received 152 many years of experience in votes, Capt. Edwin F. the complexities of rapid tran-nings, Ladder 105, got 142,

of them are intelligent enough inating petitions for

Investigation Commissioner to undertake supervisory jobs Chiefs', one Captains', and

their political followers, tried which to weaken the law, and even lative; On SS Benefits; 'Need'BillKilled form in the state was fortu- tion commedition nate, indeed, to have two of vetoed Battalion Chief Harold I. Contrary to widespread re- New York's more prominent Counsel at Gold of the 19th Battalion and ports, there is no bill before solons in its corner. Elihu Public In

Capt. Richard J. Sloan of En- Congress that would limit So- Root and Joseph Choate used \$15,000 institutional functions, including the rehabilitation projects, and panel heards with his law to the law the law to the l and panel boards with pic- We have protested to the tatives, respectively on the titlement under the law. The reports have a sorely-needed state-

the sponsorship of Queens without civil service status to unfinished terms, it was an-District Attorney Thomas J. fill executive and supervisory nounced this week after a fits and those who expect to nocuous that many of the Queen by the school children of Queens is seeking other outsiders for Chief Gold compiled 183 Before passage of H.R. 12080 opposed the merit system

votes to 159 for Deputy Chief in January, giving a general could see no point in disagree-As supervisory employees, John J. Fogarty of the 1st 13 percent benefit increase to ing with it. After all, they bosed manually below the supervisory employees, John J. Fogarty of the 1st 13 percent benefit increase to ing with it. After all, they bosed manually below to the supervisory employees, John J. Fogarty of the 1st 13 percent benefit increase to ing with it. After all, they bosed manually below to the supervisory employees, John J. Fogarty of the 1st 13 percent benefit increase to ing with it. City Teachers and those we strongly protest this praction. Division in the contest to all persons receiving monthly reasoned, the statement mere-cil action to the finish retired Battalion Chief checks, a bill, H.R. 5710, was ly provided that all appoint cil action to the finish retired Battalion Chief checks. throughout the state will be honored by pupils and parents of the Civil Service Low Avoirs Aug 31 1960 particularly since the TA has Capt. Sloan, with 158 votes, fits according to "need" in- of merit and fitness, to be Job Ald In

ascertained by examination Vietnam That bill, however, was kill- and competition. Cashin, promoted to Battalion ed in committee when the This, indeed, is a callous injustice to the loyal and capable employees who have had
many years of experience in votes. Capt. Edwin F. Jen
Cashin, promoted to Battalion
members refused to approve
it and the new H.R. 12080 was
substituted. The substituted
substituted. The substituted
measure, which was enacted,
make laws for carrying out United did not change Social Secur- make laws for carrying out United of the Civil Service Forum, cated, and responsible people, as recording secretary by Lieut. fective with the March checks, uation just as before.

appeal to the courts.

St., Brooklyn. More than 1,500 Yorker, 34th St. and Eighth tion. 'Ave., Manhattan.

ity's basic concept of "an this new proposal. For this Service a earned right to a fixed reason, the political leaders al amount." The 13 percent in-felt satisfied that they would match job crease it provided became ef- be able to command the sit- veterans

This could certainly be no ing jobs

paid for the month of Febru- Patronage Maker Comeback erans who These opponents of the from their Thus, benefits still are com- career system soon found are provide puted on a person's average that they had outwitted them- gram. one Lieutenants' representa- earnings, as fixed by law. Any selves. They learned this to ceived a boost. His was \$5,000, These jobs should be offer- tive will be accepted May 9 person who qualifies under their surprise and horror A rider

increasing his annual stipend ed to these long-time career at the UFOA meeting to start those conditions must be paid, when an early test case pro-culture by employees and not given to at 8 p.m. in the Hotel New If he disagrees with the Social duced a court ruling that the bill would I Security Administration's de-amendment meant just what of salary termination under the aver- it said. The seemingly in ployee com age-earnings formula, he may nocuous statement they had promoting treated with disdain had real riot. The "teeth" in it after all, and it Joel T. had come back to haunt them. similar

Despite this reform victory, proved in Nominations of officers those who would circumvent HEW and with the County Officers As-employees may be properly Association's 1968 award for were scheduled to be made by the law were still finding Opportun sociation and the County protected under the merit sys- dedication and outstanding the Sergeants' Benevolent As- ways to attain their ends, and Translation and the County protected under the merit sys-

community leadership on Sat- sociation of the Police Depart- their manipulations were Eadie and 18 TA FOREMEN urday, May 18, at the Associa- ment on Wednesday, May 8, gradually edging the compe- whose faint tion's annual dinner-dance in at 8:15 p.m. at its monthly titive system dangerously the US. will be the keynote speaker at Pension Bill Provision the Hotel St. George, 51 Clark meeting in the Hotel New close to the brink of destruction in the Hotel New close to the brink of destruction in the New close to the brink of the New close to the New close to the brink of the New close to the New c In 1897, Governor Frank S. tions Board

A bill now

Health Insurance Q. and A.

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director Health Insurance Plan of Greater New York

Although the citywide bar- Q. I am 70 years of age and to get from the city and what out pay in the near future. your monthly check is \$90 you Chief Dillon, who since 1963 city runs from July 1, 1967 to since Jan. 10, 1948 (over 20 surance?—T.J.Q.

check I also received alis better suited to your own first incress pamphlet concerning a kit needs. that I would receive sometime before June 1. Q. I am a city employee and third Ju

What I would like to know I am planning to go on six backing is what would be best for me months leave of absence with Civil Service gaining agreement between have been retired from the would be the cost of this inwould not be entitled to also has been Counselor Dil. June 30, 1970, the effective years) on a very small pencheeks for the five months lon, retired as Deputy Chief of date for improved pension sion as comthat you will receive from the happens to my health insursion as com-that you will receive from the way. I am in H.I.P. and Blue

pared with the city will supplement - not Cross .- H.T. pensions of to-replace - your Medicare bene-

do have There will be no charge to rectly to H.I.P. and Blue Cross, Medicare for you for this supplementary in- you can continue your coverwhich I pay \$4 surance. In addition, it is the age without interruption. is the Social paying the \$4 a month which tified that you have been re-Security Mediyou are now paying out of moved from the city payroll,
would like to Medicare Part B

Since many people have dedefective wait until the new terminal leave include it if
pension becomes effective you are a male and are under
pension becomes effective you are a male and are under
they are earning additional age 65.

Retirement should be serene
they are earning additional age 65.

Retirement should be serene
and happy with payments to
policity to pick up
these payments for retirees.

North Shore Hospital, Manhasbe made to provide equal justing the premium to pension bills, S. 5063 and A.

Legislation now is pending to the paid on a quarterly basis.

If your leave has been authorized, the city will pick up
these payments for retirees.

North Shore Hospital, Manhasbe made to provide equal justing the premium to pension bills, S. 5063 and A.

Legislation now is pending to the paid on a quarterly basis.

If your leave has been authorized, the city will pick up your payments for retirees.

North Shore Hospital, Manhasbe made to provide equal justing the premium to pension bills, S. 5063 and A.

Legislation now is pending to the pension bills, S. 5063 and A.

McMANUS or in your leave has been authorized, the city will pick up your payments again after

North Shore Hospital, Manhasbe made to provide equal justing the premium to the pension bills, S. 5063 and A.

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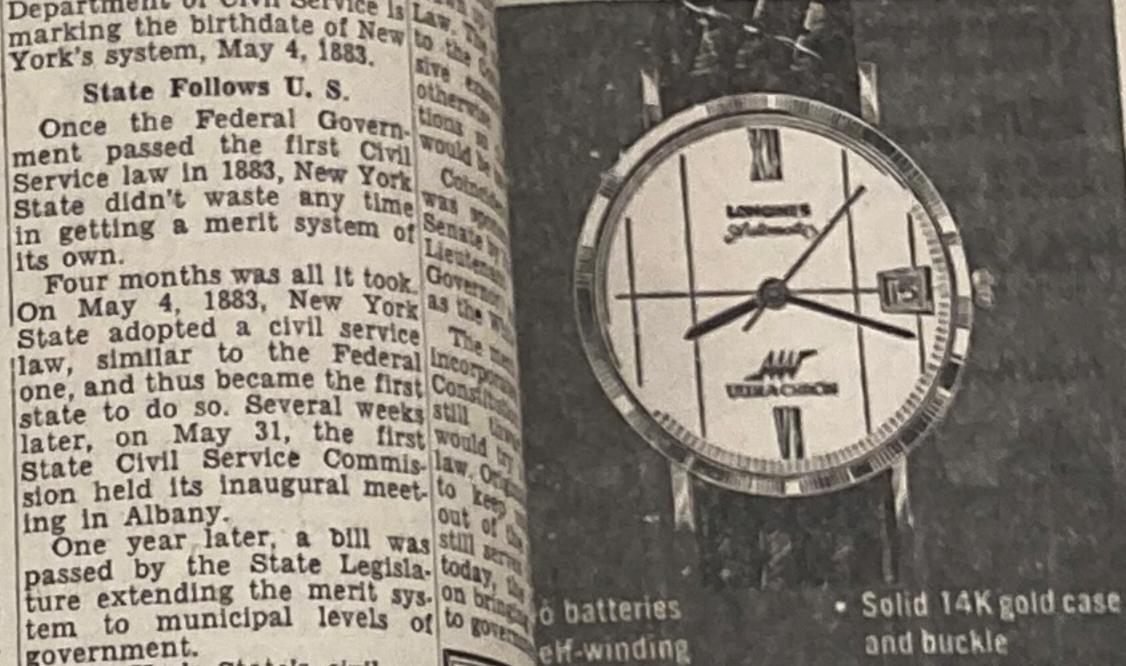
BLUMA GOLDIN both. In my last city pension will have to decide which plan in care of THE CHIEF.

Veterinarian Test

LD WEEKEND state for Associate Veterinarweekend from \$14,390. Training and expe-21, to Sunday, rience will be evaluated, and Grossinger's there will be an oral with the Ferndale, N. Y. first test scheduled for July, appl president, Details and applications may Typ Reservations, be obtained by mail or in per-Apr. \$37 per person for son from the State Depart-men may be made by ment of Civil Service, 270 bles Kate Friedel-Broadway, Room 1100, New de airman, at BE 2-1198. York, N. Y. 10007.

Itra-Chron

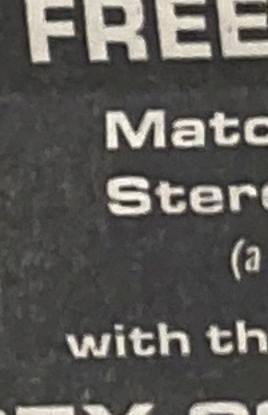
Guaranteed accurate to thin one minute a month!*



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with purchase of any Ampex Stereo Tape Player/Recorder

e all the AMPEX STEREO TAPE CHANGE AYER/RECORDERS at big savings

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NEL CLERK

Rule ent Bias; rocedures CHIEF:

reciate the g personnel civil service selection of he "one of ed to in your 3 issue, this se.

ting officer old from the for his nonto prevent a iminating because of

the newspapers and television. It would seem that the recruitment procedures of the state are in need of study.

lists for which there is a greate. need at this time," according to the Personnel Department.



to stay in school. While attending classes they are limited to 16 working hours weekly and to 40 hours during vacations. They no longer are limited to 1,040 hours of work in any year. The appointments are limited to a year and can be extended for another year. Broad authority has been given

to agency heads to set salaries in line with duties performed.

Correction Dept. Praised Although he described

overcrowded conditions in city prisons as "appalling," City Council President Frank D. O'Connor had words of praise last week for the "herculean task" being performed by the Department of Correction and Commissioner George F. McGrath. "The present situation is

appalling," Mr. O'Connor declared. "Yet, in the face of seemingly insurmountable obstacles and very limited resources, the Department of Correction under Commissioner McGrath has been carrying out a herculean task. We have much praise for Commissioner

Health Insurance Questions-Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of Greater New York

Q. I am a fire officer covered for H.I.P.'s drug plan through the UFOA Family Protection Plan.

Will you please straighten me out and some of my friends as to

when the benefit year begins. Is it the calendar year or the date when our coverage began? R.B.

A. The benefit year for UFOA members enrolled under H.I.P.'s drug and appliance program is the twelve-month

period following the effective date of the benefit for the individual. In other words, each insured family has its own benefit year.

McMANUS

The effective date for many UFOA members is April 10, 1965,

when the union purchased the drug and appliance benefit through the Family Protection Plan. But for other members there are earlier effective dates because of their having purchased the H.I.P. drug benefit on an optional basis before the union took it over.

Claims may be submitted at the end of the benefit year, or earlier if so desired.

Q. I am a retired New York City employee. The city is now paying for H.I.P. and drugs for my wife and myself.

If I should die, will the city continue to pay for H.I.P. and the drugs for my wife?

A. The city will not continue to pay for health insurance for your wife in the event you die before her.

Apparently you are both enrolled in Medicare. Your wife would stay in Medicare Part Bat her own expense and could continue H.I.P.'s supplemental benefits by direct payment. She could not retain extended

benefits such as prescribed drugs, however.

Q. I will be 65 years old in January and will be eligible for the benefits that the city will pay for in order to supplement my medical and hospital coverage under Medicare.

But I am concerned about what will happen to my wife's health insurance, because she has four years to go before she can have Medicare coverage. Does she stand to lose out because of my Medicare? H.C.

A. No. While you are alive and until she reaches 65, your wife will continue to receive the same coverage she now has under the city's health program.

After she reaches 65, she will be entitled to the coverage that you now have, namely Medicare benefits plus supplementary benefits provided through whatever health plan you are enrolled in.

Editor's Note: Mr. McManus cannot accept telephoned questions. Please write to him in care of THE CHIEF.

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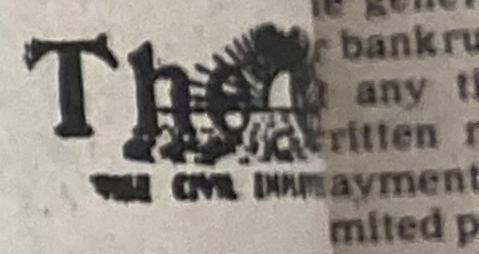
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THE CIVIL EMPLOYEES' WEEKLY Registered in U. S. Patent Office

Member Audit Bureau of Circulation An Independent Civil Service Newspaper Established 1897

Vol. LXXII, No. 22

New York, N.Y.

September 6, 1968

One Bite at Apple

The State Public Employment Relations Board's refusal last week to act as a fact-finder in the dispute between the Transit Authority and unions representing TA supervisory employees is an important precedent in the continuing interpretation of the Taylor Law. As with any new statute, its meaning only becomes clear when it is applied to actual controversies. The decision in each case becomes a guideline for the future.

PERB's guideline is simply this: public employee unions will get only one bite at the fact-finding apple.

The Board made clear that the proceeding before Vincent McDonnell, chairman of the State Mediation Board, constituted the fact-finding provided under the Taylor Law. Mr. McDonnell had submitted recommendations for a settlement (which were rejected by the unions), a characteristic of fact-finding rather than mediation. Under such circumstances, PERB had no alternative unless it was prepared to permit a union to keep at fact-finding until it obtained the recommendations it liked.

PERB has served notice on all unions that it must be sure as to what type of procedure it is following. If it is mediation, there is no problem; if fact-finding, there will be no other chance.

Brightening Pension Picture

City employees who elect the new Career Pension Plan and hourly paid employees of the Transit Authority who elect the new TA plan now know what they must contribute for vastly improved retirement benefits. Tables were published in THE CHIEF.

A Career Pension Plan male member in a nonphysically taxing position, who enters city service at age 25, for example, pays 6.50 percent of salary. If he applies the city's four percent city pick-up under the take-home-pay program, his net rate is 2.50 percent. If a 25-year old starts in a physically taxing job, his rate is 7.15 percent, or a net of 3.15 percent when four percent is deducted. In the TA plan the comparable rate is 6.95. There is no provision for TA to pick up any part of it.

The point is that pension costs to employees are relatively small as compared to benefits to be received. In due time the city may even make the Retirement System non-contributory, as New York State has done.

Teamwork in Correction

A rising census and a static manpower quota have led to overtime abuses in the Correction Department. including a six-day week and 16-hour tours for many Correction Officers. Negotiations between the Correction Officers' Benevolent Association and Correction Commissioner McGrath have produced an agreement under which the department will appoint whatever number of COs is required to correct these abnormal conditions. Eighty-five appointments are scheduled while a manpower study is being conducted.

No one at this time has the facts upon which to base an estimate of the precise number of COs required. Picking a number out of the hat and then insisting that number be appointed is unrealistic. It is not the number that is important. It is the elimination of abuses and the return to normalcy that the force wants ans is entitled to. This commitment has been made by Mr. McGrath and its fulfillment should end the controversy.

Your Social Security Inquiries Answered

By Bernice Bernstein Regional Director, Region II. U.S. Dept. of Health, Education and Welfare

This week's letter comes from a reader in Fort Hamilton, Brooklyn. He would like an explanation of the term "reasonable charges" for physicians' and hospital

services. In formulating the medical insurance part of the health insurance program, the Congress carefully considered the basis on which physician char-

ges were to be BERNSTEIN paid. It was, of course, realized that physician charges may vary from region to region and community to community, and also among physicians in the same area. Therefore, the Congress decided not to adopt an over-all fee schedule for paying for physician services under Medicare. Instead, the decision was made to base payment on the "reasonable charge."

The law requires that the insurance carrier assisting with administration of the program make a finding of the "reasonable charge" only after taking into account the individual physician's customary charge for the given service, as well as the prevailing charge in the locality for such service. It is expected that the amount on which the Medicare benefit is based will generally be an amount sufficient to assure the beneficiary of financing a quality service in his locality and from a physician of his choice.

In the case of hospitals, their charges, too, may vary considerably from region to region and even within the same area and by the particular locality. Levels of service, physician. By basing payment on facilities, and intensity of care the "reasonable charge," the vary, along with the wage rates medical insurance plan attempts hospitals pay their employees, to give each beneficiary The Congress provided that each protection that is related to the hospital would be paid under expenses that he would otherwise Medicare on the basis of its have to pay, regardless of where "reasonable cost" of providing he lives.

service to beneficiaries—a benefit very much like the service benefit under many Blue

Had the Congress set a nationwide flat rate of payment for physicians and hospitals, very difficult problems would have been encountered. Rates set at the lower or middle range would have denied a great many beneficiaries access to higher quality services, and would have limited the over-all availability of services already in short supply in many areas. On the other hand, had uniform rates at the upper or highest levels been set, the cost of the program would have been very substantially

increased without any comparable improvement in the quality of the medical care that is paid for the program. It is important to keep in mind that Medicare is a social insurance program. While social

insurance has a number of elements in common with private insurance, social insurance does not generally undertake to provide a return which is geared exactly to contributions in each individual case. The cash benefits paid under the program take into account the probable needs of the beneficiary and family as well as amount of contributions.

Similarly, in undertaking to

provide protection against the risk of incurring substantial expenses for necessary physician and hospital services, the program does not specify a dollar amount that will be paid for each type of service the beneficiary requires, but, instead, provides benefits that in these respects have characteristics similar to private health insurance protection. The benefit amount in each case is related to the probable charge for the service in the particular

For The Record

Assignments out-of-town? Thumbs down, say a number of Federal employees who simply can't afford them. Those required to travel on official business for the Government find It is getting tougher and tougher to make ends meet on the \$16-aday normally allotted for meal

Some say they stand to lose up to \$10 a day in out-of-pocket expenses, and that's why assignments out of town are getting them down.

Arnold deMille, the Personnel Department's Recruitment and Community Programs Director, and Barbara Johnson, who heads the Hospitals Department's Nurse recruitment program, returned to the good old U.S.A. this week none the worse for their temporary detention in Kingston, Jamaica.

Mr. deMille and Miss Johnson, recruiting Nurses for the city, were hauled into a police station on Aug. 25 on a technicality violation of Jamaica's Aliens Law, which forbids soliciting services of Jamaicans "for service with a firm" not doing business there.

They were released after Mr. deMille managed to reach a high Jamaica official by phone from the police station. Personnel Director Sol Hoberman also called Kingston the next day to make sure his recruitment aides had been freed. They remained on the island an additional week before returning to New York.

The words are different, but the intent of paying Federal salaries comparable to those in industry is the same in the platforms of both major political

The Democrats call for "parity"; the Republicans, for

"comparability. The Democratic platform also pledged support of continued emphasis on education and training programs, a proper respect of privacy, equal opportunities for advancement, and continued application of the principles of collective bar-

As a result of amendments to the rules and procedures of the Police Department, a member of the force suspended from duty without pay or when on continuous vacation or other authorized leave after filing application for retirement, may engage in another occupation except those directly or indirectly relating to alcoholic beverages. Such a member remains

amenable to the Rules and Procedures of the Department. A member accepting

employment which relates in any manner to the sale, manufacture, etc. of alcoholic beverages, commits a misdemeanor under the Alcoholic Beverage Control Law.

Approximately 1,952,000 service-disabled veterans will automatically receive increased compensation payments beginning with next January's checks under a bill signed into law by President Johnson. They need not communicate with the Veterans Administration to get the increases.

from \$300 to \$400 a month. Some employees at high rates of pay. 1,840,000 veterans with serviceconnected disabilities rated 10 to has a number of Foremen and 90 per cent will have their Surface Line Dispatchers at payments increased eight per about \$10,600 to chauffeur

were recommended by the U.S. tremendously. Veterans Advisory Commission appointed last year at the direction of the President "to conduct a comprehensive study of the pension, compensation and benefits system for veterans, their families and their survivors. . . to assure that our tax dollars are being utilized most wisely and that our Government is meeting fully its responsibilities to all those to whom we owe so much."

Proclamations have been issued by Bronx Borough President Herman Bandillo, **Queens Borough President Mario** Cariello, Brooklyn Borough President Abe Stark, and Manhattan Borough President Percy Sutton, designating Friday, Sept. 6, as "Transit Police Day

The Transit Patrolmen Benevolent Association holding its second annual Blue-Line dinner-dance on that day.

Second Vice President Ronald E. Brown, chairman of the dance committee, has announced that prominent Federal, state, and city officials have indicated that they will attend. Others on the committee include Ptl. William Eliopoulos, Joseph Raffone, David Lederman, and James

Mary Lindsay, wife of the Mayor, is attempting to enlist the support of city employees in a campaign to send paperback books to servicemen stationed in Vietnam. She started the project after a friend's son wrote his parents in March complaining that the men at the front had no reading matter other than comic books and magazines.

Books may be left with Mrs. Lasher in the Mayor's Office at City Hall or at Gracie Mansion, Copies of the Readers' Digest are also welcome, and Readers' Digest condensed books have been specifically requested by Marine Divisions.

Current Legal Topics

State's One Unit Is Rejected

By Frank J. Prial II

Publisher, "The Chief' and member of N.Y. State Bar Compared to New York City's bargaining relationship with more than 100 organizations, New York State has had a breeze over the years in dealing with its employees. Up until the enactment of the Taylor Law last year, the Governor recommended and the

Legislature approved new rates of pay for all state workers. There was bargaining relationship and all employees were treated alike by unilateral action of the employer. It was simple and quick.

When the Taylor Law became effective last September Governor Rockefeller hoped that he could continue on a FRANK J. PRIAL

a simple path. He would negotiate with one employee organization for all State employees and thus avoid fragmentation of state service into many bargaining units. Actually he decreed on Nov. 15 that there be three negotiating units: professional employees of the State University; members of the State Police; and a general unit made up of all other state employees. It was as close to one unit as he reasonably could justify. The State Public Employment Relations Board,

which has responsibility for unit determinations, found no problem in setting up a separate unit for professional workers of the State University, nor in creating two units within the State Police. The matter of lumping some 150,000 other State workers into one unit was something else again. The Board wanted a good, hard look at It. Last week the Board's representation director gave his answer. Six Units Recommended

The Director, Paul E. Klein, recommended that the proposed one unit be divided into six, as

Operational services (craft or unskilled)

 Inspection and security services (those who administer laws and codes in such areas as public health and vehicle safety)

• Health services and support (those involved with physically or mentally ill or handicapped) • Administrative services (those who prepare and maintain records or operate office equipment)

(generally those who have college or other schooltrained skills)

• Seasonal employees of the Long Island State Park Commission (Lifeguards and Seasonal

In practical terms, the decision, if upheld by Patrolmen) PERB, will probably mean that the Civil Service Employees' Association will not negotiate for all state employees, although it is possible it may win the bargaining certificate in each of the six units. Other unions, such as District Council 50, AFSCME, would have the chance of winning one or more of them. If all 150,000 workers were in one unit, CSEA would have the certificate wrapped up. Can Show Unique Problems

Negotiations by the Governor with employees in nine units may well mean the end of granting the same increases for all and the start of headaches similar to those experienced by New York City. Employees will have their first opportunity to show the merits of providing special consideration to purely innocent bystanders, particular groups, a chance not heretofore graphically recorded on national available, although the opportunity to seek and international television reallocation of titles from the Director of nation's second largest at Classification and Compensation has always existed-but with rare success. Rivalry among bargaining agents for the best settlement will keep State negotiators on their toes.

While settlements for state workers may differ because of multiple bargaining units, the degree of difference may be small. In New York City, for Instance, patterns among more than 100 negotiated contracts are discernible. In fact, it is an unwritten city policy to maintain existing relationships among titles so that contracts for two titles at the same salary level will vary only slightly. A pattern among the uniformed forces is more pronounced. New York State may attempt to follow the same practice from one bargaining unit to another.

PERB's review of Mr. Klein's decision could result in refining the six-unit structure even further. It may find that some of the six are still too unwieldy or that a conflict of interest exists among employees in the same, proposed unit.

From Our Readers:

Letters to the Editor Readers of THE CHIEF are

current civil service topics.

use of the "Letters" column,

please limit statements to 200

words (about four paragraphs), on

one side of the sheet only, double-

spaced and preferably type-

The article does not state that

personnel officers also have the

right to leave a position vacant,

even after interviewing three

candidates. This makes it

possible for them to refuse to fill

a vacancy from an eligible list to

make room for a candidate with

discriminatory hiring practices

in the state has been discussed in

the newspapers and on

state are in need of study.

television. It would seem that the

By Arthur T. McManus

Public Relations Director,

Health Insurance Plan of

Greater New York

Q. I am a fire officer covered

for H.I.P.'s drug plan through

the UFOA Family Protection

Will you please straighten me

out and some of my friends as to

our

R.B.

period following the effective

date of the benefit for the

individual. In other words, each

insured family has its own

UFOA members is April 10, 1965,

The effective date for many

when the benefit

year begins. Is it

the calendar

year or the date

coverage be-

A. The benefit

year for UFOA

members en-

rolled under

and appliance

program is the

twelve-month

benefit year.

when

The existence of

political connections.

Abuses in TA

Proposes Steps to Curb CS Law Violations, Improve Efficiency

During the past several weeks much has been said about the inefficiencies of the MTA in handling its labor disputes and many operating and maintenance problems. Many people do not have any idea of what goes on—the wheeling and dealing-in the halls and rooms

Estimates are that between 3,000 to 5,000 clerical positions are filled by operating and maintenance employees in the transit system, approximately 1,000 at 370 Jay St. A clerical employee averages about \$6,000 per year while an operating employee averages \$10,000 to \$12,000. What good is the Civil Service Law if such abuses are permitted to continue.

The Station Department with a force of over 5,600, has only 10 clerical employees to take care of all of its clerical functions such as payrolls, record-keeping, Some 112,000 veterans with 100 leaves of absence, budgets, etc. percent service-connected Most of the clerical work is disabilities will be increased performed by operating

The TA Personnel Department doctors around. At time and one-Increased compensation rates half, this expense would increase

All department heads, Superintendents and many supervisors have cars assigned to them exclusively. Many of them never ride the subways. The chauffeurs of these cars are mainly operating employees, who earn \$13,000 to \$15,000, including overtime. Some of the chauffeurs have exclusive use of the cars at night. What a tremendous waste of taxpayers'

There are dozens of consultants on the TA payroll. They are mostly political appointees who stay on year after year after year at fat salaries. They even receive merit increases. What a waste of taxpayers' money!

To abolish these abuses, I propose that the TA have (1) a change in management; (2) hire executives who understand human relations; (3) stop civil service violations; (4) fire provisionals who have been there for years and years; (5) fire department heads who circumvent civil service laws: (6) arrange with the city Civil Service Com nission for a desk audit of all desk jobs; and (7) stop making "deals" with unions and politicians.

PERSONEL CLERK

'One of Three' Rule Says It Does Not Prevent Bias; Asks Study of State Procedures To the Editor of THE CHIEF:

While I do appreciate the desirability of giving personnel officers in the state civil service some latitude in the selection of personnel under the "one three" rule as referred to in your story in the Aug. 23 issue, this rule is subject to abuse.

Since the appointing officer has the right to withhold from the candidate the reason for his nonacceptance, what is to prevent a bigot from discriminating against an applicant because of his race or religion?

MV Dispatcher List Exam 14 Months Ago, Yet Roster invited to use the "Letters" Still is Awaiting Final Steps column to express their views on To the Editor of THE CHIEF: However, to permit the widest

On June 24, 1968 it was one year since the test for Motor Vehicle Dispatcher was taken. As yet no list has been published.

In the June 21 Issue of THE CHIEF, it was stated that Personnel estimated the list would "be out within a month." It still has not been released. Other lists from exams held on

or after June 24, 1967 like Garage Foreman have already been published. Why, the delay in the

Dispatcher list? DISPATCHER CANDIDATE Editor's Note: Record and seniority rating was completed July 2, but completion and publication of the list has been delayed by priorities given other lists for which there "is a greater

need at this time," according to

Health Insurance Questions-Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

when the union purchased the

drug and appliance benefit

through the Family Protection

Plan. But for other members

there are earlier effective dates

because of their having

purchased the H.I.P. drug

benefit on an optional basis

Claims may be submitted at

the end of the benefit year, or

paying for H.I.P. and drugs for

If I should die, will the city

continue to pay for H.I.P. and the

would stay in Medicare Part B at

her own expense and could

before the union took it over.

earlier if so desired.

my wife and myself.

drugs for my wife?

recruitment procedures of the M.F. the Personnel Department.



Police Image Suffers in Chicago

Around the

The image of police Professional, scientific and technical services blemished on Aug. 28 by Chicago police, acting under the general orders of Mayor Richard Daley, during the Democratic National Convention, The unleashed head-bloodying went far beyond the need for the maintenance of law and order around the Conrad Hilton and Blackstone Hotels, where 267 were arrested and countless others were struck by nightsticks

and billies.

While few dignified and selfrespecting citizens hold any brief for rowdyism or the unkempt and sloppy appearance of "hippies" "yipples," the indiscriminate and unrestrained assaults on demonstrators who made no direct provocations. newsmen and cameramen on legitimate assignments, and

America, which always has prided itself as the champion of freedom and justice, was further besmudged by the callous and overbearing reaction of Mayor Daley. Interviewed before the TV cameras, Mr. Daley indiscreetly and with a glaring lack of political sagacity accused newsmen like his interviewer, the press generally. "and Easterners" of playing a major role in inciting the turmoil in the streets.

It is incumbent upon Governor Samuel Shapiro to institute an immediate public investigation of thepolice-state tactics of Mayor Daley and his fitness for high public office and the role of Chicago police commanders in this disgraceful display.

A probe of the actions of the Illinois National Guard in pointing grenade throwers and other lethal weapons at unarmed citizens, notably women, thus preventing, in several instances, their peaceful movement away from the scenes of disorders, also should be undertaken.

Sen. Ralph Yarborough, Democrat of Texas, has urged a Congressional investigation and Vice President Humphrey has asked appointment of a blueribbon panel to probe the disorders and the methods used to control them.

New Stay-in-School Job Rules

New regulations for the employment of needy students under the President's Youth Opportunity stay-in-school program have been laid down by the U.S. Civil Service Commission. Over the past year an average of 16,000 students have been employed by Federal agencies under the program.

The new rules require that appointees must be at least 16 day bowling to and under 22, must attend accredited secondary schools or represented colleges and maintain an centeracceptable scholastic standing, and are required to earn money to stay in school.

While attending classes they are limited to 16 working hours weekly and to 40 hours during vacations. They no longer are limited to 1,040 hours of work in any year. The appointments are limited to a year and can be

extended for another year. Broad authority has been given to agency heads to set salaries in line with duties performed.

Correction Dept. Praised

Although he described overcrowded conditions in city prisons as "appalling," City Council President Frank D O'Connor had words of praise last week for the "herculean task" being performed by the Department of Correction and Commissioner George F McGrath.

'The present situation is appalling," Mr. O'Connor declared. "Yet, in the face of seemingly insurmountable obstacles and very limited resources, the Department of Correction under Commissioner McGrath has been carrying out a herculean task. We have much praise for Commissioner

Are Released For Nassau Nine new eligible lists for ons in Nassau County, with

total of 53 names, were ablished on Aug. 27 by the County Civil Service are the titles for followed lists were established,

e salary ranges, and the ber of eligibles on each: Programmer II, \$9,731-\$12,637, nes: Programmer I, \$8,891-535, 11 names; Programmer Computer Operator, various districts, \$9,500-\$10,900, 7 Human Rights entative I. \$7,491-\$9,752, Information Specialist I. 159-\$10,608, four each; 111. \$8,159-\$10,608, Technician I, \$6,351-Human Relations Representative II, \$9,731-\$12,637, and Personnel Officer I, \$8,159.

1,608, three each. PROGRAMMERII Rosanne B. Gulnan, 2 chard B. Kinney Jr., 3 Robert Relly, 4 William J. Kelly, 5 forrie Kornberg, 6 Raymond J. Citriano, 7 George S. Cornell, va Feltman, 9 Dominick T.

10 Ottilla W. O'Keefe, 11 Christine E. Hennessey, 1. PROGRAMMERI 1 John H. Lancaster, 2 Richard McClure, 3 Mary G. Goode, nd J. Citrano, 5 Robert P 6. Susan H. Firestein, tine E. Hennessey, 8 Rober T. Waters, 9 George S. Cornell, Francis X. Murphy Jr., 11 Danie

ROGRAMMER AN COMPUTER OPERATOR Richard A. McClure, Mary G. Goode, 3 Dominick v4 Robert T. Waters, obert C. Falvo, 6 Albert mandia, 7 Daniel Drucker. HUMAN RIGHTS REPRESENTATIVE Shella C. Page, 2 Add Cohen, 3 Linda Leaf, 4 Olga

INFORMATION SPECIALIS Harriet P. Epstein, 2 Ro Allen, 3 Elsie W. Lieber DIETITIAN III Marian E. Vogt, 2 Alda Durant, 3 Harriet G. Yasen. EXHIBITS TECHNICIAN

1 Nancy J. Treutle, 2 Geral osenberg, 3 John K. Evans. UMAN RELATIO REPRESENTATIVE II Edwin C. Burlingham Bochlechio, Pasherry K. Hoffman, 3 Jo PERSONNEL OFFICER

1 Jane H. Winston, 2 Rut Roswick, 3 Stephen J. Randn

LEGAL NOTICE

FISH SPECIAL FU of Certificate of L latest in San Just Vork, N.Y. Certificate was filed ness: The making of investm s incident thereto. Nar es of General Partners;

sh, 22 Stanwich Lane, Gre Ely Avenue, Pelham Manor, Ne ames, Residences and Cash Cont Limited Partners: Vanderpoel

It Jr., LLewellyn Park, West Oran Special Fig. Conn. \$20,000; Robert In order to 1 140,000; Robert W. Brooks, 1203 Se public safety Benton Harbor, Mich., \$20,000; 5 Bruno, 24 Brook Rd., Tenafly, N., protection of Roy Chapin III, 6 Kenllworth Rd., CITY'S Walf Mass. \$10,000; David P. Dann, 107 Engineering | Bt. Apt. 9K, New York, N.Y. Margaret R. Donner, 4590 South St., Englewood, Colo., \$20,000; as peace office Fish, Jr., 20 Fairfield Rd., (Department it Conn., \$20,000; James H. Geer, 24 st., New York, N.Y., \$20,000; week by Admin Gentesse, 70 East 96th St., New

Lewisohn of the \$10,000; Simon W. Gentry, 60 (loomfield, N.J., \$20,000; (learge, 115 Central Park West, The Inst N.Y., \$40,000; Roland M. Hen Dockmasten Harbor Rd., Darien, Conn., \$5,0 Hendrickson, 5 Harbor R Department Conn., \$5,000; Douglas L. Jol Terminals, a Cherokee Ave., Vest St. P. newly-establish 130,000; Harry E. Lake, Bea pts., Southside, Blvd., Bear includes amon \$10,000; Charles Le Boutiliser supervision of Rd., Greenwich, Conn., \$20,00 and the structul McDonald, Jr., 34 Baywater ! Conn., \$25,000; Ferdinand Nac

Westmoore Rd., Winnetka, As special Ellnor Case Nadherny, 1180 We Inspectors and Winnetka, Ill, \$25,000; Leroy empowered to North Carroll Street, Madison, for violations a Louis, Mo., \$25,000; Charles marginal street 747 St. Marks Aw., Westfield. done without I Marcus T. Reynolds, 80 Otto work not in Greenwich, Conn., \$15,00 eynolds, 80 Otter Rock Dr. onn., \$15,000; James H. With their Bradley Rd., Rockford, Ill., \$25 waterfront of Struble, 104 Steele Rd., W Conn., \$20,000; Barbara White clat St., New York, N. Partnership term is until Dece inless terminated by resign sanity or bankruptcy of a g and if not continued by rem partners, if any) or by a writt when a viola notice executed by all general Inspectors of majority in interest of all pa phone their hays notice to nonexecuting additional contributions determine with Limited partners' contributions can be handed spon dissolution of part department resignation as of the end of ir at any other time with wr

he general partners, upon should be issue ir bankruptcy, or upon requi il any time upon at least written notice from the ge ayment to be made equipment imited partner's interest in he partnership as of nembership, with interest der delivery of a statem alue of such interest or. lelay, within 30 days aft

enrolled in. continue H.I.P.'s supplemental cannot accept telephoned questions.

benefits such as prescribed drugs, however. Q. I will be 65 years old in January and will be eligible for

medical and hospital coverage under Medicare. But I am concerned about what will happen to my wife's health insurance, because she has four years to go before she can have Medicare coverage. Does she Q. I am a retired New York stand to lose out because of my City employee. The city is now

Medicare? A. No. While you are alive and until she reaches 65, your wife will continue to receive the same coverage she now has under the

S.K. city's health program. A. The city will not continue to After she reaches 65, she will pay for health insurance for your be entitled to the coverage that wife in the event you die before you now have, namely Medicare benefits plus supplementary benefits provided through Apparently you are both enrolled in Medicare. Your wife whatever health plan you are

benefits by direct payment. She Please write to him in care of THE could not retain extended CHIEF.

the benefits that the city will pay for in order to supplement my

by the New Issues causing such delay.

Employees Part Each limited partner sh Prial, II. press irofits in the proportion the

nterest in the partnership the net assets. Sub lariners prohibited. Ad lariners may be admitted FRANK I written consent of gene riorities among limited ontributions or compen ncome Continuance of P eath, retirement or inst artner, the remaining

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that the AGO nessages of from other ress pledging upport of SS so hailed the tional Postal an Federation nployees, the on of Letter National Federal he National nal Revenue ortheir he effort to ge for U.S.

Retreat

tment Holy at, Boroughs Bronx and ld Oct. 14 to esa Retreat n Island. nge mutual articipate.

The Police Department, these days when the police service is one of the most vital functions in a most difficult society, has been completely overlooked. Why?

D. S.

Editor's Note: The Police Department, it is understood, is desirous of increasing the supervisory quotas to cover the 1,500 additional Patrolmen made last year and the 850 already made this year and the 750 to be appointed Oct. 25 as part of the latest Patrolman quota increase of 3,000. The Budget Director, however, is reluctant to grant the increases until the recruits have completed their probation. As soon as the Patrolmen quota has been filled, the Police Department, it has been learned, would like to make nearly 350 new Sergeants and a proportionate number of higher-ranking officers. I't must get buget approval first, however, which is unlikely to come before the 1969-1970 budget goes into effect.

from 20 to 30 min evaluate personnel use in nonship duties; and (5) Increase the general ferry fare to 50 cents the actual cost per ride but provides for a "commuter" ferry fare of 20 cents through the use of tokens or special tickets.

NOT SEPARATE TITLE, SAY STATE NURSES

The New York State Nurses Association seeks to modify and/or shorten the life of a certification issued to the Nurses Association of the city's Department of Health as bargaining representative for Staff Nurses employed on a per session basis in the Department.

The state association filed its application with the Board of Certification, Office of Collective Bargaining, on the ground that the Staff Nurse, per session, is "neither factually nor legally a separate or distinct title from Staff Nurse, of which the New York State Nurses Association is the certified citywide representative."

Supreme Court, as "Man of the Year" by the Shomrim Society of the Police Department on Sunday, Oct. 20. at its annual spiritual breakfast in the Hotel Commodore, Det. David Frisher, Shomrim president, has announced.

The breakfast will follow the Shomrim's memorial services at Central Synogogue, 55th St. and Lexington Ave., Manhattan. The Society's membership will march from the synagogue to the hotel, led by Police Commissioner Howard R. Leary. Chief Inspector Sanford D. Garelik, Det. Frisher, other high police officials, and a band.

Seek Sr. Stenog.

A vacancy for Senior Stenographer at \$5,200 exists in the city's Division of Veterans' Affairs, 300 West 43rd St., Manhattan. Those interested in the provisional appointment may arrange an interview by calling Edward Papandrea at 582-2330.

Health Insurance Questions—Answers

Provided as a Service to Civil Service Employees by THE CHIEF and H.I.P.

By Arthur T. McManus Public Relations Director, Health Insurance Plan of Greater New York

Q. I am an accountant employed by the New York City Department of Finance. I am retiring in December, 1968 but will not be eligible for a pension

until I reach age 55 on Sept. 14, 1969.

I don't want any interruption of coverage. What do I have to do about coverage beginning in December and



after I become eligible for pension payments?

M.M.S. A. When you retire in December and are temporarily no longer entitled to city-paid health insurance, you can continue your coverage by making direct payments to Blue Cross and the medical plan you are enrolled in.

When you reach age 55 and are eligible for pension payments, you will be given the opportunity to continue your health coverage at the city's expense. This will continue until you reach age 65 when you will become eligible for city-paid Medicare coverage plus supplemental medical and hospital benefits.

I am a retired city employee and I pay \$12 every three months for myself and the same amount for my wife under Medicare Part B. This comes to \$96 a year. Can you tell me if the city has taken over this payment?

E.F. A. The city is taking over the Part B payments for retirees. You and your wife are entitled to a refund retroactive to Jan. 1 of this year.

Toward the end of the year, you will receive a notice with your pension check telling you how to apply for the refund.

You will be entitled to payments of \$3 a month for the first three months of the year and \$4 a month thereafter.

Q. I expect to become a provisional employee of the City of New York very shortly. What am I entitled to in the way of health insurance? Also, will the coverage, if any, include my wife.

A. As a provisional employee, you will be entitled to city-paid health insurance for yourself and your wife beginning with the first day of the pay period following the completion of 90 days of continuous employment.

However, be sure to submit your authorization form within the 90-day period. You can obtain the form from the payroll clerk.

Editor's Note: Mr. McManus cannot accept telephoned questions. Please write to him in care of THE CHIEF

November Of appeared for the next step is the next step is was given April because it was the promotion candidates who candidates who the test.

Enters Machine Another examendation the others in room's where prepared. The Promotion Promotion ! Manager, competed lay written has b now performa have been com "due soon."

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FRANK J. CHARLES OFFICE-150 N.Y. 10038.

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THE CIVIL EMPLOYEES' WEEKLY

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Vol. LXXII, No. 27

New York, N.Y.

October 11, 1968

Towards Prompt Payment

In the past several weeks the city has issued scores of implementing personnel orders which contain the terms of negotiated agreements. The columns of THE CHIEF have reflected this surge in activity by the Office of Labor Relations, an effort undoubtedly inspired by the complaint registered recently by District Council 37, AFSCME with the Office of Collective Bargaining.

agencies involved: OLR, Personnel, Law and Comptroller. Each has a hand in approving an order before the Mayor puts his signature to it. Major credit must go, however, to Mr. Haber's office which negotiates and prepares the agreements in the first instance.

Hopefully, improved paper work will result in more prompt payment of increased salaries. Until now, the delay between agreement and payment has been six months or longer, a factor in the general discontent among employees. The city must strive to cut down the time lag to 30 days. Expediting personnel orders is only the first step toward this goal.

\$6,000 a Year Minimum

Is a minimum of \$6,000 a year for all city workers a reasonable objective during the next round of negotiations?

The United States Bureau of Labor Statistics has pointed out that a salary of over \$10,000 a year is required as a "modest but adequate" budget for a family of four residing in New York City. While such a figure cannot be achieved at this time, the thousands of employees who now make as little as \$4,500 have a right to expect the city to respond to demands which would move a family up from the poverty level.

The answer, of course, is that there is no reason why he should not. The burden, we hold, is on the city to show why a \$6,000 minimum should not be established;

Promotion By Exam Only

Some employees continue to confuse a reclassification of a position with the reclassification of an incumbent. A typical situation is where an employee is performing the duties of the next higher title, the Civil Service Commission reclassifies his position to this higher title, and the employee then wants to be given status at this higher level.

Division, First Department, the court declaring: "Promotion to a higher title in the civil service comes about through examination and neither performance of the higher duties nor assignment to them can obviate

Your Social Security Inquiries Answered

By Bernice Bernstein Regional Director, Region II, U.S. Dept. of Health, Education

This week's inquiry comes from a reader in Staten Island. He would like to know if he can start on a part time job after he

When you apply for retirement or survivor's insurance. benefits, your Social Security office will explain how any future earnings

you may have will affect your payments and when and how to report your later earnings to the Social Security Administration. The explanation that follows is intended to give a general idea of the conditions under which benefits are paid to people who are still working.

For taxable years ending after 1967, the following rules apply: if you earn \$1,680 or less in a year, you get all the benefits; if you earn more than \$1,680 in a year while you are under 72, the general rule is that \$1 in benefits to you (and your family) will be withheld for each \$2 you earn from \$1,680 to \$2,880. In addition, \$1 in benefits will be withheld for each \$1 of earnings over \$2,880.

Regardless of total earnings in a year, benefits are payable for any month in which you neither earn wages of more than \$140 nor perform substantial services in self-employment.

The decision as to whether you are performing substantial services in self-employment depends on the time you devote to your business, the kind of services you perform, how your services compare with those you performed in past years, and other circumstances of your

particular case. Benefits are also payable for . hours.

The improvement has been a joint effort among the

We believe that it is not only reasonable but achievable.

If a family of four can receive \$4,000 a year on welfare, why should not a city employee receive at least \$6,000 for responsible, full time work?

It should not be on the unions to justify it.

Many positions in public service are upgraded but this upgrading does not help the incumbent unless he has unlimited assignment and salary rights. Without these rights, he can advance to a higher title only by competitive exam. Reclassifying his job means there is one more position to which he and his associates may aspire, but it cannot, under civil service law, result in his reclassification to it without exam.

This point was well made last week by the Appellate

and Welfare

you reach 72. Your earnings as a retired worker may affect your own and your dependents right to benefits. If you get payments as retires in December of this year? a dependent or survivor, your earnings will affect only your

> members of the family. Earnings from work of any kind must be counted, whether or not the work is covered by Social Security. There is one exception: tips amounting to less than \$20 a month with any one employer are not counted. Total wages (not take home pay) and all net earnings from self-employment must be added together in figuring your earnings for the year. Income from savings, investments, pensions, insurance, or royalties you receive after 65 because of copyrights, or patents you

> > Your earnings for the entire year are counted in determining the amount of benefits that can be paid for the year in which benefits start.

obtained before 65, however,

does not affect your benfits and

should not be counted in your

earnings for this purpose.

all months in which you are 72 or

older, regardless of the amount

of your earnings in months after

benefit and not those of other

Earnings after age 72 will not cause any deductions from your benefits for months in which you are 72 or over. Earnings for the entire year in which you reach 72, however, count in figuring what benefits are due you for months before you are 72.

For more information about how working after you apply for benefits will affect your retirement or survivors payments, inquire at your Social Security office.

All Social Security offices in New York City are open on Thursday evenings until 8 p.m. If your local office is outside the city limits, communicate with it to learn when it extends its office

For The Record

A delegation from the New York Chapter, Knights of Columbus will place a wreath at the Columbus Circle Monument of the discoverer of America and the patron of that fraternal order on Saturday Oct. 12, at 10 a.m. Leading the group will be Peter J. Fleming, chairman of the Chapter, and Frank J. Tacetta, chairman of its Columbus Day Committee.

Faculty members of the City University of New York will have a new voice in "the formation of policy" for the 165,000-student university on the basis of action taken last week by the Board of Higher Education.

The board gave official recognition to a recently organized 67-member CUNY Faculty Senate, the charter of which calls for participation "fully, directly and at all stages" in decisions affecting a broad range of university affairs.

In announcing the revision of Board bylaws recognizing the Senate, which represents 4,000 full-time faculty members in 18 CUNY units, the Board's Chairman Porter R. Chandler declared, "We anticipate that this step will accelerate the movement of suggestions and criticism between campus and those responsible for universitywide decision-making.' The revisions provide that the

Faculty Senate chairman "shall sit as a non-voting member of the Administrative Council." Under the senate charter the Chancellor of the University sits as an exofficio member of the senate. Prof. Robert S. Hirschfield, Hunter College Political Science Department Chairman, has been elected as Senate chairman.

When a simulated elementary school fire drill brings tears to pupils' eyes, that's carrying realism a bit too far.

Fire officials in Altoona, Pa., last week used a smoke bomb obtained from the National Guard to provide a more realistic back-drop for the drill. The bomb, however, was of a type used to control crowds in civil disorders and also contained tear gas.

You guessed it! Tears were shed and school was shut for the day.

Natalie P. Katz of Holliswood Queens, has been elected president of United Cerebral Palsy of Queens to succeed Raymond E. Diana, of Laurelton, Labor Relations Counsultant, who has served as Assistant to former Mayor Robert F. Wagner. Mr. Diana had headed UCPQ for four years. During Mr. Diana's term, he had achieved an outstanding

record with the cooperation of the board of directors and other friends of the Queens CP Center. A major project was the building of the Research and Rehabilitation wing which provided additional classrooms and facilities for vocational rehabilitaion, a sheltered workshop and research laboratories. Expansion of program services, including a cafeteria training program, also

was effected during Mr. Diana's Mrs. Katz was chairman of the Building Committee from its inception, Coordinator of UCPQ's telethon, and vice president. Mrs. Katz also has served as president of UCP of New York State, vice president of the Eastern Region and now is secretary of the national organization.

Here's a memo sent to Secretaries and Clerks in the U.S. Public Health Service's **Bureau of Health Manpower that**

can be classified as tailor-made: "To encourage appropriate dress in the Bureau and to help secretaries and clerks to select proper and attractive clothes for business hours."

they'll be given on proper office Plaque by AGO That's the purpose of lectures grooming and a fashion show of office attire that they'll attend, according to the memo.

Employees suspect pressure against mini-mini skirts and long hair, however, but they won't mind sitting in on the programs, which will be held on office time.

Here's one case where the famed Brooklyn Dodger phrase of 'wait until next year" doesn't

The U.S. Civil Service Commission in Washington sent a nice apologetic letter to a young woman stating the Government was unable to hire her for summer work this year.

All fine and good, except that she received the mail just as she was completing a successful summer of working for the Department of Health, Education and Welfare!

The Board of Education has announced a major addition of 60 titles to the list of textbooks recommended for use in the city's public schools to portray the role of minorities in American history and culture.

"I am sure you will agree that all pupils should be encouraged to learn more about the backgrounds and achievements of the various groups which make up our urban community," Dr. Seelig Lester, Deputy Superintendent of Schools in charge of instruction, told Superintendents, Administrators and Principals of the city's 900 Name Society Retreat, Boroughs

public schools. The newly-listed publications Richmond, will be held Oct. 14 to cover such topics as government, 16 at the Mount Manresa Retreat economics, history, biographies, House on Staten Island. English, social studies, art, Members may arrange mutual literature, and music.

Current Legal Topics

Goldberg Playing Vital Role

By Frank J. Prial II Publisher, "The Chief" and member of N. Y. State Bar

Arthur Goldberg, former Secretary of Labor, Supreme Court Justice and UN Ambassador, hopes to have agreement between the city and its major line organizations in the uniformed forces before the week is out. At this writing it is not possible to predict whether he will

be successful but if any one can pull it off, he can An international figure, highly respected for his integrity and competence, Judge Goldberg understands and appreciates from his many years of experience in the labor relations field the many intricate forces at play in any labor dispute. His associate, Vincent D.

McDonnell, also highly knowledgeable and respected, is playing an important role in the contract talks.

The success of these two men in securing agreement from the Patrolmen's Benevolent Association, the Uniformed Firefighters' job action is a major achievement in itself. While it is unlikely that any of the three groups wanted a major confrontation at this stage, the entrance of Judge Goldberg and Mr. McDonnell into the talks gave them genuine hope for settlement without it. Goldberg Is A Mediator

Judge Goldberg's role, at least at this stage, is that of a mediator today. He has made clear to all parties that he wants to help them make their own agreement. He does not want to be put in the role of a judge who would pronounce from on high the terms of a settlement. His forte is informal discussion. He is not prepared to take tons testimony on the merits of the unions' cases. He doesn't like this approach in principle and he probably doesn't have the time for it in any event. He looks for a quick settlement, avoiding the protracted negotiations (eight months or so) which took place before the last contracts.

Money, of course, is a major problem but what themselves.

appears to be a more serious one is the rivalry among the uniformed forces themselves. The

• The PBA, UFA and San Men are jockeying for major difficulties are: an advantage, each hoping to outdo the other. It is difficult to envision a settlement if any group gets more than the other. Patrol nen and Firemen have been treated alike for decades and in recent years San Men have been getting similar wage packages although they have been disguised to avoid easy

• Supervisory officers in the Police and Fire recognition of this fact. Departments are at logger-heads because of the fact-finding award which brought police ranks half way to parity with respective ranks in the Fire Department. Police officers now want to achieve full parity; fire officers hope to restore the old relationship. Agreement seems remote for these two groups. More likely is another fact-finding proceeding for these two groups.

Parity For Other Forces • The smaller uniformed forces-correction, transit police and housing police—will not agree to anything less than parity with the respective ranks in the Police Department, a principle which has been followed for many years. The city, both under the Wagner and Lindsay administrations, has agreed to parity and apart from the pressures from one or two major groups, probably would agree to Association to withhold any strikes, slowdowns or its continuance without question. The Transit Authority, Housing Authority and Correction Commissioner McGrath strongly favor parity, a factor which will place heavy pressure on the city, assuming it it thinking of abandoning the concept.

The Goldberg-McDonnell approach differs substantially from what the Office of Labor Relations initially had in mind. It wanted a formal fact-finding effort, participated in by the six forces, with a panel, headed by Judge Goldberg, recommending the relationship which should exist among them. If the present efforts at mediation fail, Judge Goldberg has the authority to make recommendations but his present posture would indicate he will avoid them. They would not be binding on the parties and further, if Judge Goldberg is unsuccessful in obtaining a negotiated agreement, it is unlikely the unions will respond to recommendations. As he well knows, there is no substitute for an agreement reached by the parties

From Our Readers:

Letters to the Editor

Opposes Lower Marks

Super Clerk Candidate With Short **Tenure Favors Original Pass Grade** To the Editor of THE CHIEF:

I strongly oppose the lowering of the pass mark as advocated by candidates who failed the Supervising Clerk and Supervising Stenographers exam and who just feel that being oldtime employees makes them entitled to special consideration. Many of these people also beg off any rush jobs or hard work in

their individual agencies. Let's look at "the other side of the coin." Being determined to pass this test and not having set foot in a school for 35 years, I took both the Delehanty Course for a year and the Board of Health course but was laughed at by the same people who now say the test was hard. With great home

responsibilities, an exhausting

job during the day and three hours' daily travel time, I was determined. I got only 17 wrong which seems to be a top mark. As the marks apportioned, 50 weight is for record and seniority, favoring the old-timers who are now crying. If the written marks, also weighted 50, were lowered to 60 percent, the hundreds of employees like

passed high would be further penalized because of our short I say this would be unfair. The rules were set in advance and the very job of a supervisor is to stick to the rules. How about people in my spot writing in before it is too late for us or aren't the editors printing such

myself who tried hard and

MRS. SONIA KORNBERG

Karsten Given

Rep. Frank M. Karsten, one of the leading supporters in Congress of Social Security coverage for Federal employees. has been presented with a plaque by the Affillated Government Organizations upon his retirement from the House Ways and Means Committee.

The plaque, which bears the signatures of Mrs. Rhoda A Ruff, chairman of the AGO's New York City Division, and Alwyn Aaron, AGO publicity director, extolls Rep. Karsten for his efforts to have Social Security granted to U.S. employees in addition to coverage by the Federal Employees' Retirement

Mrs. Ruff said that the AGO had received messages of encouragement from other members of Congress pledging their continued support of SS coverage. She also halled the action of the National Postal Union, the American Federation of Government Employees, the National Association of Letter Carriers, the National Federation of Federal Employees and the National Association of Internal Revenue Employees for their endorsement of the effort to achieve SS coverage for U.S.

FD Holy Name Retreat

The Fire Department Holy of Manhattan, The Bronx and exchange of tours to participate.

Readers of THE CHIEF are invited to use the "Letters" column to express their views on

current civil service topics. However, to permit the widest use of the "Letters" column, please limit statements to 200 words (about four paragraphs), on one side of the sheet only, doublespaced and preferably typewritten.

Police Quota Increase

PD Is Awaiting Budget Approval **To Make Additional Supervisors**

To The Editor of THE CHIEF.

I would like to know why the Police Department, after getting 3,000 man increase in its patrolman quota, hasn't had a corresponding increase in its supervisory ranks.

granted a 500-man increase and immediately appointed supervisors covering this The Department of Sanitation

The Fire Department was

has been steadily making supervisory promotions in its The Police Department, in

these days when the police service is one of the most vital functions in a most difficult society, has been completely overlooked. Why?

Editor's Note: The Police Department, it is understood, is desirous of increasing the supervisory quotas to cover the SAY STATE NURSES 1,500 additional Patrolmen made last year and the 850 already made appointed Oct. 25 as part of the latest Patrolman quota increase of 3,000. The Budget Director, increases until the recruits have completed their probation. As soon as the Patrolmen quota has been filled, the Police Department, it has been learned, would like to make nearly 350 new Sergeants and a proportionate number of higher-ranking officers. It must get buget approval first, however, which is unlikely to come before the 1969-1970 budget goes into effect.

By Arthur T. McManus

Public Relations Director.

Health Insurance Plan of

Greater New York

employed by the New York City

Department of Finance. I am

retiring in December, 1968 but

will not be eligible for a pension

until I reach age

55 on Sept. 14,

I don't want

any interruption

of coverage.

What do I have

to do about

beginning in

pension payments?

December and

after I become eligible for

A. When you retire in

December and are temporarily

no longer entitled to city-paid

M.M.S.

making direct payments to Blue how to apply for the refund.

coverage

Q. I am an accountant

Ferry Deficit A five-point program designed

to reduce the mounting deficit of the Staten Island Ferry was proposed last week by the Citizens Budget Commission.

Ferry," the non-partisan civic group said that the service's habitually large deficit--\$14million in 1968-69, exclusive of \$4.2-million in debt service--"makes it a prime target for a fiscal meat-axe, with the threa of curtailment or even elimina-The Commission emphasized

thousands of Staten Islanders as well as one of the city's most enjoyable attractions for tourists and that it must be saved. passenger flow and table of

Commission recommended the following five-point program to preserve the ferry: (1). Eliminate service between 9 p.m. and 5 a.m. and substitute bus service via the Verrazzano Bridge. Close the ferry terminals during these hours; (2) Reduce present peak ten-minute service now scheduled between 7:30 and 8:30 a.m. and 5 and 5:30 p.m.; (3)

Increase weekend headways from 20 to 30 minutes; (4) Reevaluate personnel use in nonship duties; and (5) Increase the general ferry fare to 50 cents the actual cost per ride but provides D. S. for a "commuter" ferry fare of 20 cents through the use of tokens or special tickets.

this year and the 750 to be Association seeks to modify and/or shorten the life of a certification issued to the Nurses Association of the city's however, is reluctant to grant the Department of Health as

session basis in the Department.

In a plan entitled "How to

Preserve the Staten Island

that the ferry is a vital transi link to downtown Manhattan for

organization, the Citizens Budget

The New York State Nurses bargaining representative for Staff Nurses employed on a per

application with the Board of Certification, Office of Collective Bargaining, on the ground that the Staff Nurse, per session, is 'neither factually nor legally a separate or distinct title from Staff Nurse, of which the New York State Nurses Association is the certified citywide representa-

Cross and the medical plan you

eligible for pension payments,

you will be given the opportunity

to continue your health coverage

at the city's expense. This will

continue until you reach age 65

when you will become eligible for

city-paid Medicare coverage

plus supplemental medical and

I am a retired city employee

a refund retroactive to Jan. 1 of

When you reach age 55 and are

are enrolled in.

hospital benefits.

over this payment?

this year.

CBC Proposes Program to Cut

After an extensive study of the

The state association filed its

Around the LBJ Lauds U.S. Workers The importance of Federal

New Licensing Wormula OK'd Teachers employees in contributing to the quality of Government service

overhaul of the state's her certification procedures, tertaken mmendation of State nm Commissioner James was approved by the Regents last week

its monthly meeting in The new regulations idate and simplify existing ments by eliminating the for many specific college rses. Under the new an aspiring teacher be required to complete same overall amount of lege study, but in a more

may have been times when the nation could get by with public Lierheimer, Director officials working half a day at State Education

as a place to retire at age 30. "We must attract the best-and we are doing so. We must provide a career service that will retain them in public office-and we are doing so. Mr. Johnson told the 2,500

was stressed by President

Johnson in a speech last week at

the convention of the National

Mr. Johnson said he has spent

much time in searching for

leaders in and out of Government

"because I know that the quality

of Government is completely

dependent on two things: the

efficiency and responsiveness of

public institutions, and the

character and intellect of public

Mr. Johnson conceded there

servants."

half speed.

Association of Postmasters

postmasters that, of the 582 persons he had appointed to major Federal positions, 45 percent have been drawn from professional careers because of emphasis on quality. The President predicted that an executive transfer plan

between Government and industry would one day become a reality, and, citing vast changes in the Federal service during his 35 years in Government. including new job titles and computerization, Mr. Johnson

"I have seen it also begin to become color blind-rewarding men and women on the basis of their skills, and not their color or national background. I am proud of this - and proud that I can say I've been a part of it." The Postmasters also heard

Deputy Postmaster General Frederick Belen describe as a "myth" the recent talk of a postal crisis. Stating that the postal service was "not in danger of imminent collapse," continued: "We don't have a near-miss

with disaster every day, and we can point with pride to our accomplishments'

Where Nixon Stands Richard M. Nixon, the GOP

candidate, told Federal employees that if he is elected President, the first priority of his administration would be a "thorough and overdue" study of the executive branch by an independent commission. Mr. Nixon also promised not to

treat Federal workers as 'second-class citizens' and pledged to end "snooping, meddling and pressure by the Government on its employees." His views were given in a where do-you-stand statement on Federal personnel, requested by James H. Rademacher. president of the Letter Carners.

SHOMRIM TO HONOR **KOOTA AT BREAKFAST**

Aaron E. Koota, who resigned as Kings County District Attorney to run for Justice of the Supreme Court, will be honored as "Man of the Year" by the Shomrim Society of the Police Department on Sunday, Oct. 20, at its annual spiritual breakfast in the Hotel Commodore, Det. David Frisher, Shomrim president, has announced.

The breakfast will follow the Shomrim's memorial services at Central Synogogue, 55th St. and Lexington Ave., Manhattan. The Society's membership will march from the synagogue to the hotel, led by Police Commissioner Howard R. Leary Chief Inspector Sanford D. Garelik, Det. Frisher, other high police officials, and a band.

Seek Sr. Stenog.

A vacancy for Senior Stenographer at \$5,200 exists in the city's Division of Veterans' Affairs, 300 West 43rd St., Manhattan. Those interested in the provisional appointment may arrange an interview by calling Edward Papandrea at 582-2330.

partment's Division of Education and "But that was long ago," he said the changes added."In this age - where public actually place greater needs are so multiplied, and our awareness of those needs has and assignment of deepened - we just cannot afford achers in the hands of colleges people in positions of leadership eho train them and the who sought out the Government hools-who employ them. Alds City Teachers Another modification will

nake it possible for all ficates to be issued on the ds of a candidate's completion state-approved college with the institution's mmendation. Currently, pout 60 per cent of the dificates are issued according The new regulations will also ive local school administrators ore flexibility in matching the

rest teacher with the job to be one. Dr. Lierheimer said. "It is ous to keep a good teacher put of the classroom just because e did not take a particular class The changes will affect entary teachers, teachers of temic subjects in secondary ools, and teachers of special ambjects like art and music. If the diffications are successful,

milar changes will be proposed or the remaining areas of ertification, including ministration and supervision, pupil personnel services, and ocational subjects. Teachers moving out of New ork City or Buffalo may under their city licenses. formerly they had to obtain a state license. This change sliminates the unnecessary second certificate for city

W. Marvin Liteachers and excessive

the concept

ministrative effort at the state corporationists Counsel Job Created

The city has approved the

tablishment of a new \$16,000 n Vosition of Counsel to the Board Ull Estimate, Bureau o ranchises. It is excluded from he Career and Salary Plan. LEGAL NOTICE BSTANCE OF CERTIFICATE OF

akewood, N.J., \$26,275, 5'c; Hym. 27, and 239 apper 32,350; 10'-; Ludwig Jesselson, 44

when this'll be maintield, N.J., \$94,590, 18'; Stur keep a line in friederman, 150 West End Avenue, New Yo opened for the lapses, if any sustained by the next step state equired, make further investme

because it was make and stead. No right is given to candidates will artner ship. The General Partner may mortgage the property herein descr Il the Limited Partners. There is no rig

Another examined Profits by way of income among miled Partners. In the event that the others is apporate general partner should room" where assolved or be adjudicated a bankrupt prepared. The plerman shall not terminate and St Promotion is place and stead. During the life of of Pariner ship the General Partner shall maintain accurate books of accou implete and detailed profit and written has bed latement shall be prepared at least on now performant limited or Connected of the death of miled or General Partner during the have been completely bar the partnership, the surviving par have the option of purchasing the commership interest of such dece In the event that any dispute ? originally last mong the parties hereto concerning open competitie latter or matters pertaining to

Cartnership, the parties agree to s Police Department ach dispute to a Board of three arbitration time his agreement shall be governed by a of the parties hereto. The Or ertificate duly signed and acknow moned if as filled in the New York County stance of Lid. Partnership. Cert N.Y. County Clerk's Office Se

Name and Location of Partne TARBRIGHT ASSOCIATES, 4 E. usiness; Investing. Gen'l Pr Starr. 4 E. 78 St., N.Y.C. Ltd. F Peter Blenstock, 1 N.Y.C., \$100. cash, Term: S Dec. 31, 1972. No agreement ! contributions. Contribu Partner, adjusted per agre by the New Polit, Ltd. Partner Compensated by Employees Politics Profit Profit

the undersigned to sell beer, like in a restaurant under the venue, New York City, for on a POULARDE, IN Ork, N. Y.

urned on termination of party profit pro rata to his contributi asigned has no right to substi arine. No right to admit addition artners. No priority between ers, there being but one. Par death by Gen'l Partner's repres eath, retirement or insanity artner. Ltd. Partner has no ash and receive property of LIQUOR LICENSE NOTI

May H. 1897, at the York, N. Y. under to York, N. Y. under to 1879. Second Class F. Office, New York, N. THE CHIEF was THE CHIEF was a member of the amember of the amember of the content of the content

Health Insurance Questions-Answers Provided as a Service to Civil Service Employees by THE CHIEF and H.LP. You will be entitled to

Q. I expect to become a provisional employee of the City of New York very shortly. What am I entitled to in the way of health insurance? Also, will the coverage, if any, include my

payments of \$3 a month for the

first three months of the year and

\$4 a month thereafter.

and I pay \$12 every three months A. As a provisional employee, for myself and the same amount you will be entitled to city-paid for my wife under Medicare Part health insurance for yourself and B. This comes to \$96 a year. Can your wife beginning with the first you tell me if the city has taken day of the pay period following the completion of 90 days of continuous employment. A. The city is taking over the

However, be sure to submit Part B payments for retirees. your authorization form within You and your wife are entitled to the 90-day period. You can obtain the form from the payroll clerk.

Toward the end of the year, health insurance, you can you will receive a notice with cannot accept telephoned questions continue your coverage by your pension check telling you Please write to him in care of THE CHIEF.