

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 14

CSEA Mounts Major, Militant Salary Adjustment Bill Drive

CSEA WINS OPEN HEARING ON CLERKS

ALBANY—Repeated demands by the Civil Service Employees Assn. have won an open public hearing before the State Civil Service Commission on CSEA's appeal for salary reallocation of 28,000 State clerical and office positions.

The Commission notified the Employees Association last week that it will meet at 1:30 p.m. on Feb. 28 at Chancellors Hall here to hear oral arguments supporting a six-page brief submitted by CSEA in its bid for the salary, reallocations. The reallocations were denied late last year by J. Earl Kelly, director of the State's Division of Classification and Compensation.

Following this denial, Joseph F. Feily, president of the 141,000-member Employees Association, had demanded that the three-member Commission hold "a public hearing where several hundreds of our affected clerical and office employee members would have the opportunity to express their feelings on Mr. Kelly's decision."

Basic arguments for the two-grade reallocations for employees in some 180 titles are contained in the brief submitted by CSEA to the Commission. Main points of the brief were summarized in the Jan. 10 edition of The Leader.

Bendet Calls For Action On Salary Comm. Efforts

(Special to The Leader)

ALBANY—All 141,000-members of the Civil Service Employees Assn. have been called upon to lend their strongest efforts in a "major and militant" campaign to secure a salary adjustment for State workers by incessant contact with members of the Legislature. Ignoring a turndown by Governor Rockefeller for a two-step salary up-grading, the CSEA has filed its own legislation on wages in the Senate.

In the meantime, Solomon Bendet, chairman of the Employees Association's salary committee, called for "the strongest possible action by rank and file membership" to support his committee's efforts to win a wage readjustment this year. Bendet said he had called for a special meeting of his committee on Feb. 17 "and this committee needs action from its membership to show our strength and to show we mean business."

Could Turn The Tide

A spokesman for the Employees Association said that he felt a continuous letter writing campaign to and contact with legislators from their CSEA constituency could "turn the tide for us in the battle to maintain a decent living wage for State workers." Bendet agreed saying "we know that the members of the Senate and the Assembly are aware of the size of the civil service voting population. They know we are a responsible organization that makes responsible demands. We must remind them, however, that we do not intend to return to the days when austerity meant nothing for civil service. Every letter coming in will be the best

reminder of how strongly we feel about our right to a salary adjustment this year."

The CSEA's salary bill is Senate No. 2574, introduced by Sen. Thomas Laverne of Rochester, and members should refer to that bill by number when writing or contacting their legislators.

Other Negotiations

The Employees Association, meanwhile, is continuing negotiations with the Rockefeller Administration on six other main items. These are:

- Time-and-one-half pay for overtime work.
- A non-contributory health insurance plan.
- Geographic salary differentials.
- Automatic pay adjustments for persons already retired.
- Shift salary differentials.
- A 37-hour work week for institution clerical employees.

Elsewhere, the CSEA is continuing major effort to secure a permanent 1/60th, non-contributory Retirement System with benefits extending back to 1937; is pressing for mandated salary schedules and other items for political subdivision employees and has introduced a host of other legislation whose passage would benefit both State and local employees.

For Retired Persons

Levitt Urges Senate And Governor To Approve Cost-Of-Living Increase

ALBANY—State Comptroller Arthur Levitt this week called upon the Senate and the Governor to follow the Assembly in passage of a bill which would provide permanent automatic cost-of-living supplementary payment increases to retirees of the New York State Employees Retirement System whenever the cost-of-living increased.

The Levitt proposal has the strong endorsement of the Civil Service Employees Assn.

The bill, proposed by Comptroller Levitt and introduced in the Assembly by Assemblyman Harvey M. Lifset, would provide automatic adjustment in retirement benefits based upon changes in the U.S. Bureau of Labor Statistics' Cost-of-living Index. Adjustments would be calculated annually from the year a member retired from the System. It calls for an increase

in pension benefits following any year in which the Federal Cost-of-living Index increased by at least three per cent. Benefits would be proportionately increased to meet the cost-of-living.

Excluded Americans

"In the era of affluence for most segments of American society, there are some who have been excluded and whose living standards have steadily deteriorated."
(Continued on Page 14)

Feily Doing Well

Joseph F. Feily, president of the Civil Service Employees Assn. who recently suffered a mild heart attack, is well on the mend, it was learned at Leader press time.

Feily is expected to return home shortly and to his job within a matter of weeks. At present he is in St. Peter's Hospital, Albany.

Berlin, Warsaw, Moscow Among New Tour Cities

The first tour of Eastern European countries is now being offered to Civil Service Employees Assn. members and their immediate families at reduced prices. Among the major cities to be visited will be Berlin, Warsaw, Moscow.
(Continued on Page 16)

SIF Chapter Beats Union In Election

The State Insurance Fund chapter of the Civil Service Employees Assn., decisively defeated a union in an election held in the State Insurance Fund offices for employees representative on the Rating Appeal Board. The final vote was 710 for Al Sherris, CSEA candidate, and 485 for the union candidate.

The union previously had challenged the chapter to make the election a "test of strength for collective bargaining." Chapter President Randolph V. Jacobs immediately accepted the challenge and said that he would leave it to Fund employees to say "which organization really represented them in salary negotiations, grievances, reallocations, etc."

Vote of Confidence

After the election results were announced by the Personnel Department of the State Insurance Fund, Jacobs said, "We have had and continue to have the confidence of the employees. They have now spoken and have left no doubt as to which organization they wish to represent them. We shall not fail them."

Al Sherris, in victory statement expressing appreciation to the employees on his reelection said: "I do not consider this a personal victory but an expression of confidence in the chapter and its officers for their leadership and their day to day effective representation of the employees."

Gov. Names Gemma

ALBANY—Governor Rockefeller has named John P. Gemma of Maspeth as an assistant counsel in his office. He will receive a salary of \$13,500 a year.
(Continued on Page 16)

Awards Set For Brotherhood Luncheon Feb. 16

Awards for an essay contest and citation of two men—a State official and a State employee—will comprise the program of the annual Brotherhood Awards luncheon to be held Feb. 16 at noon in the Commodore Hotel in New York City.

Announced as recipients of the brotherhood awards are Martin P. Catherwood, State Industrial Commissioner, and Solomon Bendet, chief of the State Insurance Department's Complaint Bureau and a member of the Civil Service Employees Assn.

The essay winner will be announced at the luncheon.

Frank S. Olkuski

Funeral services were conducted last Thursday, Feb. 9, for Frank S. Olkuski, a veteran, leader in the Nassau County chapter and Town of North Hempstead unit of the Civil Service Employees Assn.

Olkuski, 50, suffered a brain hemorrhage and died Sunday, Feb. 5 in Manhasset Medical Center.

Olkuski was a former president and one of the organizers of the Town of North Hempstead unit and had served for eight years as a vice-president of the Nassau chapter.

He was road maintenance foreman in the Town highway department.
(Continued on Page 16)

Don't Repeat This!

Militancy On The Rise On All Levels Of Civil Service

CIVIL service may well mark the years of 1966 and 1967 as the turning point for public employees in terms of coming into their own as both a strong political and labor force. It was quite evident that the civil service vote last November played

(Continued on Page 16)

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.

Touch All The Bases

BASEBALL AND civil service have one king-size common denominator. Both are dependent on public relations for success and effectiveness.

GOOD PERFORMANCE is the critical factor in civil service. The same goes for baseball. Both can suffer from smugness and inattention to the publics they must serve.

AT THE SAME time the players in baseball as well as the workers in civil service can be heroes. Again, both must be outstanding in their jobs before the blue ribbon can be pinned on them.

IN BASEBALL, the textbook case in point is the Yankees. In fact, the public relations of the Yankees both on the playing field and in the business office has been so bad that they stand out

as a good example not to follow.

CIVIL SERVANTS have a sober lesson to learn from the team which was once called "the magnificent Yankees." The Yankees dominated baseball between 1921 and 1964. But while they won and won and won, they failed to bank a single penny's worth of good public relations.

FANS WERE treated like step-children. They were pushed around by arrogant, surly ushers whose outstanding characteristic was the outstretched hand. It was almost as if the Yankee front

office just barely endured the customers.

THEY MADE major public relations errors even while they were making very few on the diamonds. They continued these errors as time went on—both on the field and in the grandstands. After a while, it was no longer fun to go to Yankee Stadium.

INSTEAD, THE fans went to see the Mets. As bad as the Mets were on the field, it was fun to watch them. Also, the Mets management acted as if they were genuinely delighted to have the cash customers. The ticket sellers at Shea Stadium even said "thank you."

WHEN THE Yankees collapsed into the cellar last year, hardly anyone shed a tear. Their public relations bank account was stamped "no funds," while their players were tagged "no hit, no field, no nothing." Yesterday's heroes had become today's bums.

WELL, THE NEW owners, the Columbia Broadcasting System, know the importance of good public relations. So now every public relations technique in the book is being used to rebuild the Yankees at the box office. Of course, the buildup will be meaningless unless the performance on the field improves about 1,000 per cent.

THE YANKEES are so desperate that recently they held a press conference in a New York City high school to announce that they would play the gracious host to 15,000 of the City's honor high school students at a game next April 29. Also, pupils from "disadvantaged areas", who had good school attendance records, would be guests throughout the season.

THE REAL kicker is that the Yankees, who practically dropped out of the American League from first to 10th place, would send their players to various schools to plug the "Don't Drop Out of School" campaign.

WELL, THE buildup is growing slowly, but with increased strength. It never would have been necessary if the club's public relations had been good on a con-

Federal Agencies Need Stenos And Typists For \$92 A Week Positions

The New York Regional Offices of the Interagency Board of U.S. Civil Service Examiners is holding a series of walk-in examinations for many stenographic and secretarial positions with Federal agencies in the New York area. Salaries for these jobs start between \$75 and \$92 a week.

Vacancies will be filled from the list resulting from this exam in Federal agencies in the five boroughs of New York City and in the counties of Nassau, Suffolk, Dutchess, Orange, Rockland, Putnam and Westchester. The list of eligibles established under this announcement will terminate all lists resulting from previous announcement to fill typist and stenographer positions in these counties.

Persons who attained eligibility prior to May 1, under previous announcements should apply in this examination if they are still interested in Federal employment. Those who attained eligibility after May 1, will automatically be placed on the new register.

In New York City applicants may continue to take the walk-in

typing test at the examination room, B-20, at 220 East 42nd St., on Tuesdays and Fridays at 8:30 a.m. or 1:00 p.m. The stenographer test is given only at 8:30 a.m. session. A limited number of Saturday exams are also being administered. Because of limited accommodations, applicants who wish to be tested on Saturday should call the Interagency Board at 573-6101 to insure admission.

An application form 500-AB must be filed if you wish to take the examination outside of Manhattan. Applications will be accepted until further notice.

In New York City announcement No. NY-7-1 may be obtained at the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd St., New York, N.Y. 10017 or at the main post offices in Brooklyn and Jamaica. Outside of the five boroughs of New York City, the announcement and applications may be obtained at the main post office in Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers, or at the larger Federal agencies.

tinuing basis.

CIVIL SERVICE people should ponder the words of Michael Burke, the Yankees' new president: "The cardinal sin in this business is to just tolerate fans. We are going to treat them as though they were guests in our house. We'll say 'sir' to a man whether he's wearing a Brooks Brother suit or a sweatshirt."

ALL OF WHICH is an excellent idea for all civil servants. Let's be nice to the cash customers—the taxpayers. After all, we just never know when we'll be asking them to pay more taxes. The price of baseball tickets is going up, and so is the cost of government.

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FROM BUFFALO

FROM ALBANY

For folders containing Itineraries, Application and Other Information, write to Tour Chairman in Charge:

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Tour No. 29—Mrs. Mary Gormley, 1883 Seneca Avenue, Buffalo, N.Y. (716) 842-4296
Tour No. 30—Mr. Foster Potter, State Dept. Agriculture & Market, Albany, N.Y. (518) GL 7-2747

TRAVEL ARRANGEMENTS BY CIVIL SERVICE TRAVEL CLUB

West Conference Hears Weinstein On 1/60th—Cites Van Lare, Willard

The winter meeting of the Western Conference of the Civil Service Employees Assn. was held Jan. 14 at the State University Campus School at Brockport. Later that evening, at the dinner portion of the meeting held at the Villa Capri in Clarkson, two former State Senators were awarded citations by the president of the Western Conference, Mrs. Melba Binn.

The two were Frank E. Van Lare, a veteran of sixteen years in the State Senate, and Kenneth R. Willard, an eight year member of the State Assembly and a member for one year of the State Senate.

At the regular session which got underway at noon, the featured speaker was Max Wienstein, recently retired actuary in the State Retirement System and renowned expert in the field of State employees retirement benefits. Wienstein gave an hour-long talk on the 1/60th retirement system and the supplemental pension bill, illuminating many areas of the difficult subject which had been up to that time hardly understood by many Conference members. After his talk an extensive question and answer period



TWIN AWARDS — Former State Senators Frank Van Lare, on the left, and Kenneth F. Willard, flank Mrs. Melba Binn, president of the Western Conference of the Civil Service Employees Assn. after she had presented each with a plaque honoring them for their public careers. The awards were made at the recent dinner-dance of the Western Conference held in Clarkson rounding up the conference's annual winter meeting.

the threat to State employees retirement rights at the coming State Constitutional Convention, Wienstein warned the group that there was a distinct danger of a setback for all civil servants in this area and that they had better "pay close attention" and "be prepared" for such occurrences in the coming months.

Games Analysis

The master of ceremonies at the conference dinner was Jack Hennessey, treasurer of the State CSEA, who introduced the evening's guest speaker, Dr. Raye H. Conrad. Dr. Conrad gave a humorous and profound talk on human relations, drawing much of his illustration from variations on the theme of the best-selling book, "Games People Play." He is the Director of Educational Services at the State University at Brockport.

Former State senator Van Lare was honored primarily for his efforts in behalf of State and local employees while a member of the Senate, and particularly for his work to gain their coverage by Social Security in the early nineteen-fifties. During his tenure in the Senate, Van Lare had served on the Senate finance, banks, insurance cities, internal affairs, military affairs, excise, general laws, highways and parkways committees.

Willard, who served as State senator from the 59th district and had been Mayor of the town of Nunda for 24 years was similarly recognized for his public support of all legislation beneficial to State employees during his years

(Continued on Page 14)

Vito J. Ferro Is Re-elected

BUFFALO—Vito J. Ferro, a past president of Gowanda Hospital chapter, Civil Service Employees Assn., has been re-elected to a sixth term as president of the Gowanda Hospital Employees Federal Credit Union



GUEST SPEAKER — Dr. Raye H. Conrad, Director of Educational Services at the State University at Brockport is speaking to the dinner guests and members of the Western Conference at their recent Winter meeting dinner.



TOASTMASTER — John J. Hennessey Toastmaster at the recent dinner closing out the annual winter meeting of the Western Conference of the Civil Service Employees Assn., warms up the audience for the guest speaker who told them of the "games" they play.

Catherwood Bids CSEA, Div. Of Employment To Meet For Investigators

A committee of Civil Service Employees Assn. officials and representatives of the State Division of Employment have been instructed by State Industrial Commissioner Martin P. Catherwood to meet as a joint committee to resolve their differences regarding the recent grievance brought by the State Unemployment Insurance Investigators. Catherwood's unprecedented move is aimed at quickly resolving the grievance in which the CSEA is representing the Investigators interests. The Investigators (now claims examiners) started the grievance procedure in order to reestablish a separate and distinct title for this position in the State Division of Employment.

At the last meeting with Commissioner Catherwood, prior to his decision, strong arguments were presented on behalf of the Investigators by Robert F. Dailey, president of the Metropolitan Division of Employment chapter of

the CSEA; Edward Allen, State-wide Division of Employment committee chairman; Samuel Grossfield, Statewide Sub-committee chairman; Charles McMann, assistant chief inspector investigator and Jules Sherman, associate investigator.

After this testimony Catherwood stated that he was not unsympathetic with the position taken by the CSEA and so ordered this joint committee established.

Harry S. Smith, Director of Personnel, Division of Employment, represented the Division's administration and was named to the committee.

The first meeting of the committee will take place on Thursday, Feb. 9 at 370 7th Ave., N.Y.C.

Defeat Move On Civil Service Status For Deputies In Niagara

LOCKPORT—Republicans on the Niagara County Board of Supervisors on Feb. 1 defeated a resolution that would have supported a plan placing deputy sheriffs under civil service.

Anna S. Wilson Honored At Wassaic School

Mrs. Anna S. Wilson, who was chosen as the 1966 Outstanding Employee of the Year by fellow employees at Wassaic State School, was honored at a reception on Wednesday, Jan. 25. The Employee of the Year competition is sponsored by the State Association for Retarded Children, and Mrs. Wilson is the second employee at Wassaic to

Niagara County Assemblyman Gregory J. Pope has introduced a bill into the Legislature for civil service status for deputies and he sought local support to take to Albany.

The Democratic minority on the Niagara Board supported the plan but it was defeated 21 to 13.

Niagara County Sheriff James K. Murphy, a Democrat, has advocated civil service status for deputies.

"It would take politics out of law enforcement," Pope said.

Education Chap. Dinner Feb. 21

The Education chapter of the Civil Service Employees Assn. will hold its annual dinner-dance at the Sheraton Inn Towne on Tuesday, Feb. 21. The chapter's social committee is being headed by Ethel Bellew. Tickets for the affair are \$4 each. There will be a social hour before the dinner, beginning at 6:30 p.m. The dinner will start at 7 p.m. with dancing to music provided by the Mack Bros. immediately following. The Sheraton Inn Towne is located on Broadway in Albany.



be so honored. In 1965 Evelyn Paddleford was the first chosen.

Mrs. Wilson has been employed at Wassaic since Sept. 20, 1927 and because of her nurses training has been assigned to the employees' sick bay.

In addition to a certificate presented to Mrs. Wilson by Dr. George F. Eiting, director of Wassaic State School, her name was inscribed on the plaque presented to the institution by the State

Association for Retarded Children. A pin and a check for fifty dollars had been presented to Mrs. Wilson at a dinner for award recipients held in Jamestown, N.Y. in October.

A large number of officers, employees, and friends were present to honor Mrs. Wilson, and she received several gifts from employee groups.

Use Zip Codes—It's faster that way.



SPEAKER — A recent retiree himself, Max Wienstein, formerly of the State Retirement System, is shown as he expertly fields one of many questions asked of him on retirement problems at the recent winter meeting of the Western Conference of the CSEA.

was held testifying to the interest Wienstein had generated.

Reports

The meeting began with a report by Mary Converse of the Southwestern chapter on the progress of many of her chapter's recent resolutions. Ray Green, County Workshop chairman then reported on the nature of the last workshop meeting. Among the amendments approved at that meeting, according to Green, was a mandate for a conference office to be opened in Buffalo to more centrally handle CSEA affairs in that portion of the State.

Mary Cannel, ranking member of the Conference education committee present, introduced Wienstein to the audience. Among his remarks to the assembled conference members, in answer to a question concerning the nature of

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Key Answers For Jan. Laboratory Aide Examinations

The Department of Personnel has released the proposed key answers for the laboratory aide examination which was given on Jan. 28 and the special sabbath observer examination for laboratory aide which was given on Jan. 30.

The Jan. 28 examination was a walk-in test in which 185 candidates participated. The final answers from it follow:

- 1,D; 2,D; 3,D; 4,B; 5,E; 6,E; 7,D; 8,C; 9,B; 10,A; 11,C; 12,E; 13,C; 14,B; 15,B; 16,A; 17,D; 18,D; 19,C; 20,B; 21,B; 22,E; 23,B; 24,D; 25,A; 26,D; 27,A; 28,A; 29,D; 30,C; 31,B; 32,E; 33,C; 34,E; 35,D; 36,C; 37,E; 38,B; 39,E; 40,C; 41,C; 42,B; 43,D; 44,E; 45,E; 46,D; 47,B; 48,A; 49,A; 50,D.
- 51,C; 52,C; 53,E; 54,D; 55,D; 56,E; 57,C; 58,C; 59,E; 60,D; 61,C; 62,A; 63,C; 64,E; 65,B; 66,A; 67,D; 68,D; 69,A; 70,B; 71,E; 72,B; 73,A; 74, A; 75, D; 76, E; 77, B; 78, A; 79,B; 80,E; 81,C; 82,B; 83,E; 84,B; 85,A; 86,C; 87,D; 88,E; 89,A; 90,C; 91,C; 92,E; 93,B; 94,C; 95,E; 96,B; 97,C; 98,A; 99,C; 100,C.
- 101,A; 102,B; 103,D; 104,B; 105,C; 106,A; 107,A; 108,E; 109,E; 110,D; 111,D; 112,D; 113,A; 114,B; 115,E; 116,D; 117,A; 118,D; 119,C; 120,E; 121,C; 122,E; 123,A; 124,C; 125,B; 126,D; 127,C; 128,B; 129,A; 130,A; 131,B; 132,A; 133,A; 134,D; 135,C; 136,C; 137,B; 138,D; 139,C; 140,B; 141,A; 142,B; 143,B; 144,C; 145,C; 146,B; 147,B; 148,A; 149,E; 150,E.

Four candidates participated in the special sabbath observer examination held Jan. 30. Its answers follow:

- 1,B; 2,D; 3,D; 4,D; 5,B; 6,A; 7,A; 8,D; 9,C; 10,C; 11,E; 12,D; 13,D; 14,E; 15,A; 16,E; 17,E; 18,D; 19,D; 20,D; 21,A; 22,B; 23,E; 24,D; 25,C; 26,B; 27,D; 28,E; 29,E; 30,D; 31,D; 32,E; 33,A; 34,C; 35,C; 36,E; 37,B; 38,C; 39,E; 40,C; 41,C; 42,E; 43,D; 44,C; 45,A; 46,C; 47,E; 48,B; 49,A; 50,B.
- 51,C; 52,A; 53,C; 54,C; 55,A; 56,B; 57,D; 58,B; 59,C; 60,A; 61,A; 62,D; 63,C; 64,E; 65,C; 66,E; 67,A; 68,C; 69,B; 70,D; 71,D; 72,D; 73,A; 74,B; 75,E; 76,B; 77,A; 78,A; 79,D; 80,E; 81,E; 82,E; 83,D; 84,C; 85,B; 86,A; 87,C; 88,E; 89,C; 90,B; 91,B; 92,A; 93,D; 94,D; 95,C; 96,B; 97,B; 98,E; 99,B; 100,D.
- 101,A; 102,C; 103,B; 104,D; 105,C; 106,B; 107,D; 108,A; 109,A; 110,D; 111,C; 112,B; 113,E; 114,C; 115,E; 116,D; 117,C; 118,E; 119,B; 120,E; 121,C; 122,C; 123,B; 124,A; 125,A; 126,B; 127,A; 128,A; 129,D; 130,C; 131,B; 132,A; 133,B; 134,E; 135,C; 136,B; 137,E; 138,B; 139,A; 140,C; 141,C; 142,B; 143,B; 144,A; 145,B; 146,B; 147,C; 148,A; 149,E; 150,E.

Final Answers For Fingerprint Tech. Trainee Examination

The New York City Civil Service Commission has released the final key answers for the fingerprint technician trainee examination, held on Jan. 28 and for the special sabbath observer examination for fingerprint technician trainee, given Jan. 30.

Some 869 candidates took the regular exam. The answers from it follow:

- 1,D; 2,D; 3,A; 4,B; 5,B; 6,B; 7,D; 8,B; 9,C; 10,A; 11,B; 12,B;

(Continued on Page 8)

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 E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays 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 offices 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.

U.S. Service Entrance Test

**Junior College Seniors, Grads!
Last Week To File For Unusual
Exam For Career Opportunities**

The United States Civil Service Commission is offering an opportunity for junior college graduates and persons with combinations of education and experience equivalent to a junior college education to file for a special entrance examination for the Federal career service. The last day to file is Feb. 20.

The Junior Federal Assistant Examination is designed to fill various Federal career positions of a sub-professional, technical, or administrative nature at the GS-4 level, starting at \$92 a week.

It will be used to recruit people with high potential to provide support and technical assistance in such fields as economics, personnel administration, writing, automatic data processing, finance, accounting, law, library, statistics, supply, and transportation.

The written test will be given March 25. It will be a broad general-aptitude test designed to measure the applicants' ability to learn and adapt to the duties of the positions.

Applicants must have two years of college or two years of work experience of a type suitable to prepare them for positions covered by the examination. Com-

binations of experience and education will also be considered qualifying.

Students in junior colleges who are still in school and expect to graduate within nine months are encouraged to apply and take the written test but they cannot actually be hired until the educational requirements are completed.

The junior federal assistant examination will not be used to fill summer jobs or other positions for which there is only a temporary need.

Additional information may be obtained from the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 220 East 42nd Street, New York, N.Y. 10017.

Plans Examiner Positions Open

Applications are being accepted on a continual basis by the New York City Department of Personnel for an examination for assistant plans examiner (buildings).

Salary in this position to start is \$9,000. A written examination will be given at the time of the filing of applications and lasts approximately four and a half hours.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

**May 22 Exams Set
For \$7,100 Jobs As
Demolition Inspectors**

Filing will continue through Feb. 21 for the May 22 written examination for demolition inspector jobs with the City of New York. These positions pay from \$7,100 to \$8,900 a year.

Minimum requirements for this position include four years of satisfactory practical experience in demolition work or a satisfactory combination of experience and education.

The education requirements are accepted on a year for year basis from candidates who have studied toward a degree in civil engineering, up to three years maximum.

Under supervision, demolition inspectors perform technical work in the inspection of the demolition of buildings and structures for conformance to contract terms and specifications and approved safety practices.

The written test will count for one half of the final mark with the remaining 50 percent determined by experience ratings. A 70 percent passing mark has been set in both sections of the test.

The test itself will consist of essay type questions relating to demolition of buildings, safety practices and law and rules governing demolition.

Applications and further information may be obtained from the Department of Personnel's application section, 49 Thomas St., New York City, N.Y. 10013 or by calling 566-8700.

Hospital Care Investigator Trainee

The New York City Department of Personnel established last week a list of 193 eligibles from the hospital care investigator trainee (group 2) examination.

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TUESDAY, FEBRUARY 14, 1967



Doing The Caseload

ANOTHER dispute with the caseworkers in the City's Welfare Department rose to a head last week and by the time this is being read the daily papers may be filled with reaffirmations of opposing views on either side as today's disagreement becomes tomorrow's major work stoppage—again.

Many in the City Administration can stand accused of harboring the view that the volatile members of the Social Service Employees Union tend to step to a drummer with little off-beat but the word around SSEU headquarters seems to be that it's the Administration who have been murmuring cha-cha-cha and doing the old foxy-trot. The caseworking people say that by the City's refusing to capitulate in the work-stoppage at the Non-Residence Welfare Center last week by setting up caseload standards according to the much-fought-over contract stipulations reached two years ago—namely that a caseload should not exceed forty clients—they have indicated an extension of their long-suffered tendency on these matters, to say one thing and do another.

And if this be true, say the SSEU people, the new contract now being negotiated may not be worth the paper it's written on, as far as caseloads are concerned at least. It would be pleasing to soothe them by saying such fears are unfounded but the facts will not bear out such reassurance. The caseworkers have indicated that they are very serious about these demands as thousands of clients, to whom their knock has become inconsistent on the door, will testify. The Administration had better pull out all stops to clear this up and hasten the arrangements for workable caseloads for the benefit of all concerned—the caseworkers, the clients and its officials, pictures of whom in funny hats tend to get shoved off page one in favor of strike news with great frequency lately.

Get To Work

"AUSTERITY" is the word being touted on all levels of government in New York State this year when it comes to budgeting and that word should serve as a clarion call to all public employees to start instant battle in the State Legislature if they wish to avoid becoming the victims of economy, as they have so often been in the past.

After all, Senators and Assemblymen are elected by civil service voters as much as by any other part of the electorate and the only way the Legislature will respond to the needs of public employees this year is if they are presented with strong enough evidence that failure to heed the civil service would be a serious, political mistake.

Bills are in both houses now that affect wages, retirement, working conditions and other benefits for State and local employees. Civil service—in terms of both organizations and members—should immediately get to work and contact the legislators from their home districts and urge passage of legislation that is important to them. This should be done by mail and by personal approach.

Dr. Sable Takes State OEC Post

ALBANY—Jack M. Sable of New York City is the new director of the State Office of Economic Opportunity. He succeeds Mrs. Ersa Poston, the new presi-

Commission.

Dr. Sable, a major in the Air Force Reserve, has been metropolitan area chairman of the agency. He also is a lecturer in urban planning at Hunter College Graduate School. He will receive \$21,645 a year.

LETTERS

TO THE EDITOR

Letters to the editor must be from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Urges Speedier List Establishment

Editor, The Leader:

A condition exists that perplexes and frustrates nearly every member of the New York City Police Department. At the crux of this condition is the handling of promotion exams and subsequent lists by the New York City Department of Personnel. While certain changes to improve opportunities for advancement were instituted such as, two year lists, actual performance reveals a continuance of court injunctions, law suits, protest, and postponements. It is quite evident the basic procedure is sorely lacking in efficiency, initiative and integrity.

The officers of the New York City Police Department do not believe this unprofessional treatment is deserved. It is this widespread belief that has created the Committee on Promulgation.

Obviously this problem is of mutual concern, and as a consequence, the Committee on Promulgation request your consideration and endorsement of the following objectives:

- Promulgation of the new sergeants list by March 1 1967. (This will be five months after the exam—tangible evidence of improvement.)
- Promulgation of future promotion lists within 60 days after the exam has been held. (The setting of deadlines will indicate a willingness to maintain standards of efficiency.)
- Greater effort to reconcile protests. (In the past, protests have been allowed to bog down the entire promotion process—new approaches must be explored to resolve these protests.)
- Clarity of exam questions to avoid confusion and protests. (An absolute must, if a test is to have integrity and the candidates are to have confidence in the fairness of its results.)

HAROLD F. SMITH,
Chairman, Committee on
Promulgation, New York
City Police Dept.

For Social Security On Voluntary Basis

Editor, The Leader:

Unless Federal employees forget about pay raises and fight for Social Security, heaven help them when they retire.

City and State employees are retiring on two pensions while Federal employees have one pension, a small one, in their retirement days.

Some people would rather work 30 or 35 years in Federal service then go out as a dishwasher or runner in Wall Street to get their social security, rather than pay a few bucks every pay day.

Others go out after working all day and take part time jobs to get theirs because they fear losing their pensions and being put on social security alone.

All Federal workers in General Services, Social Security, Internal Revenue, and the Post Office had better get together, fight for social security and make this the year
(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.")

Dismissal Of Veterans

IT IS THE very nature of the spoils system that revitalizes Section 75(1b) of the Civil Service Law with every change of administration. To the victor belongs the spoils, and the new Mayor hunts out public offices for distribution among the supporters of the victorious party.

SECTION 75(1b) of the Civil Service Law grants tenure rights to honorably discharged war veterans even when they are not in the competitive class of the classified civil service. However, even a veteran is subject to removal regardless of competency if he "holds the position of . . . deputy or any official or department." In litigation contesting dismissal of veterans, the issue is therefore likely to be whether the employee is a deputy.

JUSTICE SAMUEL H. Hofstadter recently construed the statute in the case of *Levin v. Municipal Broadcasting System of the City of New York* (New York Law Journal, Jan. 30, 1967). The application was made by the Assistant to the Director of Radio Communications who had a total of thirteen years of outstanding service with the Municipal Broadcasting System. Indeed, the Mayor himself commended him "for your active participation in the arrangements for my Inaugural ceremonies. Your expert handling of so many details helped make it the great success that it was."

THE CORPORATION Counsel sought to justify the dismissal on the authority of *Darcy v. Fraiman*, 49 Misc. (2d) 318, aff'd without opinion, 25 App. (Div.) (2d) 951. In that case, fourteen Examining Attorneys of the Department of Investigation sought reinstatement. Their application was denied, however, because the Court found that the heart of the work of the Department "is delegated to the petitioners, and when so delegated, they perform the whole of the duty which is imposed by statute upon the department head. The work is deputized and the employee acts as a deputy, even if the delegation is special rather than general."

JUSTICE HOFSTADTER granted Levin's motion to the extent of directing a hearing of the issues. In disposing of the application in this way, the Jurist relied on the Court of Appeals' precedent of *Behringer v. Parisi* (5 N.Y. (2d) 147). Behringer's position was that of District Administrator of the Albany District of the Workmen's Compensation Board. The principal question involved was whether the petitioner was a deputy. The Court observed that it had earlier held that an Assistant Corporation Counsel was a deputy because he is "deputed to act for another."

BEHRINGER ALLEGED that the duties he exercised were not only shared by others but were subject to policy determinations of other officials. As an issue was raised as to the actual duties exercised by the petitioner, the Court directed a hearing.

IN MATTER of Gellman (County of Nassau), published in the New York Law Journal of January 20, 1967 at page 18, Justice Joseph Liff had followed the procedure adopted by the Court of Appeals and directed a hearing of the issue whether Gellman was a deputy. Gellman was head of the Bureau of Motor Equipment Management in the Office of Administrative Services. Gellman urged that his duties were limited and that his authority was subject to the Commissioner's approval.

AT THE HEARING, Gellman testified that his duties were to implement broad policy decisions. He had no authority to hire or fire.

THE COMMISSIONER testified that he entrusted the operation of the Bureau to Gellman. The Commissioner delegated to Gellman the authority to approve claims for Motor Vehicle repairs and maintenance. Gellman executed payroll certificates which he signed as Director of the Bureau.

THE COURT held that if Gellman were an "independent officer," he had no more tenure in his position than a deputy. After reviewing the evidence, the Court decided that the facts required a determination that the petitioner was an independent officer. As stated by the Court:

We find that the facts in this proceeding meet the tests and require a determination that the petitioner was an independent officer. This finding is supported by his preparation for the position and the duties which he discharged. Certainly he exercised a portion of the sovereign power, neither great nor small, but significant.
(Continued on Page 10)

State Offers 24 Tests In April; Deadline Is Feb. 27 For Thirteen

The New York State Department of Civil Service is accepting applications until Feb. 27 for some thirteen open competitive examination to be held April 1. Applications for an additional eleven examination, to be given April 22, will be accepted until March 20.

A listing of both exam series follows. The thirteen April 1 exams are:

Senior architectural estimator, exam number 21-186, \$10,895 to \$13,080.

Assistant chief, State Planning Bureau, (oral test to be held in March), exam number 21-254, \$14,990 to \$17,740.

***Chief aquatic biologist,** (oral test to be held in April), exam number 21-283, \$10,330 to \$12,430.

***Chief State Planning Bureau,** (oral test to be held during April), exam number 21-255, \$16,665 to \$19,590.

Conservation officer (Fish & Wildlife Management Act District 9), open to qualified residents of Nassau and Suffolk Counties, exam number 21-295, \$5,295 to \$6,525.

Institution safety officer, exam number 21-288, \$4,725 to \$5,855.

Motor vehicle license examiner, exam number 21-297, \$5,615 to \$6,895.

Recreation supervisor, exam number 21-164, \$7,475 to \$9,070.

Senior draftsman (electrical), exam number 21-278, \$5,615 to \$6,895.

***University equipment specialist (mechanical),** exam number 21-224, \$8,365 to \$10,125.

***University equipment specialist (electronic),** exam number 21-233, \$8,365 to \$10,125.

***University equipment specialist (hospital equipment),** exam number 21-233, \$8,365 to \$10,125.

***University equipment specialist (interior design),** exam number 21-221, \$8,365 to \$10,125.

The following eleven exams will be held on April 22. New York State residence is not required for any of these exams.

****Senior biostatistician,** exam 21-298, \$8,365 to \$10,125.

****Associate biostatistician,** exam number 21-299, \$10,895 to \$13,080.

****Principal biostatistician,** exam number 21-300, \$13,500 to \$16,050.

Head children's supervisor, exam number 21-720, \$6,675 to \$8,135.

Principal children's supervisor, exam number 21-274, \$5,940 to \$7,280.

Senior children's supervisor, exam number 21-276, \$5,615 to \$6,895.

Computer programmer, exam number 21-268, \$5,615 to \$6,895.

Senior computer programmer, exam number 21-277, \$8,365 to \$10,125.

Senior electronic laboratory engineer, exam number 21-279, \$10,895 to \$13,080.

Associate statistician, exam number 21-257, \$8,365 to \$10,125.

Senior statistician, exam number 21-256, \$8,365 to \$10,125.

*New York State residence not

Named Vets Deputy

ALBANY—Leonard V. Parisi, 55, of Brooklyn is the new deputy director of veterans' affairs for the Greater New York area. His office is at 270 Broadway, New York City.

Parisi is a former confidential investigator for the Kings County District Attorney's office. For the past four years, he has held the position of executive assistant to the state industrial commissioner.

Electrocardiograph Technicians Sought By VA Hospital

The Veterans Administration Hospital at 130 West Kingsbridge Rd. in the Bronx has immediate vacancies for electrocardiograph technician, GS-4 and GS-5. The starting salaries are \$4,766 and \$5,331 per year respectively. Applications for the qualifying examination for these positions will be accepted until Feb. 28.

required.
**Neither U.S. citizenship nor New York State residence required.

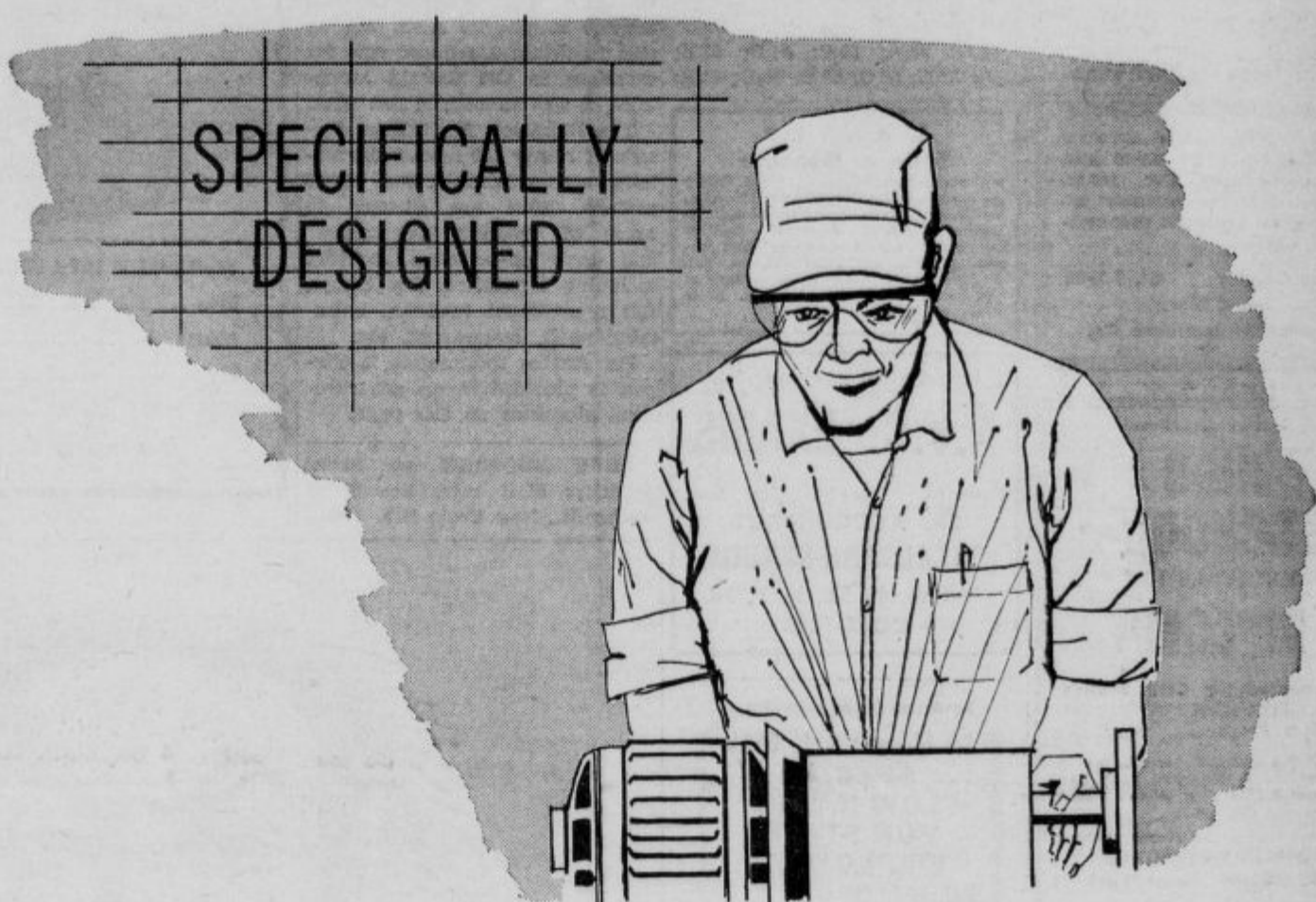
There is no written test for these positions. Applicants will be rated on the basis of their experience and training. A total of two years experience is required for GS-4 and three years for GS-5.

For further information as for announcement No. NY-7-13 at the main post offices in Brooklyn and Jamaica, N.Y., The Interagency Board of U.S. Civil Service Examiners at 220 East 42 St., N.Y. or at the hospital where the vacancies exist.

Party Honors Nannie Buford

An unusual Gala New Year's party was held in behalf of Nannie R. Buford, senior beverage examiner with the State, on Jan. 5. She was retiring from her position with the State Liquor Authority after 25 year's service.

The party was held at Salzman's Restaurant in New York City. Commissioner Michael Senuk was the toastmaster.



Safety Goggles

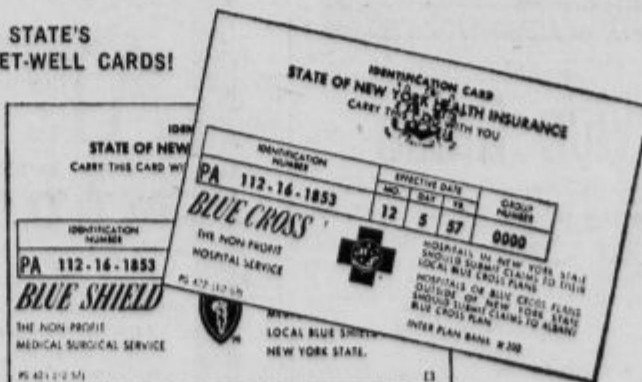
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Key Answers

(Continued from Page 4)

13,B; 14,D; 15,C; 16,A; 17,C; 18,C; 19,A; 20,C; 21,A; 22,C; 23,B; 24,D; 25,A; 26,B; 27,C; 28,A; 29,D; 30,B; 31,A; 32,C; 33,C; 34,A; 35,B; 36,B; 37,B; 38,D; 39,C; 40,C; 41,B; 42,B; 43,C; 44,D; 45,C; 46,A; 47,B; 48,A; 49,C; 50,A.

51,C; 52,B; 53,A; 54,B; 55,D; 56,D; 57,A; 58,C; 59,A; 60,B; 61,D; 62,B; 63,D; 64,C; 65,A; 66,A; 67,C; 68,C; 69,A; 70,B; 71,C; 72,A; 73,D;

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74,C; 75,B; 76,A; 77,D; 78,A; 79,C; 80,C; 81,B; 82,D; 83,D; 84,A; 85,B; 86,D; 87,B; 88,B; 89,B; 90,D; 91,C; 92,A; 93,C; 94,B; 95,A; 96,D; 97,B; 98,C; 99,D; 100,C.

Here are the key answers for the special sabbath observer exam, in which seven candidates participated.

1,C; 2,A; 3,D; 4,A; 5,C; 6,C; 7,C; 8,C; 9,B; 10,D; 11,C; 12,D; 13,A; 14,B; 15,B; 16,C; 17,D; 18,B; 19,D; 20,A; 21,A; 22,D; 23,D; 24,B; 25,C; 26,A; 27,B; 28,C; 29,A; 30,A; 31,D; 32,A; 33,D; 34,C; 35,D; 36,A; 37,C; 38,A; 39,B; 40,B; 41,D; 42,A; 43,D; 44,B; 45,B; 46,C; 47,C; 48,B; 49,A; 50,C.

51,B; 52,A; 53,C; 54,D; 55,B; 56,A; 57,D; 58,C; 59,B; 60,D; 61,B;

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Special Catskill Rates Available For CSEA Members

Through special arrangements with the Sullivan County Bungalow Assn., members of the Civil Service Employees Assn. will be able to obtain a reduced rate for vacations in the Catskill Mountains, it was announced last week.

The Bungalow Association consists of nearly 900 modern bungalows accomodating some 20,000 persons. Most are situated in areas of "country atmosphere" and have on-premises facilities including supervised day camps, full recreational facilities, swimming pools, restaurants, etc.

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ALBANY—Mrs. Lois T. Bruchhausen of Brooklyn has been reappointed to the Board of Trustees of the Kings Park State Hospital.

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Stenos Sought By Nassau County

Nassau County is accepting applications until Feb. 17 for a March 4 examination for stenographer. This is a grade position with a starting salary of \$4,016, but salaries may be slightly higher

or lower according to the district in which a position is located.

Candidates must be high school graduates and have successfully completed a course in typing and shorthand. They must have been legal residents of Nassau County for one year prior to the test date.

For further information, contact

the Nassau County Civil Service Commission, 140 Old Country Road, Old Country Road and Willis Ave., Mineola, N.Y. 11501.

U.S. Coast Guard Offers Clerical Jobs

The Coast Guard Supply Center in Brooklyn has vacancies for

clerk typist. Both jobs as GS-2 and as GS-3, paying \$4,269 a year are open. For further information, contact the Civilian Personnel Branch of the U.S. Coast Guard Supply Center, 30th Street, Brooklyn, N.Y. Phone ST 8-5000, Ext. 204 and ask for Mr. Dloss.

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Civil Service Law & You

(Continued from Page 6)

IN SUMMARY, a deputy, as the term is used in Section 75(b) of the Civil Service Law, is interpreted by the Courts as an employee who acts independently of supervision in the performance of an important part of the principal's functions.

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DON'T REPEAT THIS

(Continued from Page 1) a decisive role in elections from the gubernatorial race on down. Having shown their strength at the polls, public employees are now displaying a show of militancy in negotiations with government that would have been unheard of a few years ago. One has to merely glance at the newspapers from day to day and it can be seen that civil service organizations no longer deal in negotiations with a worried look on their faces, lightened by an occasional expression of hope. They feel entitled to bargain as equals now and that's what they're doing. New York City police and firemen, for instance, do not like

the present package of wage and fringe benefits offered by the Lindsay Administration. While both groups have accepted a fact-finding panel to settle major issues they are, at the same time, telling City Hall that the results had better be good—or else. The Patrolmen's Benevolent Assn. and the Uniformed Firemen's Assn. have a no-strike pledge. Don't be too surprised, however, if there is a sudden rash of reporting ill should present negotiations turn out unfruitful as far as fire and police are concerned. Long delays in getting negotiated wage increases on City paychecks has been strongly protested through picketing, some job absence and talk of "other ac-

tion' being taken. And the Welfare Department workers continue to plague the Lindsay Administration with their demands for lower case loads.

State And Federal

On the State level, the 141,000-member Civil Service Employees Assn. disavowed a study of the Retirement System by Governor Rockefeller on the grounds that they would have nothing to do with a study in which they did not participate. Last week, it was announced that CSEA would see the first findings of the study group before a public hearing on the matter was held. In another important area, the Employees Association has ignored Rockefeller's turnaround of a salary readjustment request and is now mounting a militant campaign among its members and the Legislature to get a salary bill passed.

Two major Federal employee organizations are pressing hard with both the Johnson Administration and Congress to get effective action on everything from labor relations to wage hikes—and they aren't pussyfooting with either their language or demands.

A major factor in the rise in militancy among public employees is that the word "austerity" is in the air on all levels of government. In the past this has meant no gains, or even some cutbacks, for civil servants. Public employees now will no longer take the brunt of being the ones on which government can economize. They know who they are and what they want.

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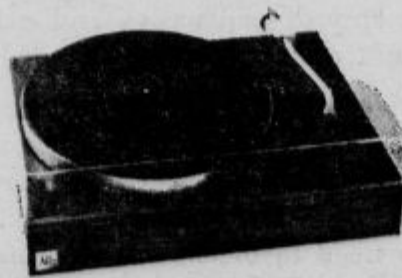
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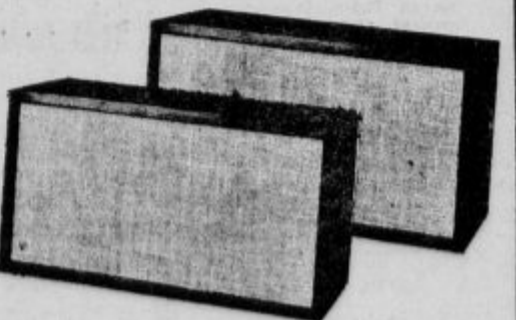
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LETTERS TO THE EDITOR

(Continued from Page 6)

that we get it. It can be put on a voluntary basis. Let those who don't want it or have it reject it, and not stop those who need it and want it.

PAT KELLY
Brooklyn

LPN Seeks Raise

Editor, The Leader:
The licensed practical nurse must graduate from an accredited school to become eligible to take State examinations to obtain a license.

As a civil service employee, I have but one question to ask: Why is the licensed practical nurse underpaid?

LPN
Warwick, N.Y.

Steno And Typist Jobs Open Now In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from \$3,609 to \$4,776 per year. Qualified applicants should go directly to the Federal agency where they wish to seek employment, for an interview.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Wash., D.C.

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LEGAL NOTICE
SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of AMELIA LANZETTA, Petitioner for an Order for the Dissolution of her marriage with LOUIS LANZETTA, Respondent, pursuant to Article 12 of the Domestic Relations Law. TO LOUIS LANZETTA: TAKE NOTICE that a petition has been presented to this Court by AMELIA LANZETTA, your wife, for the dissolution of your marriage on the ground that you have absented yourself for five successive years last past without being known to her to be living, and that she believes you to be dead, and that pursuant to an order of said Court, dated the 26th day of January, 1967, a hearing will be had upon said petition at the Supreme Court, Special Term, Part 1 of the Supreme Court of the State of New York, at the Supreme Court Building, 851 Grand Concourse, Bronx, New York, on the 7th day of April, 1967, at 9:30 o'clock in the forenoon. Dated: Bronx, New York City, January 26th 1967. Amelia Lanzetta, Petitioner. Held, Giacalone, Silberlicht, By: Gerald S. Held Attys for Petitioner 10 Court Street, Brooklyn, New York.

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Asst. Station Supervisor Key Answers

The Department of Personnel has released the proposed key answers for the promotion examination for assistant station supervisor which was held Jan. 21 and for the sabbath observer section of the same test which was held on Jan. 23.

Candidates who wish to protest any of these answers have until Feb. 20 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.

The answers are:

Main Test

1,D; 2,A; 3,C; 4,C; 5,B; 6,C; 7,B; 8,D; 9,B; 10,A; 11,C; 12,A; 13,D; 14,D; 15,A; 16,C; 17,B; 18,B; 19,C; 20,A.

21,D; 22,A; 23,B; 24,C; 25,A; 26,D; 27,D; 28,D; 29,C; 30,B; 31,A; 32,C; 33,D; 34,B; 35,D; 36,D; 37,D; 38,C; 39,A; 40,C.

41,A; 42,C; 43,D; 44,A; 45,D; 46,B; 47,C; 48,A; 49,B; 50,D; 51,D; 52,A; 53,B; 54,D; 55,C; 56,A; 57,D; 58,A; 59,B; 60,A.

Sabbath Observer Test

1,B; 2,C; 3,D; 4,A; 5,D; 6,B; 7,C; 8,A; 9,A; 10,D; 11,B; 12,D; 13,A; 14,A; 15,C; 16,A; 17,C; 18,C; 19,D; 20,D.

21,A; 22,B; 23,D; 24,D; 25,B; 26,C; 27,B; 28,C; 29,A; 30,D; 31,D; 32,B; 33,C; 34,C; 35,C; 36,A; 37,C; 38,B; 39,D; 40,B.

41,D; 42,D; 43,A; 44,D; 45,C; 46,C; 47,A; 48,C; 49,A; 50,B; 51,B; 52,C; 53,D; 54,B; 55,A; 56,C; 57,B; 58,A; 59,C; 60,D.

Electrical Insp. Proposed Key

Here are the proposed key answers for the walk-in written examination for electrical inspector as released by the Department of Personnel.

1, D; 2, B; 3, C; 4, A; 5, D; 6, B; 7, C; 8, D; 9, A; 10, B; 11, C; 12, A; 13, D; 14, B; 15, A; 16, D; 17, B; 18, A; 19, A; 20, B; 21, C; 22, A; 23, D; 24, B; 25, A.

26, C; 27, B; 28, A; 29, D; 30, C; 31, B; 32, B; 33, D; 34, B;

35, B; 36, C; 37, A; 38, B; 39, D; 40, B; 41, C; 42, A; 43, D; 44, C; 45, B; 46, C; 47, A; 48, D; 49, C; 50, A.

51, D; 52, B; 53, A; 54, C; 55, D; 56, A; 57, C; 58, B; 59, D; 60, A; 61, C; 62, B; 63, D; 64, A; 65, C; 66, B; 67, A; 68, A; 69, C; 70, A; 71, D; 72, C; 73, B; 74, C; 75, D.

76, A; 77, A; 78, B; 79, A; 80, D; 81, C; 82, B; 83, C; 84, A; 85, D; 86, B; 87, D; 88, C; 89, D; 90, A; 91, B; 92, C; 93, D; 94, C; 95, A; 96, D; 97, C; 98, B; 99, D; 100, C.

The average time required to treat a veteran for a psychosis in a VA hospital is 72.9 days, compared to 75.3 days required to treat the average case of tuberculosis.

H'way And Sewer Maintenance Foreman Keys

The Department of Personnel has released the proposed key answers for the promotion to foreman (highway and sewer maintenance) (DPW) and the Highways Department examinations which were given on Jan. 21.

Candidates who wish to file protests against the proposed key answers must make a written request for permission to review the test and have the request postmarked no later than Feb. 18.

D. P. W.

1,A; 2,C; 3,B; 4,D; 5,B; 6,B; 7,D; 8,B; 9,D; 10,C; 11,D; 12,B; 13,A; 14,D; 15,C; 16,B; 17,D; 18,A; 19,B; 20,C.

21,B; 22,D; 23,B; 24,C; 25,D; 26,B; 27,B; 28,D; 29,C; 30,C; 31,D; 32,D; 33,B; 34,D; 35,A; 36,D; 37,C; 38,C; 39,A; 40,A.

41,A; 42,D; 43,A; 44,B; 45,B; 46,B; 47,A; 48,C; 49,C; 50,A; 51,D; 52,B; 53,B; 54,C; 55,A; 56,A; 57,C; 58,B; 59,B; 60,A.

61,B; 62,C; 63,B; 64,C; 65,A; 66,C; 67, B; 68,B; 69,B; 70,C; 71,B; 72,A; 73,D; 75,B; 76,A; 77,D; 78,C; 79,B; 80,C.

Department of Highways

1,A; 2,C; 3,B; 4,D; 5,B; 6,B; 7,D; 8,B; 9,D; 10,C; 11,D; 12,B; 13,A; 14,D; 15,C; 16,B; 17,D; 18,A; 19,B; 20,C.

21,B; 22,D; 23,B; 24,C; 25,D; 26,B; 27,B; 28,D; 29,C; 30,C; 31,D; 32,D; 33,B; 34,D; 35,A; 36,D; 37,C; 38,C; 39,A; 40,A.

41,A; 42,D; 43,A; 44,B; 45,B; 46,B; 47,A; 48,D; 49,A; 50,A; 51,A; 52,D; 53,D; 54,D; 55,C; 56,B; 57,D; 58,C; 59,B ;60,A.

61,B; 62,A; 63,D; 64,C; 65,B; 66,C; 67,C; 68,B; 69,B; 70,C; 71,B; 72,C; 73,C; 74,C; 75,A; 76,C; 77,B; 78,D; 79,A; 80,A.

Stationary Engineer Exam Key Answers

The New York City Personnel Department has released the proposed key answers for the examinations for promotion to stationary engineer and for the open competitive examination for stationary engineer, both of which were given on Jan. 28.

Candidates who wish to file protests against the proposed key answers must make written requests before Feb. 28 for an appointment to review the test in person. The request must include the candidate's application number. Protests, together with supporting evidence, may be submitted on the appointment day.

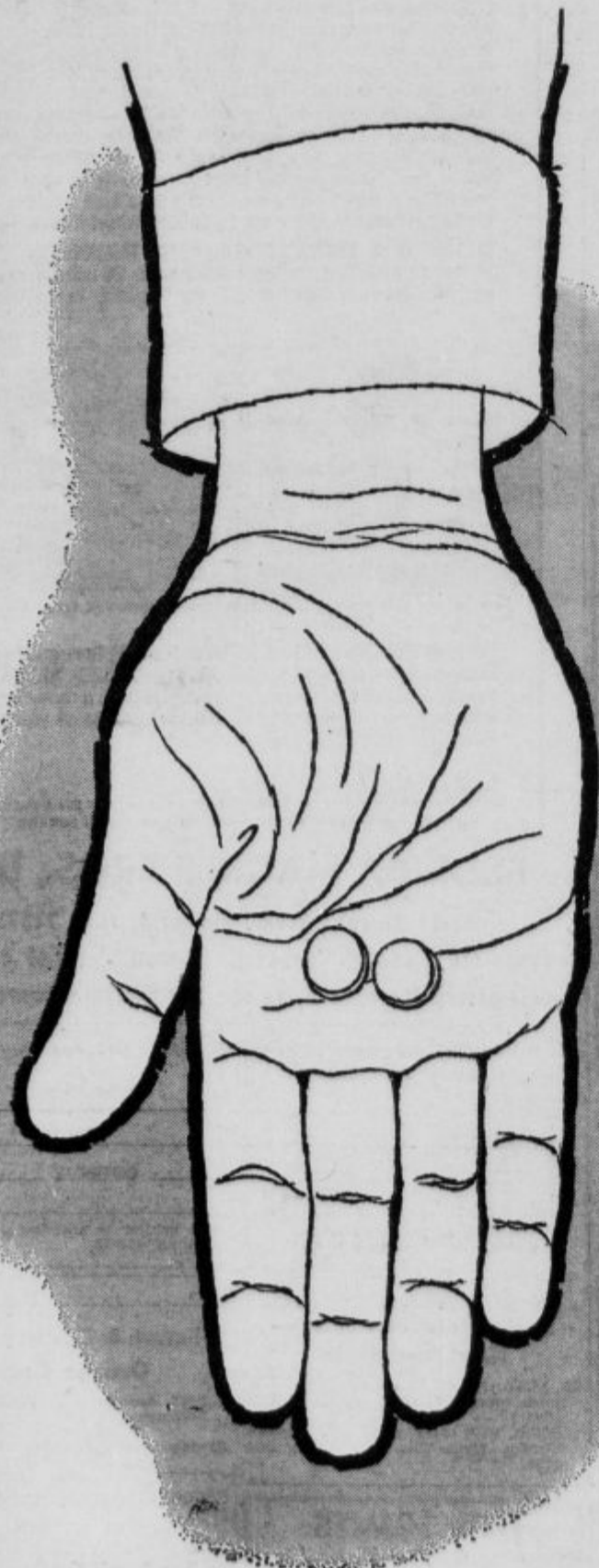
The key follows:

1,C; 2,A; 3,A; 4,D; 5,B; 6,D; 7,B; 8,D; 9,B; 10,D; 11,B; 12,C; 13,D; 14,C; 15,A; 16,A; 17,C; 18,B; 19,A; 20,A; 21,B; 22,D; 23,A; 24,C; 25,C; 26,D; 27,A; 28,D; 29,D; 30,B; 31,A; 32,B; 33,A; 34,B; 35,D; 36,C; 37,C; 38,B; 39,C; 40,D.

41,C; 42,A; 43,A; 44,A; 45,B; 46,C; 47,A; 48,C; 49,C; 50,C; 51,D; 52,D; 43,A; 54,D; 55,D; 56,C; 57,D; 58,C; 59,B; 60,B; 61,A; 62,C; 63,D; 64,D; 65,A; 66,B; 67,D; 68,B; 69,C; 70,A; 71,A; 72,C; 73,D; 74,C; 75,B; 76,C; 77,C; 78,C; 79,B; 80,A.

Draftsman List

The Department of Personnel has released an eligible list for civil engineering draftsman with 15 names.



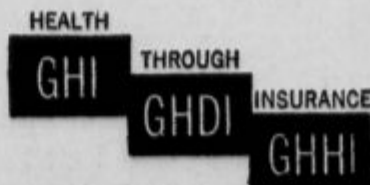
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City Police Certifications

The New York City Department of Personnel has released the list of patrolman candidates certified for appointment to the next class to the police academy.

Some 800 names have been certified to fill the 600 classroom seats which Police Commissioner Howard Leary has signified his intention to fill. Appointments are expected to be made immediately.

The eligibles certified include: Harvey L. Wyche, Joseph T. Dailyda, Harold J. Watkins, Edward J. Langen, Stromme J. C. Granville, Frederick S. Dudash, Edward S. Matthews, Charles J. Lunt, Franklin Smith, Ernst J. Mariette, Robert Scawally, Charles J. Barbieri, Robert R. Rogus, James J. Kenny, Manuel J. Taborda, Bernard J. Bollaert, William J. Siebert, Dennis P. Hynes, Kenneth E. Crawford, Charles A. Fries, Thomas J. Lawlor, James E. Turman, Richard R. Pinto, Melvin D. Mabry, Philip Balzano, John K. Bish, Dave J. Zebrowski, David Goldberg, Joseph A. DeMarco, Raul Cruz, Walter G. McKenny, Jr., Steven S. Sargenta, Gerald A. Froman, Warren C. Lehman, Joseph A. Ruggiero, James J. Corbett, Jr., Ronald Krause, Anthony M. Pellegrino, Raymond J. Lik, Chester E. Hicks, John J. Healy, Michael J. Collins, William R. Hartman, Paul J. Ambrosino, Robert H. Weinfeld, Douglas G. Dewitt, Leon Digby, Everett J. Hooper, Thomas E. Saracco, Peter J. Procci, Philip O. Neilson, Cornelius F. Moylan, Vincent J. Barone, Gerald Keck, Kevin P. Madden, Joseph D. Loughnan, Jr., Aubrey S. Gadogan, Edward T. McCloskey, Dennis J. Donovan, John B. O'Connor, Joseph M. Birbiglia, Theodore Angeli, Joseph P. Blake, Jr., Rudolph W. Danken, Robert Villarrubia.

Arthur A. Johnson, Gilbert R. Gomila, Lawrence Saitzer, Richard J. English, Michael Avalone, Joel R. Berns, Otto H. Joseph, Paul F. Yeager, John W. Fitzgerald, Raymond J. Fontana, Herbert J. Sallusto, Jaime Rodriguez, Liam F. Twomey, James W. Wilano, Arthur Lukin, Joseph R. Pennell, James A. Rukavina, Richard J. Koehler, William J. Henderson, John Fox, Sebastian Iraci, Arthur Monahan, Vincent Morelli, William A. Hayden, Daniel Portley, James W. Pupke, Carroll W. Tyler, Charles Rivello, William E. Hanson, Michael J. Clarke, Anthony V. Palladino, Eugene G. Kamalich, William F. Albanese, Thomas P. Armstrong, William F. Quinn, Richard A. Hofelich, Richard D. Winter, Lawrence M. Tynan, Timothy P. McCarthy, Herbert E. Suttler, Alfred J. Smith, Lawrence C. Ludwig, Louis W. Mauriello, James Mongiello, Robert J. Stelzer, Richard Smith, Ronald Reeves, Michael I. Steinman, Anthony Carducci, Jr., Americo Mongello, William J. Gould, James G. O'Neill, Joseph V. Celi, James Dolan, William M. Maye, Vito Pesco, John T. Carlton, James F. Licari, Frank S. Trischitta, William Harvey, Michael Keane, Ralph A. Manza, Jr., Ronald J. Burke, Charles R. Hall, Jr., Thomas L. Lynch, Joseph Pinuello, Arthur Blinn, Richard L. Passerino, Vincent Sullivan, David Albright, Benjamin Jacobson, Albert G. Zarr, Robert Hanes, Edward J. Sharp, Patrick J. O'Donnell, Joseph W. Bernitt, Thomas A. Durkin, Aniello M. Falanga, Robert W. Moritz, George R. Boggiano, Jr., Francis L. Capalbo, Michael A. Hughes, Dennis S. Powers, James A. Russell, Harold L. Woods, William H. Blohm, John J. Connolly, Jr., James J. Masella, Harvey Oatkin, John P. O'Leary, Frederick Wiener, Neil Bailen, Frank A. Brown, Douglas E. Hepburn, Joseph D. Pizzo, Ricci A. Crisafulli, Donald P. Koziol, Donald A. Lindenfelser, Anthony T. Graziano, Donald F. Kozz, Robert J. Kwasny, James P. Rogers, Terry T. Salley, Robert E. Scarchilli, Frank C. Valenti, Harold P. Marquart, Raymond P. Martucci, W. Warren McCue, Kenneth J. McInerney, Arthur Cardo, James E. Hairston, Gerhard Stalzer, Carmine F. Greco, Colin J. Kelly, Paul J. Pawelko, Jesse Smith, Jr., Angelo A. Antonino, Gary P. Bock, Joel L. Simpson, Finn Ewing, Philip G. Fehr, Charles C. Interdonato, Sterling C. McWhite, James A. Accardi, Jerome A. Dilberto, Michael P. Gleason.

Walter P. Signorelli, Frank J. Rocco, Martin T. Casey, Frank T. Lagano, Harry A. Weinberger, Stanley Levine, James R. Craig, Robert W. Linge, Carmine S. Vitale, Roy H. Pollack, Francis X. Sullivan, John J. Reardon, Robert I. Schneider, John C. Clarke, Farrell J. Corcoran, Robert J. Cuccio, John Dale, Anthony M. Faraldo, Anthony J. Lubrano, James E. Romer, Rodney C. Ward, Leon M. Figliuolo, ohn E. Flinn, John Genovese, Achille A. Mogavero, Alex Renow, Edward A. Roach, Richard J. Schwendiek, Herman A. Buck, Eugene N. Pappalardo.

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Robert E. Thunelius, Kenneth S. Boyd, Stephen E. Kaplan, John J. Kiernan, Eugene F. Nelson, Thomas J. O'Connell, Charles H. Cochran, Jr., Brian W. Dixon, William T. Kivlehan, John J. O'Malley, Gerald J. Simunek, John F. Dennehy, Richard T. Fahney, James F. Finn, Thomas J. Fulton, James K. Murphy, Ronald J. Davis, Arthur T. Dunn, Richard P. Ecklord, Peter J. Ortel, Anthony Ramunno, Stephen J. Scheremeta, Edward S. Simms, John F. Sullivan, Anthony J. Bien, Norman M. Carniol, Michael J. Mandel, Joseph F. Mason.

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Joseph Aversano, Thomas Cawley, Jr., Donald F. Christman, Henry J. Helgeson, Richard Pastorella, Richard R. Petersen, Raymond P. Sabel, Richard S. Sjuve, Alan Auerbach, Frank R. Bernarde, James A. Cope, Michael J. Cunningham, Joseph A. Demaio, Alvin L. Fields, Jr., William E. Fritsch, Eugene A. Grassie, George E. Kenney, Jr., Peter A. Lugo, Dennis J. McInerney, Alfred P. Russo, Joseph L. Gloss, Jr., Michael T. O'Sullivan, John J. Rocco, John M. Sescila, George W. Shanahan, Jr., Raymond M. Sira, Ralph M. Sommer.

Marvin S. Stein, Roger J. Stross, John E. Varcha, Robert A. Wheat, Barry R. Woods, Benjamin Yoskowitz, Stephen T. Buchalski, Anthony C. Cannata, John S. Caramico, John W. Johnston, John F. Konefal, Henry E. Leshower, Leonard G. Letizia, George R. McClarty, Dominick J. Mazza, James W. McCoy, Jr., Allan R. Mock, Tistino A. Modesti, Andrew K. Russo, Michael F. Gallagher, John R. Riccio, Louis Spadafura, Stuart Strachan, William H. Williamson, Jr., Ralph Alvino, Richard Arroyo, Frank R. Beyrodt, James A. Carlin, Robert P. Curran, John R. Foss, Bernard M. Grello, Edward K. Howard.

Robert C. Jeruas, Steven Josephsberg, James P. Kenny, Michael J. Lyons, William J. Majeski, Philip L. Riccobono, Joseph U. Auletta, Albert J. Cinotti, Jr., Norman Krinick, Gary Pellegrino, Louis C. Russo, Michael T. Shields, Fred W. Short, Thomas W. Strauss, Michael T. Sullivan, Walter J. Tarpey, Anthony M. Tesu, Kenneth W. Wedel, George F. Wichelms, John S. Buckley, Jr., Richard W. Buksnajis, Gary D. Buontempo, William J. Burbage, John T.

Transit Police Certifications

The New York City Department of Personnel has released the list of candidates certified for transit patrolman. The following candidates were certified on Feb. 8. From earlier special military lists:

Edward Cherry, John K. Bish, Mario J. Bartolomeo, George J. Collins, Jr., Gary P. Kelly, Daniel E. Portley, Kenneth E. Frankie, Ralph C. Garcia, Murray M. Oback and Edward H. Hopkins.

Also released is a list of 156 eligibles from the open competitive list, exam number 1562. This list is the first of a series to be published in The Leader. Names precede scores.

Patrick M. McElligott, 98; Warren E. Bohlmann, 94; Arnold S. Siegel, 93; Ronald P. Whittaker, 93; Vincent Zen Jr., 92; Jeremiah J. Ocallaghan, 92; Arthur DeLia Jr., 91; James J. Duffy, 91; Leonard M. Fugardi, 90; William E. Lovell, 90; Joseph M. Reina, 89; Rene Gonzalez, 89; Marshall S. Newman, 88; John T. Johnston, 87; Donald N. Myers, 87.

James A. Coghlan, 86; Emmanuel W. Sorge, 86; Thomas N. Connolly, 85; John M. Harrington, 85; Peter P. Lore, 85; Edward H. Van Brunt, 84; Joseph T. Petrich, 83; Raymond V. Sliwinski, 83; Fred R. Taylor, 83; Frank J. Breen, 82; Marcello Falconetti Jr., 82; John V. Frascatore, 82; Maurice E. Levine, 82; Joseph L. Lucioni, 82; Wilfred Warnken, 82.

James L. Simmons, 82; Robert T. Rowe, 81; Richard J. Sorge, 81; Hermann J. Jongbloed, 80; Andrew P. Morris, 80; Richard A. Reinhardt, 80; Elias W. Thomasevich, 80; Frank J. Valvo, 80; Peter L. Venezia, 80; John J. Walsh, 80; Richard G. Asch, 79; Thomas D. Batis, 79; James F. Baxter, 79; Peter R. Bienkowski, 79; Robert Broderick, 79.

John T. Butcher, 79; Solomon D. Butler, 79; Michael J. Byrne, 79; John P. Caffrey, 79; Thomas E. Caprio, 79; James M. Carlan-tone, 79; Gerard Cavalluzzi, 79; Herbert J. Cosby, 79; James W. Cristello, 79; Adrian B. Cumberbatch, 79; James Evensen, 79; Patrick W. Farley, 79; Mitchell L. Friar, 79; Jerry J. Garzone Jr., 79; Ronald R. Gouldner, 79.

James P. Guerin, 79; Robert J. Hampton, 79; Joseph V. Har-alson, 79; Michael F. Healy, 79; Richard J. Hesterhagen, 79; Bruce S. Huner, 79; James J. King, 79; Jasper B. King, 79; Joseph H. Kotvas, 79; Frank Lanzano, 79;

Butcher, Darcy E. Callahan, James M. Carlan-tone, Stuart H. Cooper, Robert F. Craft, Robert Digrandi, James E. Fennelli, Jr.

Andrew J. Foppiano, Ronald T. Gardner, Charles F. Hayes, Dennis P. Mocarski, Frederick Mundy, Ralph A. Vitale, Arthur G. Wright, Nick Leoni, Frank J. Paradiso, Dennis M. Quinn, Dominick Sconzo, Albert B. Shust, Ronald W. Anderson, Richard J. Barbakoff, Paul D. Barchitta, Joseph P. Buceti, Jose M. Cabrera, James J. Duggan, James J. Edwards, Edward F. Ferrara, Joseph Foti, Peter V. Giblin, Ernest J. Haseney, Jr., Richard J. Hesterhagen, Richard P. Hughes, Hermann J. Jongbloed, Erwin L. Koch, Joseph H. Langley, Philip B. Mancuso, Paul J. Martin, Thomas B. Martin, John P. Quinn, John J. Vanhouten, Joseph D. Behrens, Carl A. Capasso.

James P. Conrad, Michael J. Derosa, Richard Diblasi, Joseph R. Giles, Roger T. Gleason, Robert O. Hild, Edward P. Jaworski, Joseph G. Lipetri, Bruce J. Major, Edward J. McTigue, Henry M. Missig, William J. Mossop, Patrick J. Mullen, Kevin P. Murphy, Martin F. O'Grady, John F. Olsen, Frank Ostraco, Charles Packowski, Donald C. Peterson, Robert J. Scarantino, John T. Shanley, Vincent V. Spirito, Harold Starr, Gary A. Tibaldi, Joseph G. Turturro, John A. Williams, Leonard K. Bulewski, Joseph W. Duszak, Stacy Ferguson, Richard J. Holmberg, Peder M. Jansson, Donald M. Macinnes, Donald McIntyre, Garry L. McKenna, Franklin A. Meyer, John M. Mul-lane, Roy G. Peron.

John J. Reilly, John Solowsky, Thomas Ventriglio, Gary G. Wissing, John K. Witt, Ronald C. Witzmann, Bernard J. Zdrojeski, German Colon, Jr., Roy A. Dalrymple, Michael D. Esposito, Vincent J. Esposito, Bernard J. Fitzpatrick, Robert J. Larney, Raymond J. Lewis, Ultan P. McCabe, Richard F. Rafferty, Jr., Edward M. Rohan, Donald E. Thacke, Aniello R. Voza, Robert W. Winterroth, Robert J. Basile, Gary J. Beamer, Frank C. Breslin, Frank Caputo, Edward Coates, Anthony P. Desalvatore, Jack J. Dicristofalo, Lester R. Eggleston, John J. Fitzpatrick, Roger C. Gerace, Joseph J. Golinello, Jr., James O. Hynton, William F. Klag, Joseph Mari, Francis J. Monaghan, Raymond J. Nardello.

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3 Day Filing For Water Supply Promotion Exam
The City's Department of Personnel has announced the reopening of filing for a promotion examination for Senior Water User Inspector for three days, Feb. 15-17. The examination is open to employees of the City's Department of Water Supply, Gas and Electricity. Applications must be made in person on the aforementioned dates at the Room 216 of Department of Personnel offices at 55 Thomas St., New York City.

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MHEA MEETS — Guests at the annual legislative luncheon of the Mental Hygiene Employees Assn. and the association's officers prepare to return home facing the blizzard which failed to disrupt the annual meeting in Albany last Tuesday. Almost 40 delegates attended the two day meeting which closed with the luncheon at the Hotel Wellington in Albany. Left to right are: Sam Cippola, MHEA consultant; Assemblyman Joseph

Finley of Wayne-Ontario; Clarence Laufer, second vice-president; Irene Hillis, fourth vice-president; Rebella Eufemio, third vice-president; Senator Theodore Day of Cayuga, Ontario, Schuyler, Seneca, Wayne and Yates Counties; First Deputy Commissioner of Mental Hygiene Dr. Christopher Terrance; Senator James H. Donovan of Lewis and Oneida Counties; Marie Donaldson, first vice president; Doris Blust, secretary-treasurer and Bernard Silberman, MHEA counsel.

Legislation Affecting Mental Hygiene Aides Discussed At Annual Meeting Of MHEA

ALBANY—Mental Hygiene Employees Assn. delegates from 25 State hospitals met last week here to discuss the MHEA legislative program which closely follows that of the Civil Service Employees Assn.

The two-day meeting was conducted by Marie Donaldson, first vice-president of the association, who substituted for Frank Costello, MHEA president, who was hospitalized in Rome.

Prior to the legislative luncheon, the delegates visited their legislators urging passage of bills which affect employees in Mental Hygiene Department institutions.

Discussed were bills which provide:

- Upward reallocation of two grades for all State employees;
- Salary differential for evening and night shift work;
- A permanent eight per cent pension contribution pick-up by the State;
- A pension benefit of 1/60 of final average salary;
- A \$2,000 death benefit at retirement;
- Death gamble protection;
- Cash payment for unused sick leave;
- A three year death benefit for those who die in service;
- A non-contributory retirement plan based upon 1/60 of average salary for persons who joined the Retirement System after 1936;
- Full peace officer status for safety officers;
- A paid-up death benefit, upon retirement, of 1/30 of final average salary for each year of service up to 30 years;
- A pension escalator clause, based on cost of living, for all present retirees;
- Longevity salary increments after 15 and 20 years of service;
- Time and one-half cash payment for overtime;
- A 25 year retirement plan;

- A guaranteed 37½ hour work week for all State employees;
 - Paid health insurance premiums after retirement and
 - Non-contributory health insurance for all employees.
- In addition to the legislation supported by MHEA, the delegates also urged that the Administration:
- Upgrade practical nurses to Grade 9;
 - Institute an improved promotional series for employees in attendant titles;
 - Provide an immediate upgrading for laundry workers and
 - Act favorably on current appeals by employees in clerical titles for upgradings.

West Conference

(Continued from Page 3)
In the Senate and Assembly. At the afternoon meeting, Mrs. Binn announced the schedule for the coming round of Conference meetings.

On Feb. 25 there will be an interim meeting in Batavia at the Treadway Inn, starting at 1 p.m. The slate for election of Conference officers will be presented at an April 8 meeting, a regular meeting, which will be held at the Elks Motor Inn in Niagara Falls. The election meeting will then be held May 13, according to Mrs. Binn's schedule, at the Treadway Inn in Batavia. Installation of officers is scheduled for June 10 at the Old World Inn in Newark.

Long Beach Unit Named Sole Bargaining Agent

Hard on the heels of a \$200,000-a-year package of benefits gained for its members, the Long Beach unit of the Civil Service Employees Assn. last week won exclusive representation rights.

The unit, which is composed of almost all of the Nassau County city's 250 employees, was voted the exclusive recognition by the Long Beach City Council Tuesday evening, Feb. 7. The action followed continued negotiations between the city and the unit after agreement on the package of benefits last month. Long Beach became the eighth major unit of government in Nassau to grant exclusive recognition to the CSEA in recent weeks. Earlier, Sanitary District One of Inwood, the villages of Lynbrook, Massapequa Park, Val-

ley Stream and Freeport, the North Shore city of Glen Cove and the Town of North Hempstead had granted recognition to CSEA. The campaign for recognition is continuing. Nassau CSEA chapter president Irving Flaumenbaum noted that CSEA has been for all practical purposes the exclusive bargaining agent for civil service workers in all Nassau municipalities for many years. "The overwhelming majority of

Eligible Lists

ASSOC. TRANS. ANALYST

1 Wallace J Loudonville	905
2 Macdonald B Delmar	890
3 Memmott F Berne	870
3A Bulman D Albany	860
4 Peyrebrune H Delmar	860
5 Guinn C Delmar	860
6 Ockert C Ablany	850
7 Jones M Middle Vill	770

SR. MARINE SVCS REP.

1 Bevelander F Menands	910
2 Gronvall A Schenectady	910
3 Roberts R E Berne	895
4 Robertson F Richmond HI	885
5 Wilson R Ballston	865
6 Quigley J Troy	760
7 Fish H Newtonville	745

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2 Kaufman W Hicksville	910
3 Elliott L NYC	910
4 Junge O Albany	860
5 Rosenstein L Brooklyn	855
6 Odare M Albany	825
7 Westbury-I Albany	800

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2 Stoll J Nunda	900
3 Lydon J Oneonta	790
4 Kingsbury M Tupper Lak	780
5 Villafranca E Ray Brook	750

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2 Schechter A Bronx	1000
3 Rosenfeld A Brooklyn	980
4 Goldstein J Flushing	960
5 Wolf H Yonkers	950
6 Kaplan J Little Neck	946
7 Diekmans D Albany	927
8 Levine D Peelskill	924
9 Miller R Ashvilel	923
10 Funnigello A Bronx	921
11 Kraus H E Islip	911
12 Cella J Masspeth	908
13 Cole H Albany	905
14 Tirone D Flushing	905
15 Schulman B Rero Park	904
16 Peck S Rochester	895
17 Ward A Ithaca	886
18 Straus R Brooklyn	886
19 Paulkowitz F Bronx	884
20 Lieberman S Brooklyn	883
21 Mele R Whitestone	877
22 Golding P Brooklyn	876
23 Christoff P Rochester	873
24 Hare J Schenectady	865
25 Wolkis P Hollis	864
26 Lucey A Pelham Man	863
27 Goldstein H Flushing	855
28 Galinsky H Long Beach	854
29 Negrin L NYC	853
30 Bordamowicz G Cohoes	851
31 Kaner T Bronx	844
32 Harris C NYC	842
33 Zdyb J Buffalo	837
34 Quirk T Brooklyn	832
35 Reiberg H Brooklyn	830
36 Lacks J Albany	830
37 Friedman S Bronxville	830
38 Salomon S Rosedale	829
39 Soltysak N Pittsford	828
40 Baldes R Albany	821
41 Pike E Syracuse	818
42 McEvoy J Albany	815
43 Weissman M Fairlawn	815
44 Cunningham W Ballston	798
45 Preisser K Albany	795
46 Schluskel O Schodck	794
47 Gurzik G New Hyde P	794
48 Hausman M Albany	791
49 Boesman S Brooklyn	790
50 Newman L Brooklyn	790
51 Wong J NYC	790
52 Mortman D Brooklyn	788
53 Leffler B Mineola	783
54 Summers R Scotia	782
55 Smiarowski H Richmond H	780
56 Goldstein M Spring Val	775
57 Gazley H Rochester	774
58 Cleary R Troy	773
59 Mulligan G Albany	768
60 Groves O Albany	762
61 Mazloom A Utica	759
62 Bacher J Albany	759

ASSOCIATE WELFARE CONSULTANT (FAMILY SERVICES), G-28 — SOC. WELF.

11 Circh S Penfield	825
12 Sherman J Kennois	825
13 McGuire M Ossining	815
14 Quinn M Amsterdam	810
15 Coyne A Elmhurst	780
16 Glasser L Buffalo	778
17 Youngs J Syracuse	777

PRINCIPAL WELFARE CONSULTANT (FAMILY SERVICES), G-28 — SOC. WELF.

1 Kneznek E Albany	850
2 Binder G Albany	840
3 Katz S Far Rockaway	820
4 Bradley J Syracuse	820
5 Waldzeir M Bronx	814
6 Mintz K Albany	804

ASSOCIATE WELFARE CONSULTANT (CW), G-25 — SOC. WELF.

1 Fox B Albany	912
2 Wolfson L Albany	830
3 Odare M Albany	825

ASSOCIATE FAMILY CONSULTANT (FAMILY SERVICES)

1 Onick L Oranize Nj	850
2 Page R Latham	840
3 Montella M Buffalo	820
4 Ma'oney J Buffalo	790
5 Wolfson L Albany	790
6 Walsh R Commack	780
7 Magner W Orchard Pa	770

SENIOR WELFARE CONSULTANT (FAMILY SERVICES), G-22 — SOC. WELF.

1 Marra A Rochester	914
2 Murray M NYC	912
3 Kaplan A Brooklyn	903
4 Bach J Bayside	900
5 Kelly P Oneida	899
6 Axelrod Y Caderhurst	881
7 Meyers T Buffalo	881
8 McCleon G NYC	873
9 Gentile A Bronx	868
10 Schaeffer S Brooklyn	864

Levitt Bill

(Continued from Page 1)

ated," Comptroller Levitt said. "The largest category of those left behind are men and women in their senior years who depend for their livelihood upon fixed retirement income. Providing retired public employees with protection against the mounting ravages of inflation is not only a sound sociological move, it also makes good fiscal sense for State government. If State pensioners are unable to themselves pay for the necessities of life in retirement, the burden of meeting this cost must ultimately fall upon the State in some form of welfare assistance," Levitt added.

"Because it represents simple justice as well as sound economic sense, I regard the adjustment of increasing retirement income to meet actual living costs as one of the foremost challenges confronting those in State government responsible for retirement income policy.

"It is for this reason that I requested the initial study by the technical staff of the New York State Employees' Retirement System, of which I am trustee, to prepare this recommended legislation."

Last year both houses of the Legislature approved an abbreviated version of this legislation. The bill was vetoed by the Governor on technical grounds. Later, the bill was amended and was again passed by the Assembly. It failed, however, to emerge from the Senate.

Hopes Were Crushed

"As a result," said the Comptroller, "the hopes of thousands of retired public employees across the State caught in the squeeze between fixed retirement income and rising prices were crushed.

"With Senate passage, I am hopeful Governor Rockefeller will sign this measure this year as a matter of equity to the veteran public employees in retirement who are continually the front line victims of inflation.

"The Senate and the Governor have within their power the opportunity to eliminate financial hardship for many of New York's retired civil servants in the passage of this bill," Levitt concluded.

Another bill passed by the Assembly would provide the same supplemental cost-of-living benefits on a one-year basis. Both bills are now in the Senate under the sponsorship of Senator Edward Lentol.

U.S. Service News Items

By JAMES F. O'HANLON

Merit System Is Adopted For Federal Attorneys

It has been reported in Washington that more than 15,000 attorneys on the payroll of the Federal government have been slated for a new personnel-advancement system based on the tenets of competition through merit. The Administration-backed plan has been drawn up by cooperation of a task force of attorney general counsels, and officials of the Justice Department, the Civil Service Commission and the Federal Bar Association.

The move has been characterized as another step in President Johnson's plan to bring an effective merit system to all Federal jobs as well as a few policy and confidential positions.

The plan calls for an inter-agency board to examine all attorneys seeking Federal positions and also to make decisions concerning promotions for all Attorney positions on the higher-levels. Those now in such positions would not have to take any competitive tests to retain their jobs.

Bogner Named To Real Estate Post In Public Relations Field

City Commissioner of Real Estate Carl Madonick has announced the appointment of Marvin J. Bogner of Manhattan, a newspaperman, as public relations adviser for the Department of Real Estate. Bogner assumes his new duties after working for The Chief, a civil service newspaper, for the past 15 years.

In making the announcement, Commissioner Madonick said, "The appointment of Mr. Bogner will bring into the department an individual who is highly qualified in both the newspaper field and that of city government."

"As public relations adviser, Bogner will plan and administer a program of public information and education on activities and services of the Department of Real Estate. He will be responsible for establishing an efficient communications network between the Department and the City's business, civic and community organizations.

A native New Yorker, Bogner was educated in the City's school system and attended the City College of New York and New York University.

Federal Government Seeks Librarians

The United State Civil Service Commission is accepting applications on a continuous basis for professional librarians. Salary in these positions ranges from \$5,000 to \$18,460 per year, with many jobs available in the Washington, D.C. area and some in various foreign countries.

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Wash., D.C. Seeks Nursing Assistants

Nursing assistants are needed at military hospitals in the Washington area. Candidates with experience can qualify for positions with a starting pay of \$4,269 per year. Openings at a lower grade, are available for applicants with six months experience or a high school diploma. For further information, write the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C.

Lefkowitz Bill

Employee Could Be Fired For Refusing To Testify

ALBANY—Attorney General Louis J. Lefkowitz says any public employee who refuses to waive immunity when called before a grand jury to testify concerning his official duties should be fired.

He is sponsoring an amendment to the State Constitution, which would require this forfeiture of office for any employee of a governmental agency whether State, county, city or village.

He says the present language of the Constitution states only that any "public officer" who refuses to waive immunity "shall forfeit his office."

The amendment also provides that any person who receives public money by contract, sub-contract, grant or otherwise must waive immunity and testify or be disqualified from participating in such contract for five years.

The measure has been introduced by Senator William E. Adams of Buffalo and Assemblyman Milton Jonas of Nassau County.

Lefkowitz says the amendment is needed "in order to make it crystal clear that all employees in any form of government employment must waive immunity."

VA Hospital Seeking Registered Nurses

The Veterans Administration Hospital, 130 West Kingsbridge Rd. in the Bronx has openings for registered nurses at three different salary grades, depending upon experience qualifications.

The first salary level ranges from \$7,055 to \$7,649 per year and requires only an associate degree diploma. The next level ranges from \$7,626 to \$8,749 a year. Candidates for this salary must have either a bachelor's degree in nursing or an associate degree and two years work experience.

The highest level for staff nurses requires a bachelor's degree in nursing and three years experience or a masters degree in nursing and two years experience. The salary for this level ranges from \$8,218 to \$10,045 per year.

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Dale Wright Is Massena's New Chief Of Police

MASSENA—Dale Wright, 33, has been appointed Chief of Police in the village of Massena and he

is believed to be the youngest chief in the State's first class villages. Wright was appointed by the Village Board. Acting Chief Harold Manning has resumed his post of lieutenant. Wright had high scores on two competitive civil service tests.

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CONFERENCE PANEL —

Seen here with A. Victor Costa, left, president of the Capital District Conference, Civil Service Em-

ployees Assn., are four participants in a panel discussion held recently for Conference delegates and guests. They are, from left, Daniel Klepak, Abe Lavine, Ellis T. Riker and Theodore Becker.

Capital Conference Panel Discussion On Professional Training In State Service Draws Large Delegation

ALBANY—Some 150 members of the Capital District Conference, Civil Service Employees Assn. jammed the recent conference meeting at the Ambassador Restaurant to hear a panel discussion on professional training and its effect on public employment.

The panelists, all members of the Capital District chapter of the American Society of Public Administration, discussed the four major programs affecting civil service and repeated their earlier recommendations regarding the programs.

Ellis Riker, administrative director of the Department of Motor Vehicles served as moderator for the group and discussed the intern training program.

Riker proposed the expansion of the program to include program specialty internships with 60 interns taking part in the plan. Recruitment, he noted, should be on a nationwide basis, at both the B.A. and M.A. levels and salaries competitive with the Federal government. The interweaving of academic and work experiences, he said, would result from two-year internships for B.A.'s who would work towards their master's degree in administration. Other recommendations by Riker included:

- Allow B.A.'s to spend up to half of the two-year time in full time attendance at the Graduate School of Public Affairs or comparable program, after spending a minimum of six months full time on-the job;

- Provide full tuition support to B.A.'s for GSPA or comparable program;

- Recruit M.A.'s for one-year internships;

- Provide full tuition support for M.A.'s in GSPA or comparable programs with attendance on employee's own time.

- Recruit any mix of B.A.'s and M.A.'s to the extent of no more than 60 interns in the program at any given time.

Daniel Klepak, administrative director of the Office of General Services, in discussing the Graduate School of Public Affairs, made

four concrete recommendations which would serve to expand services of the institution. He advocated:

- The establishment of an Advisory Council of top State and local officials, to advise the Dean on problems and priorities in State and Local government and to serve as a sounding board for the Dean and a communication channel to develop support for the school.

- The establishment of procedures for the development of case studies from State and local government.

- The expansion of "Executive Development Program" offerings and the use of State and local administrators as lecturers on particular subjects at appropriate points within courses taught by full-time faculty

- The extension of research in State and local governmental problems by faculty and students, employing foundation and Federal grants; the establishment of a Bureau of Government Research in the Graduate School and the use of the Interdepartmental Committee on Research as advisory committee.

Abraham Lavine, director of the field operations bureau of the Division of Employment, discussed the Public Administration Trainee Program. He expanded upon his recommendations which would:

- Provide for selection of trainees by Departments in accordance with criteria set up by the Department of Civil Service;
- Increase the number of traineeships to 60 a year;

- Determine successful completion of the traineeships by sub-

ject matter tests and tests similar to academic achievement tests;

- Place trainees who successfully complete the traineeship on an appropriate promotion list, depending upon the trainee's civil service grade at entrance into the program;

- Provide cross-overs from non-professional to professional titles and include a six-month to one-year "trainee period" or probationary term on promotion. Inclusion in this groups employees who complete a systematic first-line management program in their own agency; and

- Allow department the option of using other promotion lists or open competitive lists if they prefer.

The final panelist was Theodore Becker, Administrative director of the Department of Law who explained the Capital District chapter, ASPA's guidelines for the Management Development program which is currently being redrafted. The program, Becker noted, is a major contribution to the growth of management calibre personnel in government.

A good many of the questions and answers from the floor following the panel discussion dealt with the scope and value of the training program. Some of the delegates felt that the program was too limited in terms of the actual number of personnel who could be trained. The fact that there were more persons eligible and interested in the program than could participate was brought out in the session. Further, the general tenor of the questioning indicated that many of the delegates felt that the programs did not serve them towards

Nassau CSEA Demands Exclusive Bargaining For County Hospital Nurses

On behalf of the more than 70 per cent of nurses employed by Nassau County who are members of the Civil Service Employees Assn., Nassau chapter president Irving Flaumenbaum has placed a demand for exclusive bargaining rights before top county officials.

Flaumenbaum put the issue to County Executive Eugene H. Nickerson and Ralph G. Caso, Hempstead Town presiding supervisor and ranking Republican on the County Board of Supervisors. Caso is also chairman of the

board's health and welfare committee.

The action came as a similar demand was pressed by the New York State Nurses Assn.

The CSEA has represented the county-employed nurses since its inception 18 years ago, generally through units at Meadowbrook Hospital, the county Hospital for Pulmonary Diseases, the Health Department and the Patterson Home for the aged.

"While we are organized on a unit basis," said chapter president Flaumenbaum, "we will continue to work on problems that affect a particular group spread out in more than one unit."

He cited the \$202,629 package of salary boosts to be adopted by the board of supervisors Feb. 15, which gained bi-partisan backing after negotiations conducted with county officials by the CSEA. The pay boosts will be retroactive to Jan. 1 and give Nassau nurses wage scales higher than in private hospitals in the area and in many cases higher than the scale granted New York City nurses after walkouts and interruption of hospital services.

"Despite the fact that we negotiated this fine raise," Flaumenbaum noted, "we have left the door open for further negotiations."

Eastern Europe

(Continued from Page 1)

Moscow, Leningrad, Kiev, Bucharest, Budapest, Prague and Vienna.

Departing on June 29 for 31 days, travelers will fly directly to Berlin via Lufthansa Airlines and will stay at the Berlin Hilton Hotel there. From there, the group will go to Poland, Russia, Rumania, Hungary, Czechoslovakia and Austria with an unusual and novel array of sightseeing being offered all along the way.

Space is limited and the tour is strictly limited to CSEA members and their immediate families. The total price is \$1,260 per person and includes round trip jet fare, hotels, meals, sightseeing, guides, tips, etc.

Immediate application may be had by writing to Deloras G. Fussell 111 Winthrop Ave., Albany, N.Y. 12203; telephone (518) IV 2-3597.

Frank S. Olkuski

(Continued from Page 1)

Nassau chapter President Irving Flaumenbaum said Oluski was 'a dear friend of us all and one of the pillars of our organization.'

Olkuski is survived by his wife, Catherine, two daughters, Mrs. Joyce Kinney and Mrs. Caroline Masciolo, both of Port Washington, and one grandchild. The Rosary was recited at Baker's Funeral Chapel, 231 Main St., Port Washington, on Feb. 8. A Solemn Requiem Mass was conducted the following morning at St. Peter's Catholic Church, Port Washington followed by interment at Mount St. Mary's Cemetery, Flushing.

Last Call

Springtime In Paris Tour Open

Through special arrangements, the first annual "Springtime in Paris" tour for Civil Service Employees Assn. members and their immediate families has been extended from nine to 10 days at an additional cost of only \$10.

The new price of \$309 includes round trip jet transportation from New York City to Paris, room with private bath at the new Paris Hilton Hotel, and a nightclub evening. Optional sightseeing tours will also be offered. The tour departs March 25 and returns on April 3.

It should be noted, however, that little space is left for this tour and remaining vacancies should be applied for at once. Persons who have already booked seats must add the additional \$10 to their final payments. New applicants should write at once to Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I., telephone (516) PI 2-7777.

This tour is strictly limited to CSEA members and their immediate families.

Dobbs Addresses Smithtown Unit

At the regular meeting on Jan. 25, the Smithtown Unit of the Civil Service Employees Assn. had as its guests Thomas Dobbs, president of the Suffolk Chapter of CSEA.

Dobbs explained the need for a paid regional director and two paid field representatives to serve the 50 units now comprising the Suffolk chapter. At the present time, one field representative services the entire Suffolk area.

The Smithtown Unit plans to send a delegate to work on the committee which will study this question.

Don Miller, Superintendent of Schools, will present the proposed 1967-68 budget at the April meeting of the chapter.

promotion and/or advancement.

The panelists agreed, in their replies, with the questioners, that there was ample room for expansion in that area although the present program was an ideal point from which to begin the expansion.

The panel discussion session was scheduled, by Conference President A. Victor Costa, before the regular business meeting in order to give the panelists an opportunity to set their time schedules more closely. The program was arranged by Margaret Fleming, conference program chairman.