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# Civil LEADER

America's Largest Weekly for Public Employees

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## New Mental Hygiene Salary Plan

"Constitutional Convention" See Page 3

### "Blood Bank"

## Meeting To Review Progress Of State Aides Blood Credit Program Reports Good Results

ALBANY — Progress in the initial phase of the State Health Plan's new Employee Blood Credit Program was reviewed at a meeting in New York City by representatives of the Civil Service Employees Assn., the State Civil Service Employees Assn., the State Civil Service Department, Blue Cross, and New York's Community Blood Council and Blood Center.

Developed through the joint efforts of these agencies, and designed to guarantee an adequate supply of highest quality blood free of charge to subscribers of the State Health Plan and their dependents, the program was officially kicked off last Jan. 31, when blood-mobiles began actual blood collection in a 17-county pilot area around New York City.

New York City blood agency officials, evaluating the yield of blood donations from employees of State agencies and local government jurisdictions thus far solicited against existing statistical experience, expressed confi-

dence that the program will be successful.

Representatives of the Civil Service Department introduced tentative promotional and informational material for distribution among employees and administrators to explain the program, to point up the need for it, and generally to encourage the giving of blood.

CSEA representatives criticized this material on the grounds that it was so complicated as to be more confusing than helpful, and agreed, at the request of the Civil Service Department, to submit suggestions for improving the overall presentation.

According to blood program officials, bloodmobile solicitations in

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### "Salaries - 1967"

## CSEA Asks For Action On Geographic Pay Plan

ALBANY—The Civil Service Employees Assn. pressed the State's Budget Director last week for early establishment of regulations to implement the geographic salary differential and shift pay differential program won by CSEA in the

recent session of the Legislature. "On behalf of our over 100,000 members employed by the State", CSEA President Joseph F. Feily said, in a letter to T. Norman Hurd, "we urge haste in the preparation and promulgation of such regulations."

At the same time, Feily called upon Hurd to afford the Employees Association an adequate opportunity to review such regulations prior to their promulgation, so as to properly represent CSEA's membership.

In addition to the urgent need for drafting definitive procedures, Feily pointed out the absence

of "prescribed forms", as called for in the new laws, with which employees are to apply for the differentials.

Noting that the preparation of such forms is the responsibility of the Division of Classification and Compensation, Feily asked that Hurd coordinate his work with that agency, "so that there is no further delay on the part of the Division of Classification and Compensation to prepare the prescribed forms following your promulgation of the necessary regulations."

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## CSEA Opposes Weakening Of Constitutional Guarantees On Merit, Retirement At Hearings

ALBANY—The Civil Service Employees Assn. last week told a public hearing here that it would "... oppose as vigorously as possible any language amending the State Constitution that might weaken existing provisions with respect to appointments, promotions or tenure under the civil service system, or might change the present contractual relationship of its members' retirement plans and guarantees."

The Employees Association, which represents 150,000 workers within the State, took the firm stand in an appearance before the Committee on Labor, Civil Service and Public Pensions of the Constitutional Convention, which conducted a two-day hearing at the State Capitol.

Representing the Employees Association were Duncan MacPherson, chairman of CSEA's special Constitutional Convention Committee, Seth Towse, assistant counsel, and Thomas Luposello, associate program specialist.

The full text of the Association's statement follows:

"I am here today gentlemen,

on behalf of the Civil Service Employees Assn. which, as representative of more than 150,000 State and local government workers, is the largest public employee organization in New York State.

"Any discussion of Civil Service and the State Constitution must begin with reference to the three main articles dealing with the subject in the present Constitution.

"They are:

"1. Article 5, Section 6; 'Appointments and promotions in the civil service of the State and all of the civil divisions thereof, including cities and the villages, shall be made accord-

ing to merit and fitness to be ascertained as far as practicable, by examination which, as far as practicable, shall be competitive.'

"2. Article 5, Section 7: 'After July 1, 1940, membership in any pension or retirement system of the State or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired.'

"3. Article 1, Section 5: 'All salaries, wages and other compensation, except pensions, paid to officers and employees of the State and its subdivisions and agencies shall be

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## Salary Committee Meets June 22

A meeting of the salary committee of the Civil Service Employees Assn. will be held in Albany on June 22. Solomon Bendet, committee chairman, reported last week. The meeting, for the purpose of preparing the resolutions for next year's State employee salary increase, will be held at the DeWitt Clinton Hotel at 12:30 p.m. "Work on next year's salary increase," Bendet said, "which the State employees have coming to them this time, must get off to a fast start." Later in the evening on the same day the CSEA's Board of Directors will hold its regular monthly meeting at the Ambassador Restaurant.

### "Institution - Office & Clerical work week"

## CSEA Hits C.S. Commission With Leave Credit Protest

ALBANY—The Civil Service Employees Assn. last week carried its protest over the arbitrary reduction of leave credits of institution office and clerical employees to the State Civil Service Commission.

The complaint, which earlier had been made to the State Budget Division, revolves around the recent CSEA victory under which the work week of institution clerical and office workers was reduced from 40 hours to 37 and one half hours. Office and clerical personnel in departments and agencies, other than institutions, have had the shorter work week for a number of years.

When the institution employees went on the shorter week, how-

ever, their accumulated sick leave credits were converted to reflect a two and one half hour reduction per 40-hour work period.

Following its complaint to the State Budget Division over the reduction, CSEA was advised that

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## CSEA Asks For "Flexowriter" Title

ALBANY — Reclassification of certain typist positions in the State Department of Motor Vehicles to a new title of "flexowriter", G-6, has been requested by the Civil Service Employees Assn.

The appeal, now pending before the State's Director of Classification and Compensation, was filed on behalf of a group of typists who operate programmatic flexowriters, designed by the Department of Motor Vehicles as "computer peripheral equipment", and described by a member of CSEA's research staff—who observed the affected employees on the job prior to preparing the appeal—as "highly sophisticated, complex machines."

## Democratic Party Unity Demonstrated At Recent Dinners

EVERYONE agrees the New York Democratic State Committee's annual dinner recently, which featured an address by President Johnson, was a huge success. But although the dinner poured much-needed funds into the Committee's coffers and served to end rumors of a rift between Johnson and Senator Robert F. Kennedy, the glory and testimonial go to Dem-

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## CSEA, McGinnis Confer On Correction Dept. Problems

ALBANY — The Correction Department Committee of the Civil Service Employees Assn. last week met with Commissioner Paul McGinnis and other top officials of the Department on a number of matters affecting departmental personnel.

Some of the items included in the day-long discussions were:

### 1. Implementation of New Overtime Rules

The Department advised that a meeting with the Division of the Budget with respect to the operating interpretation of the rules and regulations governing overtime was imminent. It was pointed

out that the present work schedule varies among Correction facilities and that the Department hoped to minimize any inconvenience in any changes in existing work schedules for employees. The Association requested the Depart-

ment to recommend the maximum possible number of employees to be eligible for overtime. The Department indicated that they expected that its new list of ineligible would not be importantly

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**Don't Repeat This!**  
Burns Succeeding



# Watertown City Council OKs New Employee Salary Scales Calling For \$147,000 Boost

WATERTOWN — The City Council here has voted unanimously to institute a new employee pay plan with the beginning of the 1967-68 fiscal year on July 1—a plan expected to become hallmark in many of the State's smaller cities in the years ahead.

Raymond C. Pacific, president of the Jefferson chapter, Civil Service Employees Assn., whose organization had earlier asked the City Council for an employee pay increase, praised the new six years' schedule.

"We feel it is a very good plan," Pacific asserted, "It is, in fact, an extraordinary pay plan for a small city and we sincerely hope the example set by the Watertown City Council will be reflected in pay scales of Jefferson County in the 1968 calendar year.

The chapter president said that "There are, of course, a few inequities in the plan but as councilman Karl R. Burns says, they can be corrected later."

Pacific said that he had submitted a draft of the Watertown plan to the Research Department of the State CSEA. He said that a representative of the department, Walter Lubner, found the plan to be "a good one."

The plan, developed by the San Francisco consulting firm of Griffenhagen-Kroeger, Inc., was changed only slightly before the local governing body adopted it. Under the plan, every employee gets a raise and where inequities develop during the next year, these will be corrected, says Mayor Theodore Rand, an ardent plan backer.

The heart of the program is the new scale paid members of the Police and Fire Departments. Where the western firm recommended that firemen be paid less than police, City Manager Forbes disagreed and recommended the pay be the same in the same categories.

Top pay for police patrolmen and firemen will go to \$7,044 a year in six steps. The fire and police chiefs, whose top pay now is \$9,390, will range to \$13,260.

A few positions have been downgraded but, in the main, the new plan has been received with open arms by employees and their organizations alike.

The mayor said that the new plan fulfills a pledge: "Action; not promises."

Other department heads at the higher pay level will be: The city auditor, \$13,260; city engineer, \$13,920; city treasurer and assessor, each \$12,024; purchasing agent, \$10,392; recreation superintendent, \$10,908; urban renewal director, \$12,624; assistant engineer, \$9,432; senior engineer, \$10,908; water-electric superintendent, \$12,024, and public works superintendent, \$12,024.

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## Your Public Relations IQ

By LEO J. MARGOLIN



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

### 'Expo 67'

AS WITH ANY exhibit or exposition, Canada's Expo 67 in Montreal is basically a major public relations effort for Canada and all exhibitors.

CIVIL SERVANTS can take home many important public relations lessons from Expo 67. It is close to the ultimate in audio-visual communication, reporting past achievement and illuminating the crystal ball of the future.

WHAT CIVIL servants are striving for in their continuing public relations efforts is to achieve some kind of understanding among hundreds of publics for government at work. Expo 67 attempts this for more than 70 different nations.

ON WOULD NOT think that any kind of international understanding is being achieved these days, what with unrest in many areas of the world.

NEVERTHELESS, Canada has succeeded in bringing together enough different national philosophies, both political and economic, to attempt this understanding—a key to success in any public relations effort.

THE EXHIBIT of the United States of America should be of

great interest to everyone involved in government. Instead of building an exhibit which brags that the U.S.A. is the "biggest", the "best" and the "mostest", the American exhibit is based on underplay.

IT CONCENTRATES on America's contributions to the fine arts, space exploration, to the world of entertainment, particularly motion pictures, and stresses its national history.

"CREATIVE AMERICA" is very much the order of the day for the American exhibit, with a special 20-minute film illustrating this theme. Depicted are a jazz musician, a welfare worker, a space scientist, a city planner, a ballerina, and other Americans at work.

THE MOTION picture display is one of the big hits of the American exhibit. While the United States is still the leader in motion picture production, other countries have made significant contributions to the perfection of the documentary—an indispensable tool in public relations. At Expo 67, the U.S. moves toward the No. 1 documentary spot.

THE GREATEST dividends for American public information officers at Expo 67 are hundreds of ideas for generating public relations in behalf of their agencies.

EXPOSITIONS, world fairs and trade fairs do generate imaginative and ingenious methods of communicating to large groups of people. For example, motion pictures have always been used as a means of public relations communications.

BUT IT HAS been left to exhibit experts to develop the multi-screen movie technique. Bosley Crowther, motion picture critic of "The New York Times", reports that the examples of cinematic ingenuity at Expo 67 exceed in number anything at previous fairs, including the recent New York World's Fair.

IF FOR NO other reason, the motion picture aspect of Expo 67 should generate tremendous interest among civil service information officers who are constantly trying to improve the means of rapport with their many publics.

ANOTHER IMPORTANT point for civil service in Expo 67 is the fact that a lot of mileage can be obtained for comparatively small

(Continued on Page 13)

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**AT INSTALLATION** — Evelyn Polkinghorne, social director of the State Insurance Fund chapter of the Civil Service Employees Assn., joins three well-known CSEA officers at last week's monthly meeting of the chapter, at which departmental representatives were officially installed, Fred Cave, at left, the CSEA's fifth vice-president was the evening's principal speaker. To the right of Miss Polkinghorne are Irving Flaumenbaum, second vice president of the CSEA and president of the Long Island Conference, the installing officer and Randolph Jacobs, president of the State Insurance Fund chapter and the Metropolitan Conference of the CSEA.

## Insurance Fund Chap. Installs Dept. Officers

A regular general membership meeting for the purpose of installing newly elected departmental representatives was held last week by the State Insurance Fund chapter of the Civil Service Employees Assn., in the cafeteria of the Insurance Fund at 199 Church Street in Manhattan.

Guests of the chapter at the meeting included Irving Flaumenbaum, second vice president of the CSEA and president of the Assn.'s Long Island Conference who served as the installing officer; Fred Cave, fifth vice president of the CSEA, the evening's principal speaker; Ben Sherman, CSEA's New York City representative; Michael Sewek, the Public Service Commission's representative on the CSEA's Board of Directors; and Phillip Wexler, president of the Public Service Commission chapter of the CSEA.

Before installing the newly elected representatives, Flaumenbaum gave a short impromptu talk on the contributions of the chapter's president Randolph Jacobs, also the president of the Metropolitan Conference of the CSEA.

Cave spoke to the assembled chapter members and guests on the role of the chapter within the structure of the CSEA. He pointed out the growing complexity of the CSEA operation and stressed the importance of its synchronization all the way down to the chapter level. With the kind of individual effort required to do this he saw no possibility of the Association slacking in either its growth or accomplishments.

The following departmental representatives were sworn in by Flaumenbaum:

Accounts and Finance — Emily Chozianin, Irma Pena; Actuarial — Dorothy Hall, Mary Harris, Joe Ryan, Norman Satz; Audit and Review — Harry Payne; Data and Systems — Joshua Simon, Victor Troy.

Field Services — James Byrnes, Ethel Frasier, Bart Ricciardi; Legal — Louise Soffos; Medical — Sarah Johnson; Personnel — Nat Freeman, Emma Hunter, Helen Lewis; Payroll Audit — Josephine Loos, Helen Simmons.

Underwriting — Doris Brown, Jules Linefsky, Henry Roth, Ir-

ving Silverman; Claims — Marie Jenkins, Marie Scott, Louise Hall, Ceil Malkin, Lena Keel, Phyllis Reed, Marion Russell.

It was announced that the chapter's Executive Board, at its meeting on May 3, elected as delegates for the two ensuing years, Ed Bozek, Moe Brown, Vince Rubano, Mary Warner and Evelyn Polkinghorne were elected as alternates.

## Oswego College Chapter Holds Annual Dinner

The Oswego College chapter of the Civil Service Employees Association held its annual Installation Dinner Dance at the Knights of Columbus Hall in Oswego recently. Guest speaker was John Hennessey, State treasurer of the CSEA.

Other guests included Arthur Kasson, second vice president of the Central Conference CSEA; Charles Eckerd, third vice president of the Central Conference; Gregory Clarke, field representative of Ter Bush & Powell Insurance Co.; Francis Miller, president of the Oswego County chapter of the CSEA and Mrs. Eliza Harmes, secretary of the Oswego County chapter.

Rev. J. Murray Elwood gave the benediction and invocation.

Newly installed officers were Floyd Peashey, president; Lucy Tieke, vice president; Helen Faby, secretary; Elizabeth McNemara, treasurer; Gerald Brown, delegate and George Murray, alternate delegate.

## Luger Appointed

Milton Luger, State Director of the Division of Youth, has been appointed to Governor Rockefeller's Advisory Council on Youth and Work.

# Mental Hygiene Dept. Approves CSEA-Sponsored Salary Plan

ALBANY—The Department of Mental Hygiene last week announced to the Civil Service Employees Assn. that its proposed "Social Work Career Ladder" plan had been approved and would go into effect June 29.

The plan is a direct result of efforts by the CSEA—which represents most of the department's 40,000 employees—to gain more equitable treatment of social worker titles within the department and additional promotion opportunities for patient care personnel, including attendants and recreation aides.

Announcement of final approval of the plan by the Budget Division and the June 29 effective date were made at a meeting between CSEA's Special Mental Hygiene Committee and Mental Hygiene Commissioner Aian D. Miller and members of his top staff.

The career ladder plan embraces specific recommendations made to the department by CSEA to alleviate some of the problems surrounding career opportunities for affected personnel.

Under the plan, the following new titles will be effective June 29:

Psychiatric social work trainee I—\$5,403 flat rate.

Psychiatric social work assistant I—Grade 11, second step. (\$5,871-6,895).

Psychiatric social work trainee II—\$6,500 flat rate.

Psychiatric social work assistant II—Grade 14, second step, \$6,967-8,135).

Psychiatric social work assistant III—Grade 16 (\$7,475-9,070).

Psychiatric social worker I—Grade 16, recruit at third step, \$8,113-9,070).

Psychiatric social worker II—Grade 18, (\$8,365-10,125).

Psychiatric social worker III—Grade 21, (\$9,795-11,805).

Psychiatric social work supervisor I—Grade 23, (\$10,895-13,620).

Psychiatric social work supervisor II—Grade 25, (\$12,140-14,505).

Present permanent incumbents will retain permanent civil service status in new titles, without examination. Employees in the present title of psychiatric social worker "A", Grade 14, will receive the new title of psychiatric social work assistant I, II, or III, depending on individual experience; present psychiatric social worker "B", Grade 16, will become psychiatric social worker I, Grade 16; will become psychia-

tric social worker II, grade 18, and present supervising psychiatric social worker, grade 21, will become psychiatric social worker, grade 21, will become psychiatric social worker III, grade 21.

In commenting on the plan, a departmental official said, "This career ladder in social work represents an effort to meet our social service needs through the employment of qualified subprofessionals in support of professionally trained social workers."

The actual plan evisions a psy-

chiatric social worker trainee progressing upward, from an entrance level requiring either two years of college training or a high school diploma plus two years of patient care, through successively higher grades with a potential ability of reaching a grade 25 position of psychiatric social work supervisor II.

Other items on the lengthy agenda discussed by the CSEA representatives and Dr. Miller and his staff will be reported in the next edition of the Leader.

## Flaumenbaum and Lochner To Address Delegates At Capital Conference Meeting

LAKE LUZERNE—The annual workshop of the Capital District Conference, Civil Service Employees Assn., will be held at Hidden Valley Dude Ranch, on Saturday morning, June 17, starting at 9 a.m., according to A. Victor Costa, Conference president. The discussion will be moderated by Seth Towse, CSEA assistant counsel.

Costa also disclosed that Irving Flaumenbaum, of Nassau County, second vice-president, CSEA, and Joseph D. Lochner, executive director, CSEA, are to be speakers at the workshop. The morning session will close with a mock bargaining session. Flaumenbaum will appear in the role of an employee representative as will John Ponder, CSEA organizer and management will be portrayed by Towse and Lochner. Towse will speak to the members on "How Unions Organize."

After lunch, the annual meeting will be held and officers for the new term will be elected. Costa, the outgoing president, will preside at the business session as his last official act as conference presiding officer.

Newly-elected officers will be in-

stalled at the annual banquet on Saturday evening and the annual awards will be presented during the festivities. Dinner will be preceded by the annual reception and cocktail party. A capacity attendance is expected at both the business sessions and the social events. It has been learned that Hidden Valley Dude Ranch has been booked to capacity to accommodate the delegates as a result of the interest expressed in the workshop and its timely subject.

## Supervisor

ALBANY—Arnold Spaner of Albany has been promoted by the State University Board of Trustees to supervise operation of the university's central business office and the student financial aid program.

## Highway Safety Queen Crowned

# Motor Vehicles Chap. Installs New Officers

ALBANY—Installation of new officers for Albany's Motor Vehicles chapter, Civil Service Employees Assn., and the crowning of this year's Miss Highway Safety Queen, Mary Quackenbush, were twin highlights at the annual Miss Highway Safety Dinner held here June 19.

Thomas McDonough, who also represents Department of Motor Vehicles CSEA members on the Employees Assn.'s board of directors, was re-elected president of the chapter.

Other officers installed by Joseph Dolan, CSEA's Albany area field representative were Jack Rohloff and Mary Ann Shirikian, first and second vice-presidents, respectively; Jean Farnan, secretary; and Jean Book, treasurer. Kay Fitzgerald, Pat DiBlasio, William Kildoye, and Kay Olmstead were installed as delegates.

Miss Quackenbush, who will reign for a year as Miss Highway

Safety, was officially crowned by Vincent Tofany, State Commissioner of Motor Vehicles, assisted by Shirley Esposito, chairman of the Miss Highway Safety Contest.

In her queenly capacity, Miss Quackenbush will make personal appearances and generally serve to remind the public of the need for safe driving habits. The Miss Highway Safety program, initiated several years ago, is jointly sponsored by CSEA's Motor Vehicles chapter and the department.

Numerous guests at the event included A. Victor Costa, president of CSEA's Capital District Conference, and William Kennedy, president of the Office of General Services chapter.



# The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

**FARM WORKERS** are needed for about six months of work in various parts of New York State. Experienced workers preferred but persons able to do heavy manual work should apply. Free Government-inspected housing is provided. The pay ranges is \$1.35 to \$1.50 an hour for 40 to 60 hours, six-day week . . . If interested in farm jobs, apply at the New York City Farm Office, 6th floor, 247 West 54th Street, Manhattan.

Licensed experienced **MANICURISTS** are wanted in Manhattan and Queens for full time and part-time jobs. Must also be skilled at shampooing, giving rinses, facials, shaping eyebrows and patting nails. The pay range is \$60

to \$75 a week plus commission and tips . . . Apply at the Manhattan Service Placement Office, 259 West 54th Street, Manhattan.

**MEDICAL STAFFING** is urgently needed for children's summer resident camps, either for a single month, July or August—or for both months. Numerous openings, in attractive settings, exist for licensed **PHYSICIANS**, **REGISTERED NURSES** or **LICENSED PRACTICAL NURSES**. Living arrangements are available for physicians' families. Arrangements can also be made for a nurse's child of camp age. Salaries for physicians, for the season, range from \$800 to \$1,000. For registered nurses, the salary is from \$400 to

\$600 and for licensed practical nurses from \$300 to \$400 plus room and board, and free transportation . . . Apply at the Nurse and Medical Placement Office, 144 Madison Avenue, Manhattan.

In Manhattan, there are a number of openings in the printing industry. For example **OFF-SET PRESSMEN** can fill jobs paying \$100 to \$170 a week depending on experience; **PLATEN PRESSMEN** are wanted at \$90 to \$120 a week and **CYLINDER PRESSMEN** at \$100 to \$140 a week . . . **ENGRAVING PRESS OPERATORS** are needed in jobs paying \$80 to \$100 a week, also **CYLINDER PRESS** and **PLATEN PRESS FEEDERS** are in demand for wages ranging from \$70 to \$100 a week. For these and other printing jobs, apply at the Manhattan Industrial Office, 255 West 54th Street, Manhattan.

In Brooklyn there is a need for **ROOFERS** experienced in flat roofing using both hot and cold tar. The pay range is \$2.50 to \$3.50 an hour. Also wanted are **MOLDERS** with three years foundry experience in bench or machine molding at \$2.50 an hour . . . **BODY and FENDER REPAIRMEN** with their own tools are in demand for work on automobiles. The pay range is \$100 to \$125 a week, depending on experience . . . There is a job opening for a **FOREMAN** in a paint manufacturing company. Must have ability to supervise 30 to 50 workers in all paint making operations. The salary range is \$7,000 to \$7,500 a year depending on experience . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street

## Civil Service Television

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

Sunday, June 18

6:00 p.m.—Human Rights Forum—William Booth moderates discussion.

Monday, June 19

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

6:00 p.m.—Community Action—Ted Thackrey moderates discussion.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Inspection: Multiple Dwellings 'A'."

8:30 p.m.—New York State Constitutional Convention: Some Issues and Perspectives."

9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, June 20

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—Community Action (live) Ted Thackrey moderates program.

7:00 p.m.—TV Shorthand—(Lesson No. 19)—Presented by the Manpower Education Institute.

7:30 p.m.—Human Rights Forum (live)—William Booth moderates discussion.

Wednesday, June 21

7:00 p.m.—TV Shorthand (Lesson No. 19)—Manpower Education Institute presents program.

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:00 p.m.—Behind the Laws—Analysis of recently passed State laws. "Estates, Powers and Trusts" (part II).

Thursday, June 22

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand—(Lesson No. 20)—Manpower Education Institute presents program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:30 p.m.—City Government in Transition—(Program No. 1). "City Government Reorganized: A New Order for New York."

10:30 p.m.—Community Action—Ted Thackrey moderates discussion.

Friday, June 23

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand (Lesson No. 20)—Manpower Education Institute presents program.

10:00 p.m.—Behind the Laws—Estates, Powers and Trusts."

Saturday, June 24

7:00 p.m.—Community Action—Ted Thackrey moderates program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

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## Where to Apply For Public Jobs

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

### CITY

**NEW YORK CITY**—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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

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

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

### STATE

**STATE**—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

### FEDERAL

**FEDERAL**—Second U.S. Civil Service Region Office: News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

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# Kennedy Promises Support For Council At Constitutional Con.

A letter of support from Senator Robert F. Kennedy, voicing his support for the aims and purposes of the Civil Service Council On Constitutional Convention highlighted an active week of Council activity which included a Board of Directors meeting at the Penn Garden Hotel in Manhattan.

**Protect Mandates**

Senator Kennedy's letter, addressed to Chief Henry Fehling, chairman of the Council, noted his awareness of the dangers to civil service from the pressures of "spoils politics." The Senator commended the work of the Council and pledged to do "what I can to urge the Convention to carry forward the present mandates regarding the merit system, the contractual nature of the pension and retirement benefits, and the tax exemption for pensions." The mandates referred to are the subject of three separate sections of the State Constitution, the retention of which is the reason for the Council's activities.

Anthony Menella, delegate to the Constitutional Convention from the 21st Senatorial district in Brooklyn spoke to the assembled Council members at the Penn Garden, expressing concern for the problems of labor and civil service in the State.

Council chairman Henry Fehling, of the Uniformed Fire Officers Assn., initiated discussion which opened the door for consideration by the Council members of a militant stand against any new additions to the Constitution which might be as harmful to the civil service community as the deletion of the merit appointment and pension guarantees, which they now oppose. A stand against proposals for a "right to work" law were given as an example for this possible new role for the Council.

Mennella spoke to the Council members at length, offering them many of the benefits of his experiences so far at the Convention. Also, he discussed the introduction by resolution of abbreviated Constitutions, such as the one introduced by Judge Irwin T. Shapiro, a delegate from Long Island whose resolution No. 58 amounts to a "wholly new Constitution", in Mennella's words, and one which completely eliminates the guarantees for merit and pension funds in the State's dealings with civil service.

**Other Support**

Chairman Fehling spoke of his

recent trip to the State capitol where he was given many indications of support for the Council's purposes from influential State leaders. At one point, Fehling indicated that Peter Crotty, chairman of the Convention's Civil Service committee had warned him that the committee was receiving letters from many State agency administrators suggesting the elimination of the merit system. Many see it, according to the letters, as an unnecessary restriction on the fullest operation of their departments.

The danger of the introduction of new material into the drafted Constitution, such as the "right to work" law and allowances for home rule was officially recognized by the Civil Service Council for the first time. Council members discussed whether the Council should take a militant stand against such measures, when they are clearly seen as dangers to the welfare of the State's civil servants and plans were made to submit the matter to the Council's membership for a decision.

The next Board meeting of the Council was tentatively set for July 6. Joseph Collins, vice president of the State AFL-CIO and vice president of District 37 was appointed temporary chairman of the Council for the next three weeks in the absence of Chief Fehling.

The complete text of Sen. Kennedy's letter to the Council follows:

"I have followed the discussions of the Constitutional Convention with considerable interest, especially those matters affecting the civil service.

"It seems clear to me that the constitutional safeguards for the merit system should be continued. There should be sufficient flexibility in the method of examination, but the objective, competitive principle of examination, established by the Constitution should not be undermined. New York has always been a leader in the quality and integrity of its civil service, and much of our success is related to the constitutional protection given it. The

pressures of 'spoils politics' in government is always apparent. By continuing the constitutional safeguards, we can reduce the temptation and prevent injury to the reputation and record of our public servants.

"I will do what I can to urge the Convention to carry forward the present mandates regarding the merit system, the contractual nature of the pension and retirement benefits, and the tax exemption for pensions. To protect the pension rights of civil servants gives nothing more than what major private industry grants without question. The tax benefit is a means of lessening the direct cash outlay by the retirement system, and all of us know that our civil servants are among those most severely harmed by the inflationary trends of this century. The State must either grant a tax concession or face the dire need of raising direct payments. The present system has worked well and should be continued.

"May I take this opportunity to commend what you and your convention advisers are doing for civil service all over the State in providing the material and arguments to the Constitutional Delegates that will protect the clauses discussed in this letter.

"I hope you will keep me informed of the efforts being made to protect the rights discussed in this letter. With warm regards to you and your associates."

Sincerely,

ROBERT F. KENNEDY

## Duncan Elected By Blue Shield Board

Robert M. Duncan, administrative vice president and actuary, Teachers Insurance and Annuity Association and College Retirement Equities Fund, has been elected to the board of directors of Greater New York's Blue Shield (United Medical Service, Inc.)

The announcement of his election was made by Charles M. Brane, M.D., chairman of the Blue Shield board of directors.

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"QUEEN FOR A YEAR" — Mary Quackenbush, winner of the Miss Highway Safety title for 1967, is shown here being crowned by Vincent Tofany (right), N.Y. State Commissioner of Motor Vehicles, and Shirley Esposito, chairman of this year's contest, Thomas McDonough, recent re-elected president of Albany's Motor Vehicles chapter, presents roses. McDonough and other newly elected chapter officers were installed at the event.

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TUESDAY, JUNE 13, 1967



## A Deeper Issue

THE issue in the pending strike against the City Department of Hospitals by Local 300 of the Building Service Employees International Union is not wages but a much more important issue to civil service employees—job security. In fact, it goes deeper—the merit system itself.

The union is demanding—and rightly so—that their jobs be protected against any invasion through the guise of "hospital affiliations." Through this plan, employees in civil service titles could be used to do work for private hospitals affiliated with their assigned institution and vice versa.

Since the plan started, more and more work is being done by non-civil service employees, at higher wages and at a higher cost to the City. The number of civil service employees in the Hospital Department title affected has dropped while the number of "outside" employees has increased. Hospitals Commissioner Terenzio has, in fact, on two occasions, attempted to increase the number of non-competitive appointments at the expense of career civil service titles.

What is needed is not more appointed positions, the employees in which could be subjected to the whims of political clubs to whom they owe their jobs, but more competitive employees who are subject to the rules and regulations of the civil service system.

Any regression to the days of the spoils system would be a severe blow to the dedicated career civil service employee and to the taxpayers of New York City.

## Creative Workstoppage

WITH the prospects of another work-stoppage in the Welfare Department by the caseworking members of the Social Service Employees Union looming large for June 19, it should be hoped that the City Labor Relations director Herbert Haber, will take steps to resolve the issues in dispute by setting up machinery for collective bargaining according to the City's agreement of last January.

There can be much argument as to who wins in these affairs but very little as to who loses. The clients of the Welfare Department may be learning to live with them as Midwesterners live with flood and tornado but such conditioning does little for the landscape of their lives.

However, it is indicated by the creative nature of the proposed work-stoppage that the caseworkers do not have the neglectful attitude toward the spirit of their duties as may be suspect because of the steps they have been forced to take in the face of the recalcitrance of the City in dealing with their grievances in the past.

Termed a "work-in", the proposed disruption in the Welfare Department's normal operating procedure will hopefully have the quality of demonstrating to the Department that the day-to-day problems of the caseworker and the client can be handled in a manner which does not exclude the human element, as so often happens in a bureaucratic operation of this kind.

By holding seminars, caseworker consultations, training classes, and considering new ways to approach old problems the SSEU will, while showing their displeasure toward the City, also be demonstrating that they care about their work and are prepared, in more normal times, to synthesize these innovations into the operation of the Welfare Department for the benefit of its clients, the City Administration and the taxpayer.

## LETTERS TO THE EDITOR For Upgrading RNs

Editor, The Leader:

Hopefully this letter will initiate action on the part of all registered nurses in the Mental Hygiene Department to take measures now to update our present salary scale, which is totally inadequate and unjust.

Since the reallocation of the nurses' grades last August, many of us became complacent, unaware of our present position with regard to comparable salaries paid private or outside nurses. Help wanted ads in local newspapers show \$30 to \$35 per day as starting salaries in nursing homes and private institutions. We also remain far behind the municipal and VA hospitals. It has taken many of us ten to fifteen years to achieve this salary level.

We are presently in the most advantageous bargaining position of any occupation listed in State service, but we are not taking the initiative.

Our institutions are still poorly staffed; the turnover is great; and the increasing responsibility placed upon us each year is growing. There is no reason why we should remain two years behind private institutions and industry under present circumstances.

Fellow RNs: let us make a concerted effort to achieve a salary more deserving of our present status!

A.E. DUVER, RN.  
Kings Park, N.Y.

## Urges Additional Funds For Retirees

Editor, The Leader:

This is in support of Milton Handel's letter "Retirement Bill . . . a Hollow Victory" which appeared in the May 30 Leader.

Rough personal experience backs up my special endorsement of what he states about the many who retire before 62 years because of ill health . . . (whether or not they are technically found "disabled" by law).

Dr. Max Rosenberg in his book of medical advice for the home characterizes civil service desk jobs, en masse, as particularly trying on the health and he urges early retirement therefrom as a generally good policy.

Actually, what percentage of State clerical or stenographical employees retire between 55 and 62 in satisfactory financial condition, not in need of additional funds which they are unable to obtain through further employment elsewhere?

AN EXPERT THE HARD WAY  
Albany, N.Y.

## Computer Errors

Editor, The Leader:

In the May 16 issue of The Leader, I noticed a letter to the editor complaining about the unfairness of the Senior Stenographer test No. 32-321 given on November 5, 1966.

I received my mark on the Senior Stenographer Test (not a passing mark I admit, due to lack of practice in shorthand); a week later I received a mark on the Senior Stenographer (Law) test, which was seven points higher than the Senior Stenographer test mark. As I did not take the Senior Stenographer (Law) test, I am a bit amazed that I received a mark seven points higher than on the test I actually took!

(Continued on Page 11)

## Civil Service Law & You

By WILLIAM GOFFEN



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

## A Novel Legal Issue

THE RECENT deletion by the Yonkers Civil Service Commission of the requirement for a professional engineer's license for the position of executive director, Yonkers Parking Authority, raised a novel legal issue. This was presented to the Supreme Court, Westchester County, by the respective presidents of the State Society of Professional Engineers and of the Westchester County Chapter of the State Society who sued individually and on behalf of their respective organizations (Matter of Kelly, Jr. v. Carey, New York Law Journal April 27, 1967, page 22).

AFTER FIRST including the requirement for a professional engineer's license in the specifications for the position of executive director, Yonkers Parking Authority, the Yonkers Civil Service Commission deleted the requirement. The petitioners claimed that the deletion of the requirement violates the Education Law, Section 7201(4) and 7202. These sections define professional engineering and require a license for its practice. The petitioners contended that the very wording of the announcement for the examination for executive director, Yonkers Parking Authority, and the specifications for the position demonstrate that professional engineering as legally defined is a prerequisite.

INSTEAD OF interposing an answer, the respondents moved to dismiss the complaint. For the purposes of such a motion, the allegations of the petition are deemed to be admitted.

THE RESPONDENTS based their motion to dismiss upon the contentions that (1) the petitioners are not proper parties to the proceeding; (2) proceedings cannot be brought to compel the respondents to obey the provisions of the Education Law; and (3) the determination is not reviewable because made in the proper exercise of the discretion vested in the respondents.

1. THE ATTACK upon the capacity of the petitioners to sue is the usual one when petitioners are not personally aggrieved. However, the Court, by Mr. Justice Galloway, overruled the contention on the basis of respectable precedents deciding that in civil service suits "any citizen or resident of this state may present to the court a petition for enforcement by officials of their mandatory duties."

WHILE THE principle expressed in the quoted language was thus held applicable to a proceeding against the Yonkers Civil Service Commission, it is of interest that a question exists concerning its applicability in suits against the State Civil Service Commission. (See column of May 2, 1967 discussing the doctrines of Donohue v. Cornelius and Weisz v. Department of Civil Service of the State of New York and Division of Parole.)

2. PROCEEDINGS TO compel respondents to do certain acts are in the nature of mandamus. There is ample authority that such relief may be granted in an Article 78 proceeding to restrain a public body from taking administrative action in contravention of a clear mandate of law. The provisions of law requiring the licensing of professional engineers constitute such a mandate.

3. FINALLY, Mr. Justice Galloway rejected the contention that the determination of the Civil Service Commission was not reviewable because made in the reasonable exercise of discretion. The actions of the Civil Service Commission in allegedly failing to comply with the requirements of the Education Law are a proper subject for judicial review.

THE COURT permitted the respondents to interpose an answer in which they will undoubtedly repeat the three contentions raised by their motion. After such answer and a reply if deemed appropriate by the petitioners, the Court would have more information on which to base a final determination. If the factual issue of whether the Civil Service Commission violated the requirements of law for the practice of professional engineering cannot be resolved on the basis of a full set of pleadings the Court could appropriately direct a hearing or trial of the issues. Whether the petitioners are entitled to the relief they claim should then become clear.

THE PROCEDURE adopted by the respondents in not filing an answer initially is worthy of comment. The raising of objections by motion in lieu of setting them forth in the answer is permissible. The respondent may gain by the motion procedure even though the motion be denied, because such procedure gives the respondent a double opportunity to attack the petition with the eventual filing of an answer.



### Lang Addresses Public Personnel Assn. On Threat

A threat to governmental budget making, administration and even the whole fabric of democracy is seen in the trend to collective bargaining by government employees. This was the gist of an address by Dr. Theodore H. Lang, Deputy Superintendent of Schools and former Personnel Director of the City Civil Service Commission, at the annual award meeting of the Public Personnel Association last week. Dr. Lang pointed out that privileges made to public employees were virtually irreversible and that there was a major attempt in collective bargaining to pass the thin line between employee benefits and operational policies in the departments.

The awards at the dinner went to Margaret Bourke of the Department of Hospitals and Samuel F. Thomas, Associate Dean of the Barud School of Business and Public Administration, City University. A special award was presented to Max Saslow, a pioneer in the merger in the two personnel groups and Samuel Brecher, treasurer of the Association.

### White Plains Offers Position As Key Punch Operator

The White Plains City Court has a vacancy for key punch operator at a salary of \$4,480 to \$5,705.

Final date for filing applications is June 23. Additional information and applications may be obtained from the White Plains Civil Service Commission, 255 Main St., White Plains, N.Y.

### Fitz-James Elected By Albany Parole Chap.

ALBANY—Robert A. Fitz-James has been elected president of the Albany Division of Parole chapter, Civil Service Employees Assn.

Elected to serve with him were: Joe Salo, vice-president; Kay Carroll, secretary and Ruth Lovegrove, treasurer.

Executive committee members selected were William J. Baker, Arthur McCabe and Joan Little.

### Public Event

Mayor John V. Lindsay announced last week the appointment of Salvatore T. De Matteo as Honorary Commissioner of the Department of Public Events.

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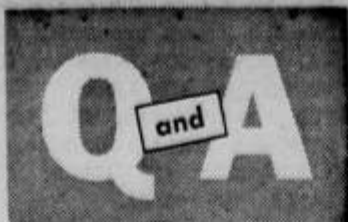
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### QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Avenue, Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

**Q. I am a member of the Plan and am also covered by Medicare. Should I have received a new Statewide Plan identification card now that I have Medicare also?**

**A. No.** You should continue to use the Statewide Plan identification card you have in your possession. No new cards are being issued for those who are covered by both Statewide Plan and Medicare as your Statewide Plan number remains the same.

**Q. Would the cost of hemoglobin administered on an out-patient basis be covered by my Statewide Plan?**

**A. Yes.** On an out-patient basis, the hemoglobin would be a benefit under the Major Medical portion of your Statewide Plan with co-insurance and deductible factors applying.

**Q. Are X-rays taken in a hospital covered by my Statewide Plan?**

**A. Yes.** If you were a bed patient in a hospital at the time the X-rays were taken, they would be covered by Blue Cross.

**Q. When I became 65, the amount taken from my pension check was dropped from \$4.62 to 96c. Please tell my why?**

**A. The change in your pension deduction is correct.** This reflects a reduction of \$3.00 a month which you are paying for Medicare plus some further adjustments of premiums because of good experience which has brought in dividends. These dividends are applied to reduce the premiums of all subscribers.

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# Sample Exams For City Jobs

## Clerk Exam

Questions 19 to 21 are to be answered solely on the basis of the information contained in the following paragraph:

"In order to organize records properly, it is necessary to start from their very beginning and to trace each copy of the record to find out how it is used, how long it is used, and what may finally be done with it. Although several copies of the record are made, one copy should be marked as the copy of record. This is the formal legal copy, held to meet the requirements of the law. The other copies may be retained for brief periods for reference purposes, but these copies should not be kept after their usefulness as reference ends. There is another reason for tracing records through the office and that is to determine how long it takes the copy of record to reach the central file. The copy of record must not be kept longer than necessary by the section of the office which has prepared it, but should be sent to the central file as soon as possible so that it can be available to the various sections of

the office. The central file can make the copy of record available to the various sections of the office at an early date only if it arrives at the central file as quickly as possible. Just as soon as its immediate or active service period is ended, the copy of record should be removed from the central file and put into the inactive file in the office to be stored for whatever length of time may be necessary to meet legal requirements, and then destroyed."

19. According to the above paragraph, a reason for tracing records through an office is to
  - (A) determine how long the central file must keep the records;
  - (B) organize records properly;
  - (C) find out how many copies of each record are required;
  - (D) identify the copy of record.
20. According to the above paragraph, in order for the central file to have the copy of record available as soon as possible for the various sections of the office, it is most important that the
  - (A) copy of record to be sent to the central file meets the requirements of the law;
  - (B) copy of record is not kept

- in the inactive file too long;
- (C) section preparing the copy of record does not unduly delay in sending it to the central file;
- (D) central file does not keep the copy of record beyond its active service period.
21. According to the above paragraph, the length of time a copy of a record is kept in the inactive file of an office depends chiefly on the
  - (A) requirements of the law;
  - (B) length of time that is required to trace the copy of record through the office;
  - (C) use that is made of record;
  - (D) length of the period that the copy of record is used for reference purposes.
22. The 50th state to be admitted to the Union is
  - (A) Alaska;
  - (B) Guam;
  - (C) Hawaii;
  - (D) Puerto Rico.
23. The president of the New York World's Fair 1964 Corporation is
  - (A) Newbold Morris;
  - (B) Robert Moses;
  - (C) Richard C. Patterson, Jr.;
  - (D) Grover A. Whalen.
24. The Secretary of State of the United States is
  - (A) Christian A. Herter;
  - (B) Adlai Stevenson;
  - (C) Douglas Dillon;
  - (D) Dean Rusk.
25. Of the following boroughs in

- New York City, the one which has the largest population is
  - (A) Bronx;
  - (B) Brooklyn;
  - (C) Manhattan;
  - (D) Queens.
26. The sum of 24.5, 3016.24, 8,9736, and 94.15 is, most nearly.
  - (A) 3402.9;
  - (B) 3403.0;
  - (C) 3403.9;
  - (D) 4036.1.
27. If 8394.6 is divided by 29.17, the result is most nearly
  - (A) 288;
  - (B) 347;
  - (C) 2880;
  - (D) 3470.
28. If two numbers are multiplied together, the result is 3752. If one of the two numbers is 56, the other number is
  - (A) 41;
  - (B) 15;
  - (C) 109;
  - (D) 67.
29. The sum of the fractions  $\frac{1}{4}$ ,  $\frac{2}{3}$ ,  $\frac{3}{8}$ ,  $\frac{5}{6}$  and  $\frac{3}{4}$  is
  - (A)  $\frac{20}{33}$ ;
  - (B)  $1\frac{19}{24}$ ;
  - (C)  $2\frac{1}{4}$ ;
  - (D)  $2\frac{7}{8}$ .
30. The fraction  $\frac{7}{16}$  expressed as a decimal is
  - (A) .1120;
  - (B) .2286;
  - (C) .4375;
  - (D) .4850.
31. If .01 is divided by 50, the result is
  - (A) .002;
  - (B) .02;
  - (C) .2;
  - (D) 2.
32. The number 60 is 40 per cent of
  - (A) 24;
  - (B) 84;
  - (C) 96;
  - (D) 150.
33. If  $\frac{3}{8}$  of a number is 96, the number is
  - (A) 132;
  - (B) 36;
  - (C) 256;
  - (D) 156.
34. A city department uses an average of 25 two cent, 35 three cent, and 350 four cent postage stamps each day. The total cost of stamps used by the department in a five-day period is
  - (A) \$2.95;
  - (B) \$15.55;
  - (C) \$29.05;
  - (D) \$77.75.
35. A city department issued 12,000 applications in 1959. The number of applications that the department issued in 1957 was 25 per cent greater than the number it issued in 1959. If the department issued 10 per cent fewer applications in 1955 than it did in 1957, the number it issued in 1955 was
  - (A) 16,500;
  - (B) 13,500;
  - (C) 9,900;
  - (D) 8,100.
36. A clerk can add 40 columns

- of figures an hour by using an adding machine and 20 columns of figures an hour without using an adding machine. The total number of hours it would take him to add 200 columns if he does  $\frac{3}{5}$  of the work by machine and the rest without the machine is
  - (A) 6;
  - (B) 7;
  - (C) 8;
  - (D) 9.
37. In 1955, a city department bought 500 dozen pencils at 40 cents per dozen. In 1958, only 75 per cent as many pencils were bought as were bought in 1955, but the price was 20 per cent higher than the 1955 price. The total cost of the pencils bought in 1958 was
  - (A) \$180;
  - (B) \$187.50;
  - (C) \$240;
  - (D) \$250.
38. A clerk is assigned to check the accuracy of the entries on 490 forms. He checks 40 forms an hour. After working one hour on this task he is joined by another clerk, who checks these forms at the rate of 35 an hour. The total number of hours required to do the assignment is
  - (A) 5;
  - (B) 6;
  - (C) 7;
  - (D) 8.
39. Assume that there are a total of 420 employees in a city agency. Thirty per cent of the employees are clerks and  $\frac{1}{7}$  are typists. The difference between the number of clerks and the number of typists is
  - (A) 126;
  - (B) 66;
  - (C) 186;
  - (D) 80.
40. Assume that a duplicating machine produces copies of a bulletin at a cost of 2 cents per copy. The machine produces 120 copies of the bulletin per minute. If the cost of producing a certain number of copies was \$12, how many minutes of operation did it take the machine to produce this number of copies?

(Answers on Page 15)

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Saturday, June 24, 9:00 A. M.-11:30 A. M.

CLASSES BEGIN WEDNESDAY, JULY 5th, 1967

## Jr. Bacteriologist Key Answers Set

Here are the official proposed key answers for the written examination for junior bacteriologist which was given by the City Personnel Dept. on May 27.

The answers are:

- 1, D; 2, A; 3, C; 4, A; 5, B; 6, C;
- 7, A; 8, C; 9, C; 10, A; 11, B;
- 12, D; 13, B; 14, A; 15, B; 16, A;
- 17, B; 18, B; 19, A; 20, C; 21, B;
- 22, A; 23, C; 24, B; 25, D.
- 26, A; 27, A; 28, A; 29, A; 30, D;
- 31, B; 32, D; 33, B; 34, D; 35, D;
- 36, D; 37, B; 38, B; 39, A; 40, C;
- 41, D; 42, A; 43, B; 44, D; 45, A;
- 46, A; 47, C; 48, C; 49, C; 50, A;
- 51, A; 52, C; 53, B; 54, B; 55, A;
- 56, B; 57, D; 58, B; 59, A; 60, D;
- 61, D; 62, D; 63, B; 64, D; 65, D;
- 66, A; 67, D; 68, C; 69, D; 70, B;
- 71, C; 72, B; 73, B; 74, C; 75, D;
- 76, C; 77, A; 78, D; 79, D; 80, A;
- 81, C; 82, D; 83, C; 84, A; 85, A;
- 86, C; 87, A; 88, A; 89, B; 90, C;
- 91, D; 92, B; 93, D; 94, D; 95, C;
- 96, C; 97, A; 98, D; 99, D; 100, D.

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### Junior Chemist Key Answers Set

The Department of Personnel has released the proposed key answers for the examinations for junior chemist which were given on May 27 and May 28. The second examination was for sabbath observers.

The answers are:

**Regular Test**

- 1, B; 2, B; 3, C; 4, A; 5, B;
- 6, A; 7, C; 8, C; 9, D; 10, B; 11, B;
- 12, C; 13, B; 14, B; 15, C;
- 16, B; 17, C; 18, D; 19, B; 20, C;
- 21, B; 22, C;
- 23, D; 24, C; 25, A; 26, C; 27, D;
- 28, D; 29, A; 30, B; 31, C;
- 32, D; 33, A; 34, D; 35, A; 36, B;
- 37, A; 38, A; 39, D; 40, D;
- 41, B; 42, B; 43, B; 44, B;
- 45, C; 46, A; 47, C; 48, C; 49, C;
- 50, A; 51, D; 52, C; 53, B;
- 54, C or D; 55, C; 56, C; 57, D;
- 58, B; 59, B; 60, C; 61, A; 62, C;
- 63, A; 64, C; 65, D; 66, D; 67, D;
- 68, B; 69, A; 70, A; 71, C; 72, B;
- 73, A; 74, D; 75, D; 76, C;
- 77, B; 78, A; 79, B; 80, B; 81, D;
- 82, B; 83, B; 84, A; 85, D;
- 86, D; 87, D; 88, D; 89, A; 90, B

**Sabbath Test**

- 1, A; 2, C; 3, B; 4, B; 5, D;
- 6, D; 7, A; 8, B; 9, C; 10, D;
- 11, A; 12, D; 13, A; 14, B; 15, A;
- 16, A; 17, D; 18, D; 19, B;
- 20, B; 21, B; 22, B;
- 23, A; 24, C; 25, C; 26, D; 27, B;
- 28, B; 29, C; 30, B; 31, B;
- 32, C; 33, B; 34, C; 35, D; 36, B;
- 37, C; 38, B; 39, C; 40, D;
- 41, C; 42, A; 43, C; 44, C;
- 45, C; 46, D; 47, B; 48, B;
- 49, C; 50, A; 51, C; 52, A; 53, C;
- 54, D; 55, B; 56, C; 57, A;
- 58, C; 59, C; 60, C; 61, A; 62, D;
- 63, C;
- 64, B; 65, D or C; 66, C; 67, B;
- 68, A; 69, B; 70, B; 71, D;
- 72, B; 73, B; 74, A; 75, D; 76, D;
- 77, D; 78, D; 79, A; 80, B;
- 81, D; 82, D; 83, B; 84, A; 85, A;
- 86, C; 87, B; 88, A; 89, D;
- 90, D.

### Light Maintainer Key Answers Are Released By City

Here are the official key answers for the May 26 promotion examination for promotion to light maintainer in the Transit Authority. Candidates who wish to file protests against these proposed key answers have until June 26, 1967 to make a written request for an appointment to review the test in person. Protests together with supporting evidence may be submitted on the appointment day.

- 1, D; 2, D; 3, A; 4, B; 5, A; 6, C;
- 7, B; 8, C; 9, B; 10, C; 11, D;
- 12, A; 13, B; 14, B; 15, C; 16, D;
- 17, B; 18, A; 19, C; 20, A;
- 21, B; 22, A; 23, D; 24, C; 25, A;
- 26, D; 27, B; 28, C; 29, A; 30, A;
- 31, C; 32, B; 33, D; 34, C; 35, C;
- 36, A; 37, D; 38, C; 39, A; 40, D;
- 41, A; 42, B; 43, C; 44, C; 45, B;
- 46, C; 47, D; 48, B; 49, D; 50, B;
- 51, A; 52, C; 53, A; 54, D; 55, A;
- 56, D; 57, A; 58, B; 59, D; 60, B;
- 61, C; 62, D; 63, D; 64, C; 65, B;
- 66, B; 67, D; 68, C; 69, A; 70, C;
- 71, D; 72, A; 73, C; 74, B; 75, A;
- 76, C; 77, D; 78, C; 79, B; 80, A.

**219 Tested**

Two hundred and nineteen candidates for jobs as special investigations inspector jobs took written examinations this week.

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- D. Lace ruffled bikini, 4 to 7, \$3. Brief, 4 to 7, \$3. Not shown: Pettilegs, 4 to 7, \$5.



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# News Of The Schools

By A. L. PETERS

## Mass Resignations Threatened By UFT With 700 Demands

A Catalog of 700 demands including a \$7 million package and a provision for smaller classes are on the negotiating table for the New York City School System beginning next September. With only a few weeks to go, UFT President Albert Shanker has put it simply, "if we do not reach an agreement a school shutdown will be inevitable."

In the meanwhile, with 1000 delegates at the meeting, UFT voted two to one urging mass resignations among the 57,000 school teachers. "The overwhelming majority will resign," says Shanker, and this would avoid the penalties of the Taylor Law... Resignations became legal when slavery was abolished. Responding to a question as to whether teachers would thus lose their tenure, Shanker added "I am absolutely sure no teacher will lose his privileges."

To support its position UFT enlisted Leon H. Keyserling, chairman of the Economic Advisory Council under President Truman. In a voluminous study, Keyserling noted that in spite of higher requirements teachers' minimum salaries were 15 percent below established "adequate" budgets for the city, that they had fallen relatively far behind salary scales of teachers in other jurisdictions, other public employees, industrial workers and even teachers in other parts of New York State.

## Saint Rose Offers Subsidized Courses

The summer session at The College of Saint Rose will offer graduate as well as many undergraduate courses in the fields of economics, languages, education, history, speech correction, philosophy, music, and science beginning July 5.

The session is open to both men and women. Registration for undergraduate and graduate courses will be held at 432 Western Avenue, Albany, June 23, 4:00 P.M. until 5:30 P.M. and from 7:00 P.M. until 9:00 P.M., and on June 24 from 9:00 A.M. until 11:30 A.M.

Special graduate courses leading to a M.A. degree in speech correction and hearing are being offered. Tuition grants are offered by the State Education Department to teachers or future teachers of classes for children with retarded mental development. Application forms are available in the graduate office of the college, or from the bureau of handicapped children, State Education Department.

## Discovery Program Proves Successful

A study shows that of 579 fourth-graders who had entered the College Discovery and Development Program, 97 per cent had completed the first year successfully. Almost 60 percent of them passed all subjects, four percent had maintained averages above 90, 12 percent above 85, and 29 percent above 80. All had been identified by teachers and counselors in the sixth grade unlikely to succeed in a college preparatory program.

## Positions Open For Apprentice Teacher At \$2.50 Per Hour

College seniors, graduates and graduate students in five City colleges can qualify for a License As Apprentice Teacher under a new ruling of the Board of Education. Work for 25 hours at \$2.50 an hour is available in low income neighborhoods. The work is part of a campaign to help the disadvantaged in 20 "Special Service" schools located in Harlem, South Bronx and Bedford Stuyvesant areas. About 300 teachers will qualify. They are enrolled at City College, Fordham, N.Y.U., Brooklyn College and Notre Dame in Staten Island.

Apprentices will work with small groups as instructors and tutors of slow children. Work done in the classroom will be credited towards college requirements of the Board for regular teaching positions. A licensing examination will be conducted in the form of an interview. No knowledge of pedagogy is required. Apprentice licenses will be limited to one year. After that it is hoped that trainees will enter the regular school system as teachers or substitutes.

## Pre-School Programs Enroll To June 30

Public schools in disadvantaged areas of the City are continuing to enroll children for the pre-school Child Development Centers to be conducted this coming summer.

The summer pre-school program is for children who have never attended school before and who will enter Kindergarten or first grade in the fall. Registration in these grades is guaranteed for children who participate in the summer program.

To qualify for admittance to kindergarten next fall, children must have been born in 1962. Children seeking to enter first grade next fall must have been born in 1961. Summer Child Development Centers will be conducted in 360 of the City's 600 public elementary schools.

Children will be enrolled in their neighborhood school until June 30. When applying for enrollment, pupils must be accompanied by a parent and must bring with them a birth certificate and proof of vaccination. Polio immunization is required at the time of admission to class in July.

## Parent Participation Urged By Dr. Brown

New York City parents should have the same opportunity as those who live in small communities to participate in school affairs, including discussion of pupil achievement, according to Dr. Nathan Brown, Executive Deputy Superintendent of New York City's schools.

Dr. Brown so declared in an address as he received "Man of the Year in Education" award for outstanding service in the field of education, conferred by the Association of Chairmen in New York City.

# ELIGIBLE LISTS

### Eligible List, License as Chairman of Department of Music in Junior High School.

Eugene Steiner, 8095 V; David H. Newman, 8568 V; Simon P. Loring, 8449 V; George J. Suslow, 8410; Melvin M. Wodka, 8223 V; Herbert Needman, 8196 V; Milton M. Friedman, 8155; Matthew Altshuler, 8135 V; Martin C. Milella, 8040 V; Richard L. Gilbert, 8018; Elmer E. Yearwood, 7882; Mark B. Flischer, 7842; Alexander Zukowski, 7807 V; Norma Landi, 7743; Robert M. Seiden, 7700; Melvyn Weisel, 7670; Jack H. Block, 7635 V; Joseph D. Theunil, 7000 V; Jack Levine, 7567; James W. Salta, 7408.

### Eligible List, License as Guidance Counselor in Elementary Schools.

Gloria A. Krulik, 8484; Gladys W. Brown, 8403; Miriam Weiss, 8400; Estelle R. Budne, 8075; Florence Prisan, 8050; Dorothy P. Goldstein, 8025; Genevieve A. Marino, 7885; Albert R. Lewis, 7915 V; Ethel Dell, 7905; Rita Brizel, 7895; Ruth K. Wilhelm, 7804; Selma Herman, 7795; Joyce Y. Benjamin, 7770; Sylvia Leschen, 7760; Patricia M. Joyce, 7730; Sylvia Pink, 7680; Sheila Y. Weisser, 7660; Marilyn A. Goldman, 7455; Grace Rosen, 7650; Barbara J. Andrachl, 7645; Frieda Cohen, 7610; Frances J. Cantara, 7610.

### Eligible List, License as Guidance Counselor in Junior High Schools.

Edward P. Aquilone, 6585; David A. Kamehl, 6550; Robert S. Astrowsky, 6545; Thelma E. Smith, 6530; Natalie P. Chester, 6500 V; Freida E. Gluzburg, 6500; Seymour D. Sorscher, 6440; Samuel A. Wilkins, Jr., 6400; Seymour Schwartz, 6400; Irwin Becker, 6400.

### Eligible List, License as Chairman of Department of Music in Junior High School.

Irving Sanford, 8385; Mary T. Shay, 8380; Diana Marx, 8195; Patricia F. O'Rourke, 8165; Paula A. Sclafani, 7975; Sandra Marcus, 7805. Dorothy L. Freedman, 7795; William Wolfson, 7790 V; Robert S. Solomon, 7765; Mildred F. Rudd, 7745. Gloria Krulik, 7730; Irwin R. Katz, 7610; Marion L. Susswell, 7580; Felice R. Thurman, 7553; Adolph Goodson, 7550; Yolande I. Dauber, 7540; Maurice H. Kaufmann, 7500 V; Gertrude F. Novick, 7465; Lester Israel, 7455; Kathleen P. Gerald, 7450. Daniel Rosenstein, 7430; Selma Stone, 7410; Margo M. DeGenio, 7405; Arthur G. Elbaum, 7395; Lloyd J. Rhodes, 7390; Edward J. Morgan, 7390; Pauline Dieler, 7360; Harold M. Chapnick, 7360; Daniel S. Muller, 7290; Mary C. Roche, 7285. Maxine R. Thau, 7210; Richard A. Pearl, 7200; Theresa M. Reedlans, 7153; Seraph M. Petrusa, 7135; Doris Jeffrey, 7120; Irene H. Marcella, 7120; Edward L. Iselski, 7113; Joseph W. Rosen, 7040; Martin Margulis, 6995; Anna V. Borut, 6985. Leonore Meyer, 6975; Juan A. Fonseca, 6960; Seymour W. Siegel, 6960; George J. Schumer, 6950; Ann K. Funn, 6910; Mary P. Reid, 6905; Jeannette M. Friedman, 6890; Deborah B. Kantor, 6880; Lawrence A. Sanders, 6875; Arthur B. Katz, 6865. Dereen M. Jackson, 6860; Claire R. Friedman, 6845; Alice M. Donnelly, 6790; Walter E. Kurzman, 6785; Robert Klonsky, 6755; Stanley E. Kaminsky, 6655; Kermit Calmenson, 6650; James R. Handley, 6600; Mary B. Mannix, 6590; Anne Koshe, 6590. Edward P. Aquilone, 6585; David A. Kamehl, 6550; Robert S. Astrowsky, 6545; Thelma E. Smith, 6530; Natalie P. Chester, 6500 V; Freida E. Gluzburg, 6500; Seymour D. Sorscher, 6440; Samuel A. Wilkins, Jr., 6400; Seymour Schwartz, 6400; Irwin Becker, 6400. Emmanuel Ball, 6400; Gertrude Giovannelli, 6335; Donald H. Blatner, 6265; Eugene P. Curran, 6290; David A. Hontz, 6270; Philip J. Halpin, 6260; Philip Rozner, 6200; Jerry H. Rabiner, 6200; Marguerite P. Thompson, 6200; Blanche T. Jordan, 6150. Sante P. Venanzini, 6135; Irving M. Konik, 6105; Selma G. Rosenzweig, 6000; John P. Gonsalves, 6970; Jack Reinowitz, 6000.

### Eligible List, License as Guidance Counselor in Junior High Schools.

Eligibility in many cases is subject to meeting preparation requirements by Oct. 1, 1969. V-Veteran credits added.

## Honors

Mr. Franklin P. Wright a teacher in the Industrial Arts program, and director of the Youth Corps, at Haaren High School has been awarded one of the Hebrew Technical Institute scholarships for study in vocational education at New York University.

Miss Anna Maria Dell'Arta, fifth grade teacher at PS 236, Brooklyn, was honored by 250 colleagues at a dinner last Monday for her dedication and example.

Miss Helen Prunty, a New York City high school English teacher, received a special award from the New York City Chamber of Commerce. Miss Prunty has been an English teacher at Mabel Dean Bacon Vocational HS, 127 East 22 Street, Manhattan, for the past 17 years. She has also been working as a guidance counselor at the school.

Two Negroes who carved distinguished places for themselves in American history have been honored by having their names upon new public school buildings. Names were also assigned to four other public schools, PS 5, Brooklyn, which opened last September is to be called Blanche K. Bruce, a political leader of the Reconstruction period following the Civil War.

Intermediate School 332 will be called the Charles Hamilton Houston School in honor of the man who achieved distinction in the cause of equal rights for Negroes. These two schools join the more than 20 other public schools in New York City which have been named for Negroes.

Dr. Leonard Lief was appointed Provost of Hunter College in The Bronx by the Board of Higher Education after the recommendation by the Board's Committee to Seek A President that a Provost be appointed for the academic year 1967-68.

## Group To Seek Better Community Relations

A committee of superintendents, principals and teachers has been named by Superintendent of Schools Dr. Bernard E. Donovan to prepare guidelines for the individual school's contribution to the Board of Education's goal of closer community involvement.

The committee will be chaired by Dr. Abraham Tauchner, assistant superintendent in charge of District 16, Brooklyn. It also includes Assistant Superintendent Jerome G. Kovalcik, who is in charge of Education Information Services and Public Relations; Mrs. Edythe J. Gaines, principal of Joan of Arc Junior High School 118, Manhattan; Dr. Carl H. King, principal of PS 126, Manhattan; Dr. Paul Schweitzer, principal of Morris High School, Bronx; Miss Hoydee Alamo, teacher at Walter J. Damrosch Junior High School 136, Bronx; and John Galbraith, teacher at PS 35, Queens.

In a circular sent to schools and district offices, Dr. Donovan requested district superintendents and principals "to intensify immediately your efforts to involve parents in meaningful ways in district and school programs."

"Community involvement in the work of the schools to the extent contemplated in the decentralization plans is a new venture to both the school and the community."

## Students Seek Space At Washington Market

A campaign is being conducted by the students of Manhattan Community College to obtain a new campus site at the Washington Market area in lower Manhattan. The college now occupies a floor and a half in the American Management Association Building and has space in the former Columbia Records Building, both in midtown Manhattan. Present space does not meet the college's projected expansion goals.

## School Art on Display

"Art in the News"—an exhibition of more than 2,000 examples of art representing the work of the City's school children at the elementary and secondary levels—will be open to the public at Lever House, 390 Park Avenue, through Sunday, June 18, Mondays through Fridays 10 a.m. to 5 p.m.; Saturday, Sundays and Holidays from 1 p.m. until 5 p.m.

## TEACHER EXCHANGE

Instr. and vocal music-talent program, Sept. term, P137K, 455-3417. Sec'y for peak load days, per diem subs., P86K, 433-2796. Per diem subs., a cluster teacher for Art, Music or Hth Ed., P18K, 101 Mauer St. Grs. 1 to 5, P65X, 635-6861. JHS Eng. Math. Vocal Music, Sci. Art, Shower Attend., Sept., Walt Whitman 18246K, BU 2-5:30. Per Diem needed, P321K, call 499-6303 or write, 180 - 7th Ave., Bklyn 11215, Sec'y for peak load days, per diem subs., P86K, 433-2796. Boys Hth Ed. (2), Sept., Julia Richman HS, 317 E. 67 St., NYC, TR 9-6800. Per Diem needed, P321K, 180 - 7th Ave., Bklyn 11215, 499-6303, call or write. 8th Gr.; 2nd Gr. Cluster Program; now until 6/30, P64M, CA 8-1180. Math; Sci.; Eng.; Ind. Arts; Girls Hth Ed.; Vocal Music; Sept., CB lic. considered emergency lic. exams arranged, J64K, 647-1822. K to 5th; EC; CB; AP; Lib.; Sci.; OTPS, Sept., Newly organized P55X, 588-4922. Sec'y, Summer school, P64M, CA 8-1180. All Subjects and Lab. Ass't, Sept., J136X, DA 9-8700. Instr. and vocal music-talent program, Sept., P137K, 455-3417. Early Childhood, sub. or reg. lic., exp. pd., 9/67-6/68, Write P136Q, 145-01 119th Ave., So. Ozone Park, 11480. All Subjs., Lab Ass't, Sept., J136X, DA 9-8700. Vaca. all areas incl. sec'y; Sept. Clark J149X. Call 585-7448-9 for interview.

## Happenings

An Art exhibit of the work of elementary school children will open in the Central Children's Room of the New York Public Library, Fifth Avenue and 42 St. June 6 through August 31.

Corlears Junior High School Music Department will present a concert at Town Hall, June 1. Many of the teenage performers never handled or played a musical instrument before being admitted into Corlears.

Parents of pupils at P.S. 122 were invited to attend the Arbor Day celebration on Wednesday, May 24. Parents are also invited to the Art and Home Economics Exhibits which are on the first floor and in Room 126.

Simon Beagle will receive the annual Charles B. Stillman Award from the American Federation of Teachers.



# Don't Repeat This!

(Continued from Page 1)  
 oratic State Chairman John J. Burns.

Burns came into office at the end of 1965 and found the party seriously divided, the State Committee in debt about \$670,000, and the prospects for any State-wide Democratic victory almost impossible as a result of the legislative leadership fight earlier that year.

However, Burns did not come onto the scene without some qualifications and credentials. His reputation for being friendly and easy to get along with was well known. He made many contacts and friends throughout the State during his campaign as the Lieutenant Governor candidate in 1962 and as a co-chairman of the Johnson-Humphrey-Kennedy drive in 1964. And, perhaps most important of all, he was a veteran campaigner for public office and mayor of the City of Binghamton for nearly eight years.

But even with these credits, the task ahead was difficult. The spirit of goodwill among the various factions which brought Burns to office soon became strained due to the fact that no one, regardless of how competent he may be, can please everyone with every action and decision. Burns had to fight to rebuild the respect and reputation of the State Committee. And the huge debt and the need for funds to continue operations took up most of the new chairman's time and concern.

Burns' by-word and theme during that troubled time and since has been unity—that unless there is unity, there is no chance for success for the Democratic Party.

Backed by astute and hard-working Stephen E. Smith, Senator Kennedy's brother-in-law, financial action, in addition to unity and political action, was the order of the day. In March, the State Committee held a plush, \$500-a-plate dinner at the Plaza Hotel. Billed as a "Salute to the Empire State," the dinner featured 22 United States Senators and Governors.

The ability to bring different segments of the party together to work for the State Committee, using Edwin S. Weisl, Sr., the Democratic National Committeeman and a close friend of President Johnson's, and Senator Kennedys as hosts for the dinner was significant.

Next came the annual \$100-a-plate dinner on June 3. Again, the line-up of people working on its behalf covered the spectrum of the Democratic Party. This time Smith was the dinner chairman. But the cooperative Weisl was one of the three co-chairmen. The others were Assemblyman Stanley Steingut, Kings County Democratic chairman and New York City's member on the triumvirate, and Rochester industrialist James P. Wilmot, representing upstate New York.

A run-down of the nine honorary chairmen further illustrates this point: Kennedy, Constitutional Convention President Anthony J. Travia, State Comptroller Arthur Levitt U.S., Sec. of Housing and

## Letters

(Continued from Page 6)

I understand these tests are marked by computers; I do hope the Federal Government is not using the same type in computing our income taxes.

L. F. HANRAHAN,  
 Elmira, N.Y.

Urban Development (HUD) Robert C. Weaver, former Mayor Robert F. Wagner, City Council President Frank D. O'Connor, City Comptroller Mario A. Procaccino, State Senate Minority Leader Joseph Zaretski and former Postmaster General James A. Farley.

The 50-member dais was an array of the party's sections and segments—upstate and New York City dignitaries, legislative and Constitutional Convention leaders, business and labor spokesmen, representatives of minority groups, regulars and reformers, old and new leaders.

The crowning glory of the unity theme was Kennedy's warm endorsement of the President, who was the main and only speaker of the evening. Kennedy was scheduled to introduce Johnson. However, he was delayed on a flight back from attending a funeral in Britain. The task of presenting the President was turned over to Vice President Humphrey, who was also on hand to demonstrate the unity of the party.

Another important unity program achieved this month was the State Committee's relationship with the President's Club. This was achieved with the cooperation of Weisl, Smith, Burns and Kennedy together with Arthur Krim who heads the President's Club.

Cuts in staff and operating costs, hard bargaining with creditors, and wise fiscal planning have reduced the Committee debt to about \$300,000. This figure might

(Continued from Page 2)  
 Under the plan the maximum pay for the city clerk is \$8,988. In the major classifications major pay at the plan's sixth year will be:

Clerk, \$4,116; typist, \$4,116; stenographer and bookkeeping machine operator, \$4,536; senior

be cut further as a result of Saturday's dinner. Funds to continue operation are on hand. In summary, the financial problems of the State Committee are now manageable.

Unity was established and is being maintained. This does not mean everyone is in agreement. In fact, a party with complete unanimity on all matters would be a dead party. But all sides are at least willing to talk together and live within the general cover of the Democratic Party.

In two years, Burns has become a significant and unifying force of the party in the State, not just a party figure hustling for funds to keep things in the State Committee going. He has the State Committee operating again as an effective organization. And he has the Johnson and Kennedy factions, as well as other elements, working together in unity.

In view of the conditions which existed when he took office and in the past two years, there is much reason to honor Burns as he nears his second anniversary in the difficult position as State Chairman of the Democratic Party in New York State.

# New Watertown Salary Scale

clerk and senior typist, \$5,004; senior stenographer, account clerk, assistant cashier, law clerk, \$5,256; deputy city clerk, \$5,796; senior examiner, senior account clerk and cashier, \$6,084; secretary to city manager, \$7,044; civil service secretary, part time, \$8,696; court clerk, \$7,044; sealer of weights and measures, \$8,988; assistant corporation counsel, \$5,454; junior library clerk, \$4,536; senior library clerk, \$5,796; junior librarian, \$6,384; assistant library director, \$8,556; library director, III, \$10,908.

Also, restaurant inspector, \$7,392; plumbing and sanitary inspector, \$8,148; fire mechanic, \$7,764; fire captain, \$8,556; battalion

chief, \$10,392; assistant fire chief, \$10,908; police sergeant, \$8,556; second deputy chief, \$10,392; first deputy chief, \$10,908; housing inspector, \$7,392; building inspector, \$8,148; custodian, \$4,764; watchman, \$4,764; refuse collector, \$5,256; parking lot attendant, \$5,256; dog warden, \$5,520; storekeeper and stock clerk, \$6,084; auto mechanic and refuse collection supervisor, \$7,044; street maintenance foreman, \$8,556; meter reader, \$5,256; pump station operator, \$6,384, and, among others, pump station foreman, \$7,392.

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**Penn. State Offers Steno & Typist Jobs**

The Pennsylvania State Civil Service Commission is accepting applications until June 14 for statewide tests for typists and stenographers which will be held

on July 8.

For further information and applications, contact local Civil Defense Offices or the State Civil Service Commission, Third Floor, South Office Building, Harrisburg.

**BUY U.S. BONDS**

**Sr. Accountant Promotion**

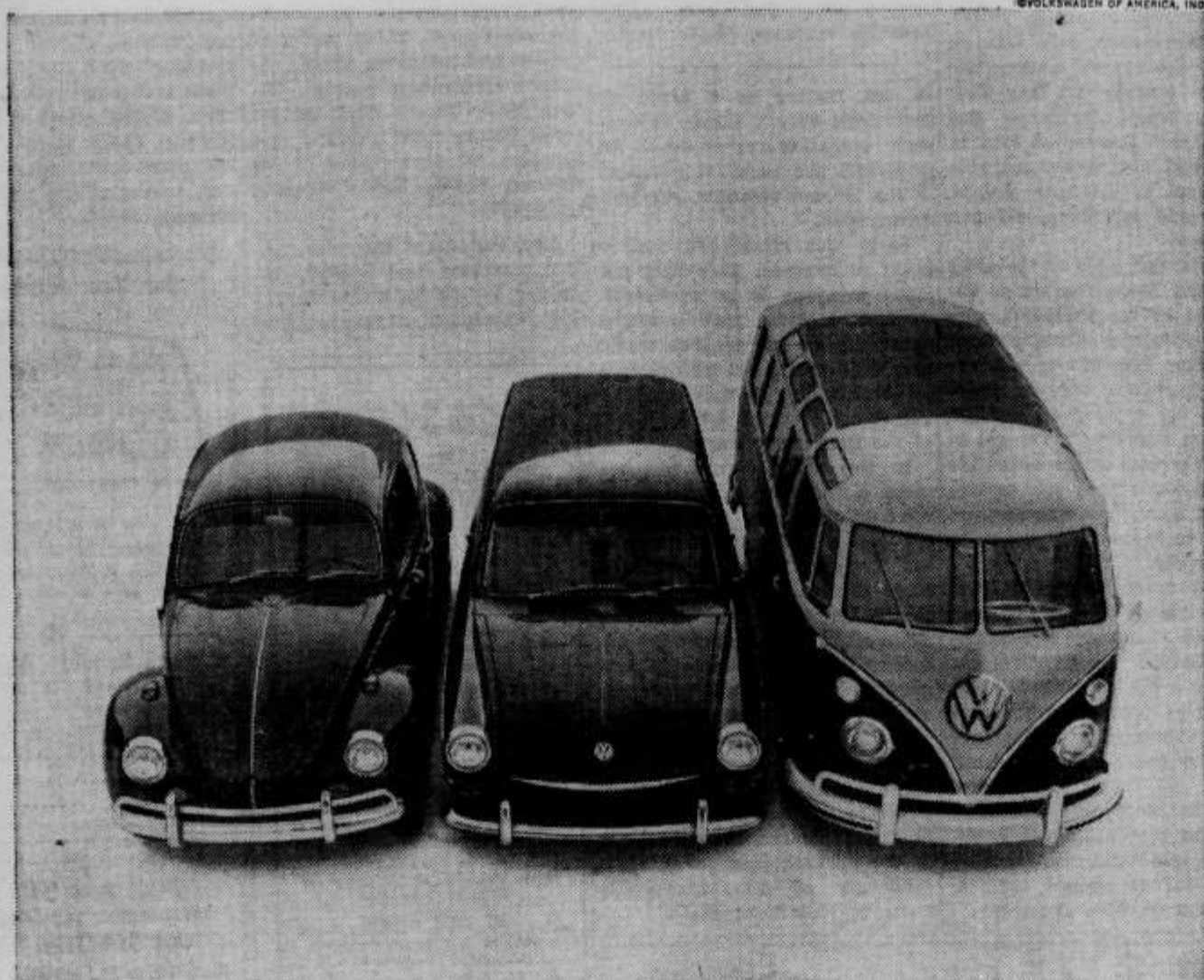
Some 296 candidates for promotion to senior accountant were given written tests last week by the Personnel Dept.

**Use Zip Codes—It's faster that way.**

**Trainee Series Key Answers**

The Department of Personnel has released the rating key answers for the operations and maintenance trainee series examinations which were given on May 27 for sewage treatment worker trainee, traffic device maintainer trainee and maintenance man trainee.

- The official answers follow:  
 1, D; 2, A; 3, B; 4, C; 5, B; 6, C; 7, C; 8, A; 9, B; 10, C; 11, A; 12, C; 13, C; 14, B; 15, C; 16, D; 17, C; 18, B; 19, D; 20, A; 21, C; 22, A; 23, B; 24, C; 25, D.  
 26, D; 27, C; 28, A; 29, D; 30, B; 31, D; 32, A; 33, A; 34, C; 35, C; 36, B; 37, D; 38, A; 39, A; 40, C; 41, A; 42, D; 43, B; 44, B; 45, A; 46, C; 47, A; 48, A; 49, D; 50, D; 51, C; 52, B; 53, A; 54, C; 55, D; 56, B; 57, C; 58, C; 59, C; 60, A; 61, B; 62, D; 63, C; 64, B; 65, B; 66, B; 67, B; 68, B; 69, C; 70, C; 71, D; 72, A; 73, C; 74, C; 75, A; 76, C; 77, D; 78, C; 79, D; 80, A; 81, A; 82, C; 83, D; 84, B; 85, D; 86, C; 87, A; 88, A; 89, C; 90, A; 91, B; 92, C; 93, C; 94, D; 95, A; 96, B; 97, A; 98, B; 99, C; 100, D.



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- Bayside Bay Volkswagen Corp.
- Binghamton Roger Kresge, Inc.
- Bronx Ayoxe Corporation
- Bronx Brown-Balk Motor Corp.
- Brooklyn Economy Volkswagen, Inc.
- Brooklyn Kingsboro Motors Corp.
- Buffalo Jim Kelly's, Inc.
- Elmsford Howard Holmes, Inc.
- Fulton Lakeland Volkswagen, Inc.
- Geneva Dachak Motors, Inc.
- Glens Falls Bramley Imports, Inc.
- Hamburg Hal Casey Motors, Inc.
- Harmon Jim McGlone Motors, Inc.
- Hempstead Small Cars, Inc.
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- Hornell Suburban Motors, Inc.
- Horseheads H. R. Amacher & Sons, Inc.
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- Roslyn Dar Motors, Ltd.
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**VA Hospital Seeks Cardiopulmonary Function Technicians**

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N. Y., has vacancies for cardiopulmonary function technician with three to four years of pulmonary procedures and research investigations. Salary ranges from \$5,331 to \$8,368 depending on amount of experience and any previous Federal service. There is no discrimination in employment.

For further information, write or visit the Personnel Office at this hospital, or call the Personnel Officer at 836-6600, ext. 389 or 392.

**VA Hospital Needs Inhalation Therapists**

The Veterans Administration Hospital, 800 Poly Place, Brooklyn, N.Y., has announced examinations for inhalation therapist, GS-5, 6, 7, and 8, starting salaries \$5,331, to \$7,068. There is no written test.

Requirements include appropriate experience of one year, two years, three years, or more years, in a hospital, or in a clinical control, medical research, or other scientific laboratory, in one or more of the fields of medical, biological, or physical science work. BS degree with major in biology, chemistry, or physics, including laboratory work may be substituted in full grade GS-5.

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**P.R. Column**

(Continued from Page 2)

expenditures. The exhibits at EXPO 67 are not nearly as lavish as those generally found at fairs. Other than the Soviet pavillion at \$15 million and the U.S. pavillion at \$9.3 million, there are many exhibits which have been put together for fairly modest sums.

WITH THE PRINT media shrinking, more and more emphasis will have to be placed in the future on the visual and the aural for clear, effective communications in government public relations.

WE WOULD HOPE that Expo 67 will generate enough ideas in these areas to last for many years to come.

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# Ulster County Chapter Meets On New State Employee Relations Law

KINGSTON—Newly-elected officers and representatives of all units of Ulster County chapter, Civil Service Employees Assn., were told about the new Public Employee Relations Law and how it will affect them, at a special meeting arranged by CSEA's field staff.

The discussion opened with an outline of the new law's provisions under which the State and local governments are required to recognize qualified organizations representing public employees and to engage with them in collective bargaining.

A second part of the presentation considered the immediate problem of formulating a plan of action to enable the Ulster County chapter to function effectively under the new law.

A CSEA staff spokesman, noting that the meeting was well attended and the program well received, expressed satisfaction that recent efforts to revitalize the chapter were producing beneficial results.

Among unit representatives at the meeting were Joseph McCordle, president of the City of Kingston Public Works Employees unit, and Daniel Hauser, president of the proposed unit of non-

teaching employees of Kingston Consolidate School District.

Edward J. Gusty and John A. Conoby, CSEA field representatives, served as program moderators.

## Buffalo Chapter Urges Nominations

Nominations for officers of Buffalo chapter, Civil Service Employees Assn., were presented to delegates and members at a recent meeting at Continental Inn, Buffalo. A. Samuel Notaro announced the slate and urged all to send in their ballots promptly for department delegates as well as officers.

Newly elected officers will be installed at the summer dinner dance on June 21 at Hearthstone Manor on Dick Road in Depew. Reservations are being accepted by Joseph A. Vollmar, social chairman and first vice president of Buffalo chapter.



**HONORED** — Chairmen of Civil Service Employees Assn. State committees were honored recently at a two-day workshop sponsored by the New York City chapter of the Assn. Seymour Shapiro, president of the City chapter presented each of the above chairmen a certificate of appreciation for their services to the Statewide organization. Pictured from left to right are: Maurice Sokolinsky, grievance committee; A. Victor Costa,

special credentials; Irving Flaumenbaum, co-chairman of the membership committee; Abraham Kranker, legal; Edward Ryan, auditing; Solomon Bendet, salary; Leo Lemieux, social; Samuel Emmett, co-chairman of the membership committee; Seymour Shapiro, who presented the certificates; Miss Grace Nulty, legislative; Frank Harwayne, pension; and Robert Daily, chairman of the insurance committee.

# CSEA, Rochester State Hospital Honors Retirees

ROCHESTER—Over 400 persons attended a dinner honoring 120 Rochester State Hospital retirees and 40 25-year-pin recipients sponsored by the hospital and the Civil Service Employees Assn. here recently.

Speakers included Theodore Wenzl, first vice president of the CSEA; Dr. Guy M. Walters, hospital director, and Dr. Benjamin Pollack, assistant director. Patrick J. McCormack, retired senior business officer, was master of ceremonies.

Guests included State Senators Thomas Laverne and James Powers of the Rochester area and Assemblymen Frank A. Carroll and Donald Cook. Robert Benedict, president of the hospital's board of visitors, and Ruth Lewis,

the hospital's nursing services director, presented the 25-year pins.

Rabbi Aaron Solomon gave the invocation and the Rev. Thomas Fleming gave the benediction.

Twenty-five-year pin recipients included Louise Aston, Francis Barnish, Clarence Besaw, Mary Besaw, John Brown, Darrell W. Cooper, Glenn Fitzgerald, Helen Fitzgerald, John Fornerook, Lillian Fridd, Anthony Graffeo, Ulanna Granger, Grace M. Guest, Russell Hopkins, Dorothy Hotal-

## Non-Competitive State Appointments

ALBANY—The State Civil Service Department has announced the following non-competitive appointments:

Margaret A. Rocco as assistant director of identification, Executive Department; William M. Evans, associate veterinarian, Health; Winsor A. Lott, chief of Bureau of Elementary and Secondary Educational Testing, Education.

John P. McGuire, chief of Bureau of Higher and Professional Educational Testing, Education; Ellsworth Pearl, chief budgeting analyst, Mental Hygiene; Joseph Bonk, chief electronic computer operator, Audit and Control.

ing, Charles M. Howell, Verna B. Hunter, Hazel C. Jameson, Leo S. Lamphron and Bruce MacLaren.

Also, Kenneth McGuire, Kenneth L. Manktelow, Harold L. Page Jr., John Palumbo, Wellington W. Reynolds, Donald Sager, Roger Schwingel, Betty L. Selfridge, Alice Spear, Helene C. Stevens, Ellen Stillhard, Ralph Strong, Lenard Swanson, E. Robert Taylor, Mary Twist, Clement J. Uschold, Lester Wells, Norman S. Winkings and Catherine Wrights.

Lenard Swanson was general chairman of the committee on arrangements, which included the Rev. James Callan, Joseph Hoagland, Mary Johnson, Leo Lamphron, Herb Leake, Ruth Lewis, Pearl Miles, Claude Rowell and William Schramm. The dinner was held at Logan's on Scottsville Road.

## Mental Hygiene Aide

ALBANY—Bertram J. Black of Flushing, has been named a consultant to the State Department of Mental Hygiene to assist in developing mental health centers for the New York City area.

# Erie Chap. Probation Unit Installs Officers

BUFFALO—Frank Festa was installed as 1967-68 president of the Probation unit, Erie chapter, Civil Service Employees Assn. at a dinner June 2 in the Leonard Post VFW Hall in suburban Cheektowaga.

Other officers, installed by John Hennessey of Buffalo, State CSEA treasurer, are:

Vice president, Pat Luppino; secretary, Maureen O'Connell; treasurer, Nicholas Ottivani; sergeant at arms, William Bellershine. Trustees are Vera Nisengard, Anthony Costello and Leo Derico.

Neil V. Cummings, Erie chap-

ter president, attended the dinner together with Charles Hutchinson, Erie County probation director.

The speaker, was Buffalo City Judge William G. Heffron, who spoke on civil liberties.

# New CSEA Unit Discussed For Pines Plains School Dist.

The Pine Plains Central School District, non-teaching unit personnel, held a meeting at the Pine Plains Central School, Pine Plains, to discuss the forming of a Civil Service Employees Assn. unit.

Approximately 35 people attended this meeting and were addressed by the CSEA's Dutchess chapter president William P. Schryver, and Mrs. E. Matthew Netter, member of the Executive Committee for the CSEA.

Membership applications were distributed to the members present, and a model constitution was submitted also, to be discussed at a future meeting.

The prospective members of the new CSEA unit elected the following slate of officers: president, Darwin Miller; secretary, Mrs. Lynda Bartolomeo; treasurer, Mrs. Nancy Webb.

The acting president will appoint a temporary Board of Directors. Each person appointed will represent a department, as set up within the working operation of the Pine Plains Central School District Unit.

## Mexico Fiesta Tour Closing Soon; Few Seats Left

Bull fights and ballet; sun and swimming will be among the festivities offered on a 16-day deluxe jet tour to Mexico on July 15, now open to Civil Service Employees Assn. members, and their families and friends.

This tour is designed to offer a wide variety of scenic visits in the cities and country side of Mexico and the itinerary proceeds leisurely from Mexico City to Acapulco with landscape ranging from mountains to seashore. Other activities include dinner and cocktail parties, dancing and a variety of sightseeing.

The complete price of \$525 includes round trip jet transportation; all hotel rooms, most sightseeing, all meals except while in Mexico City and most tips.

Space is limited and immediate application should be made to Mrs. Grace Smith, RD Box 1199, Waterford, New York, or telephone 518 CE 7-2087.

## Diskind Appointed

ALBANY—Meyer H. Diskind is the new assistant commissioner for aftercare services for the State Narcotic Control Commission.



**AFTER DINNER** — Theodore Wenzl, first vice-president of the Civil Service Employees Assn. and Dr. Guy M. Walters, director of the Rochester State Hospital, flank Patrick J. McCormack, retired senior business officer at Rochester State who was the master of ceremonies at the recent dinner honoring retirees.



# Monroe Civil Service Comm. Expected To Merge July 1 With County Personnel Dept.

ROCHESTER — The State Civil Service Commission has agreed with Monroe County's plans to merge its personnel department and the Monroe County Civil Service Commission.

The merger, expected to become effective July 1, also includes reduction of the county commission from five to three members.

Assistant County Manager Kem-It Hill, representatives of the county legal staff and of the two departments involved met with State Civil Service representatives recently.

## Clerk Answers

The answers to the sample questions on the clerk exam appearing in recent issues of The Leader are: 1. B; 2. C; 3. A; 4. C; 5. D; 6. A; 7. D; 8. B; 9. B; 10. A; 11. C; 12. A; 13. B; 14. C; 15. D; 16. C; 17. A; 18. D; 19. B; 20. C; 21. A; 22. C; 23. B; 24. D; 25. B; 26. C; 27. A; 28. D; 29. D; 30. C; 31. A; 32. D; 33. C; 34. D; 35. B; 36. B; 37. A; 38. C; 39. B; 40. A.

The State recommended some additional guidelines for the merger proposal submitted by the county, Hill said. These will be included when the final proposal goes before the County Legislature.

The merger grew out of a State report critical of the county civil service operation and a management study by private consultants, is expected to eliminate duplication of record keeping, recruiting efforts and other functions of the two departments.

The plan still must be approved formally by the State Civil Service Commission and the County Legislature.

# Rochester Chapter Elects Frankel As 1967-69 President

ROCHESTER — Harold Frankel, an investigator for the State Liquor Authority here, has been elected to a two-year term as president of the Rochester chapter of the Civil Service Employees Assn.

He succeeds Calvin Rosenbaum, a tax examiner in local office of the State Department of Taxation and Finance, who has served three years as chapter president.

Other officers elected at a meeting at the Town and Country Restaurant are: first vice-president, Ezra Lempert, a supervisor with the State Health Dept.; second vice-president John Joyce.

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# Constitutional Convention Hearings

(Continued from Page 1)

subject to taxation."

"I would make it clear at the outset, that CSEA would oppose as vigorously as possible any language amending the State Constitution that might weaken existing provisions with respect to appointments, promotions or tenure under the civil service system, or might change the present contractual relationship with respect to our members' retirement plans and guarantees.

"I say this, gentlemen, because as I am sure you are aware, on almost any day of the week, especially since the beginning of the Constitutional Convention, one is able to pick up his newspaper and read of a suggestion from one source or another that changes are needed in the State Civil Service System to make it, for instance, 'more flexible', or 'more responsive to the conditions of today's labor market' or 'more convenient to bring into civil service the best possible talent from private industry'. Along with these suggestions almost invariably comes the recommendation that Article 5, Section 6 of the Constitution must be amended so that whatever the advocate of the moment might be suggesting can be implemented.

"Actually, more times than not, those who offer criticisms of the Merit System are not criticizing the principle of competitive examinations and merit and fitness appointments under our Merit System, but are criticizing, whether they realize it or not, the bureaucratic manner in which the administration of the Civil Service System has been allowed to grow over the years. This growth, unfortunately, has been from a system under which an individual seeking a job in public service entered the field through a highly personal, usually essay-type examination, geared specifically to a particular job title and written for a specific number of people seeking the job, to a system under which a vast bank of computerized, short-answer type questions are inflicted upon a huge throng of job candidates for a myriad of various titles, simultaneously, and in the most impersonal manner possible.

"In addition, there has been a noticeable trend in the past sev-

## Blood Credit

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coming weeks will include these institutions: June 15 and July 18, Rockland State Hospital; June 19, Hudson River State Hospital (second visit); June 26, Otisville State Training School; June 26, Middletown State Hospital (second visit); July 5, Harlem Valley State Hospital; July 10, Rehabilitation Hospital at West Haverstraw; and July 13, Harlem Valley State Hospital (second visit).

Present at the meeting for the Civil Service Department were Mrs. Ersa Poston, president of the State Civil Service Commission; Edward D. Meacham, director of personnel services; Charles G. Wolz, director of health insurance; and Harold R. Shaffer, blood bank administrator.

The Employees Association was represented by Joseph D. Lochner, executive director; Robert Daily, chairman of CSEA's insurance committee; Thomas J. Luposello, associate program specialist; and Joseph B. Roulier, assistant director of public relations.

eral years to circumvent the Merit System as we know it by bringing people in, through one means or another—without competitive examination—to fill highly important and specialized jobs within all departments of State and local government services. This circumvention, of course, deprives qualified career public servants of the opportunity of competing and progressing in their life's careers to these higher plateau positions.

"If changes really are needed, they are not needed in the concept of testing for merit and fitness through competitive examinations, but in the manner civil service today is administered on both the State and local levels. If there has been a breakdown, it is not in the principle and philosophy of the Civil Service Merit System, but in the execution of the Constitutional mandate. The blame for such a breakdown cannot be put on any one department or individual or group of individuals, but the cure for it can be accomplished in a number of ways, one of which would be to strengthen the State's resolve that appointments and promotions in the civil service are based on merit and fitness—not expediency or political favor or some other equally illegitimate reason.

"Another would be to spare no hard work, no research, or no resources needed to assure that our administrators do not become preoccupied with the glitter and glamor of computerized recruitment and forsake the essential human ingredients needed in attracting and retaining the loyal and dedicated career workers who keep government functioning in this State.

"In this respect, I would assure you that CSEA, as an organization of individual civil servants, has never opposed and never will oppose changes in the administration of the merit system which would lend to a better method of filling positions and selecting candidates, but we always will resist change for change's sake.

"As a spokesman for Civil Service Council on the Constitutional Convention has already told your Committee, at a meeting recently in New York City, 'Civil Service and the Merit System are synonymous, and it exists here and now throughout New York State to the benefit of good government. Civil Service, under the present Merit System provides a guarantee that the most ambitious and capable employees are continually educating and training themselves for the next promotional steps in direct competition with their peers. Competitive examination automatically and objectively selects the proven, most qualified, uncolored by favoritism or prejudice.'

"The very growth of public employment, wherein today more than 600,000 people work in Civil Service jobs throughout all levels of government in New York State, demands that we retain a rigid system of appointments and promotions so that our citizens are getting a dollar's worth of service for every dollar spent.

"Article 5, Section 6 of the Constitution must be retained.

"As to the sections of our present Constitution dealing with pensions of public employees, may we say again that no one, regardless of how well meaning he might be, can be allowed to tam-

per with the guarantees presently given to public workers.

"The pension benefits of our employees are earned usually over a lifetime of service to the people of this State and its local governments and any threat to the certainty of those pensions cannot be tolerated. Neither can pension benefits be left vulnerable to administrators on any level of government in this State who might, for one expediency or the other, decide to reduce or eliminate such benefits.

"It is axiomatic in private employment as well as public employment that the pension rights and benefits of employees are inviolable; that any change in the status of the pension rights of employees, regardless of the circumstance of their employment, public or private, cannot be altered in any way without their consent. Any pension system that offers less of a guarantee, offers no guarantee at all. Our public servants devote a lifetime of service to the people of this State. To give them anything other than absolute assurance that the pension benefits they work a lifetime for will be there when they need them is unconscionable. If anything, gentlemen, the pension guarantees, not only to present employees but to those already retired, should be enhanced and strengthened.

"We would suggest, in recommending means by which public employees might be given more stronger assurances that pensions are fully protected, that the Constitution authorize that the employees themselves or their representatives be represented on an Employees' Retirement System Board, along with public employers at all levels of government. The system should, of course, continue under the direct supervision of the Comptroller of the State, but a board such as we mention would satisfy a long-standing demand by our members that they be allowed direct participation in the economic decisions which so vitally affect their retirement years and would allow the employees a direct channel of communication with the individuals advising the Comptroller on the operation and administration of the System.

"We would like to make it clear that our appearance here today represents only a general statement of our thoughts and that we would reserve the right to address ourselves to specific recommendations that might emanate from your committee or might come before the conventions as a whole through other sources.

"I would like to take this opportunity to thank those of you who have already introduced propositions which would retain the present guarantees in the Constitution and to those who have given us their assurances that they will support such proposals as well as proposals which go beyond the present articles.

"In conclusion, I would repeat that the public employees of this State are looking toward the Convention to not only preserve their present safeguards, but to strengthen them and to help make the Civil Service Merit System more closely approach the ideal for which it was intended.

PASS YOUR LEADER ON  
TO A NON-MEMBER

# Correction Dept. Meeting

(Continued from Page 1)

different from the old one which they felt to be satisfactory. The Association requested an opportunity to review any new lists before final promulgation.

## 2. Impact of New Narcotics Program on Correction Personnel

The Commissioner reviewed the impact of the new Narcotics Program on each of the affected institutions in detail. He pointed out that no Correction Officer had been displaced and that one side benefit of the new Narcotics Program is that it provides for more supervisory jobs in the Correction Department.

## 3. Application of Area Salary Differential

The Department stated that implementing rules and regulations had not been prepared as yet, but that it was in favor of maximum application.

## 4. Application of Shift Pay Differential

The Department expressed its feeling that it would be difficult to equitably apply the principle of shift differential, but intended to adhere to the spirit of the law and was in favor of maximum application that is of benefit to employees.

## 5. Provide Personnel Officer at Each Institution

The Department supports this principle and has requested Budget items in the past. The Department advised that it did not expect that it could get Budget approval. The Association urged the Department to explore the use of roving field personnel administrators responsible to the Central Office and stated that it would support efforts to strengthen the personnel administration program in the Department.

## 6. Status of Correction Supervisory Personnel Salary Appeal

The Department supports higher salary grade for its Correction Supervisory Personnel, and has appointed a Department Committee to develop a salary appeal, and plans to make an appointing officer application. The Association stated that it would be happy to

## Leave Credit

(Continued from Page 1)

the decision was made by the Civil Service Department. In protesting last week to that agency, CSEA Executive Director Joseph D. Lochner told Ersa H. Poston, Civil Service Commission president, that CSEA found it "hard to believe that the affected employees have worked an extra two and one half hours per week for many years and now their earned credits are being reduced."

Lochner said "we have been told by various departmental representatives that the affected employees are still entitled to receive the same number of days of vacation, sick leave and personal leave as they were entitled to prior to the adjustment, but our members who are adversely affected by this ruling do not think that the conversion is fair, and we agree with them.

"The extra two and one half hours per week worked by these employees for many years, when they should have been working the same hours of other employees in similar titles in all other State agencies, should not be canceled out arbitrarily without any effort to even discuss the matter with employee representatives," Lochner charged.

support this application. The Department indicated that it hoped to secure a hearing.

## 7. Seek Department Support on Institution Clerical Salary Appeal

The Department advised that it was in favor of higher salary grades for Institution Clerical Personnel. The Association stated at a recent meeting of its Special Clerical Committee that the Association decided to delay salary appeal action until after the effective date of the Public Employees' Fair Employment Act in order to continue their action for all the clerical and office people under the new law. If the State denies this appeal, the Association will initiate the Institution Clerical Appeal.

In addition there were several questions posed to the Department representatives concerning institution problems which the Department is looking into.

Members of the CSEA Committee are Richard J. Corcoran, chairman, Auburn Prison; Dorothy Ackley, Westfield State Farm; Margaret Anastasia, Albion Training School; Irwin Cameron, West Coxsackie; George T. Druttman, Walkkill Prison; Nicholas Ferrone, Matteawan State Hospital; Margaret Fleming, main office; George Frees, Warnerville; Maynard Gardner, Dannemora State Hospital; Joseph P. Keenan, Green Haven Prison; Arthur Parry, Comstock; Paul Sullivan, Sing Sing Prison; Donald TerBush, Woodbourne Prison; John Bailey, Clinton Prison; Averill Tice, Attica Prison; John Tonzi, Auburn Prison, Joseph Trocchia, Elmira Reformatory; Leonard Wood, Napanoch, and consultants, Charles Lamb, Sing Sing Prison, and Albert Foster, Dannemora State Hospital.

## Non-Teaching Unit Wins 1-60th Bill

The Non-Teaching Unit of Westchester County chapter, Civil Service Employees Assn., has won implementation of the 1/60th amendment, it was announced last week by its unit president, William J. Gerberth.

The benefit was arranged by Gerberth and the chapter's salary committee with the School Board of Education at a meeting on May 18. The unit also won a salary adjustment of one and one half increments, plus three religious days off with pay, in addition to the three personal policy days at half-pay plus a five cents per hour increase for part-time personnel.

## Geographic Pay

(Continued from Page 1)

"Two months have elapsed since the effective date of these new laws, and we hope that within a very short period the regulations and the prescribed forms can be promulgated so that our member groups interested can file their applications for geographic and work shift differentials," Feily said.

## Council Member

Arnold R. Fisher of Hamilton, Madison County Clerk, has been appointed by Governor Rockefeller to succeed the late Robert C. Roberts, of Hamilton, as a member of the Council of State University Agricultural and Technical College at Morrisville.