

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 14 Tuesday, December 6, 1966 Price Ten Cents

Eligible Lists

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Kelly Decision On Clerks' Reallocations Due Dec. 14



LEADING OFF—John C. Rice, associate counsel to the Civil Service Employees Assn., is seen, left, at microphone as he led off arguments in support of salary reallocations for State clerical workers. The scene is an opening hearing on the issue conducted by J. Earl Kelly, seated center on dais, State Director of Classification and Compensation. (See story to right.)

Hundreds Jam Hearing; Demonstration Rules Set

(Special to The Leader)

ALBANY—From the Canadian border to Long Island, hundreds of Civil Service Employees Assn. members poured into Albany by bus, train and plane last week to attend an open hearing on a two-grade reallocation appeal on behalf of State clerical workers which was conducted by J. Earl Kelly, State Director of Classification and Compensation.

An overflow crowd jammed the State Health Department auditorium and earnestly supported the demands of clerks to be upgraded. For nearly three hours, CSEA representatives and individual members protested vigorously the lack of any current action on the clerical reallocations, which would effect some 28,000 employees.

The meeting produced two immediate reactions. Kelly announced that he expected to present a decision on the upgrading appeal by Dec. 14 and the executive committee of the Employees Association's board of directors authorized, under certain conditions, orderly demonstrations on Dec. 16 should the decision be negative.

Kelly announced the decision date after the long hearing, held in the State Health Dept. auditorium here.

Speakers

Leading off the speakers was John C. Rice, CSEA associate counsel. He was followed by Joseph D. Lochner, CSEA executive director; William L. Blom, research director; Thomas Coyle, assistant research director; Hazel G. Abrams, statewide secretary and the following members of CSEA's Special Committee or Reallocation of Office Clerical workers — Irving Fisher, chairman, Craig Colony; Ann Brown, Rockland State; Abraham Taylor, Auburn Prison; Theodore Newsome, Division of Employment, New York City, and John Pupo, Workmen's Compensation, New York City.

Points

A large number of other CSEA officials and individuals also spoke.

Albany WCB Sets Christmas Party

The Albany Workmen's Compensation Board chapter of the Civil Service Employees Assn. will hold its annual Christmas Party on Thursday, evening, December 15, at the Roc Lounge, Troy, New York.

A cocktail hour will commence at 5:30 with dinner and dancing immediately following.

Taking their arguments collectively, these points were made:

1. Private industry wages were higher for comparable jobs.
2. State salaries in the lower grades are not keeping pace with the cost of living.
3. The vacancy rate rises as high as 22 per cent in some office and clerical worker categories, showing that the positions are not as attractive as the State indicates.
4. The success of many State programs depends upon efficient performance of clerical employees, many of who take responsibilities far beyond the normal scope of duty.
5. In the case of clerical employees in State institutions people in these titles do not even have the same 37½-hour week as their counterparts in State employment, other than institutions, let alone private industry.
6. The grades of other employees have been advanced, not always because of an increase or change in the nature of their duties.
7. Morale is so low that not only is efficiency in danger of being impaired but also is causing many long-time, dedicated employees to believe they have no future in State service and should

(Continued on Page 3)

Legislators To Become Quiz Masters At Annual L.I. Conference Lunch

All 28 Long Island legislators will be guests of the Long Island Conference, Civil Service Employees Assn. at a legislative luncheon Dec. 10. The meeting, an annual event, centers this year on seven specific legislative objectives of the CSEA.

Conference President Irving Flaumenbaum said invitations have gone to all legislators. The lawmakers will turn the tables for a change, he explained, being immune from questioning and in turn dishing out the questions to a panel of seven speakers from the CSEA ranks.

It is designed to be educational and expected to be persuasive.

Jesse B McFarland

ALBANY—Jesse B. McFarland, a former president of the Civil Service Employees Assn. and a career State employee, died here last week after a long illness. He was 75 years old.

Mr. McFarland served as president of the Employees Association from 1950 to 1953, and had been active in the organization throughout his long service with the State Department of Social Welfare. Following his retirement in 1956 from the Welfare Department, he held an executive position with CSEA for four years.

Mr. McFarland was a native of South Haven, Mich., and had lived the 32nd degree.

He leaves a son, Olin H. McFarland, of Santa Monica, Calif. Services and burial were in Colonia.

Flaumenbaum said. He observed that most of the successful candidates had in pre-election screening expressed positions generally favorable to the CSEA legislative program.

Speakers will give four-minute talks each and then answer questions fired by the legislators.

Agenda

- 1) Two-grade salary increase for all State employees.
- 2) Payment for unused sick leave on retirement.
- 3) Repeal of the Condon-Wadlin act and establishment of workable collective bargaining procedures for public employees.
- 4) Establishment of fully non-contributory health plans.
- 5) Provision that disciplinary hearing officers be selected from outside the department involved.
- 6) Return of court employees under the Judicial Conference to the jurisdiction of local Civil Service Commissions.
- 7) Time and one-half for overtime.

The topics will be expounded by, in the same order:

Arthur Miller, former president of the Suffolk chapter and L.I. conference; Thomas Purtel, presi-

dent of the Central Islip State Hospital chapter; George Koch, of the L.I. State Parkway Police; Natale Zummo, president of the Kings Park State Hospital chapter; Flaumenbaum; Francis Di-

(Continued on Page 16)

Harry W. Albright, Sr.

Harry W. Albright, father of Harry W. Albright, Jr., counsel to the Civil Service Employees Assn., died last week in his Loudonville home after a long illness. He was a former president and board chairman of the National Savings Bank in Albany.

Mr. Albright was a lifelong resident of the Albany area. For many years, he was general agent for the Penn Mutual Life Insurance Co. for the Capitol District area and was elected to the bank presidency in 1946. He was named board chairman in 1959 and retired in 1964. Mr. Albright was active in numerous civic and business organizations.

Surviving also are his wife, Ruth Kerwin Albright; daughters, Mrs. Arthur Billings, Albany, and Mrs. Leslie P. Durgin, Royal Oak, Mich., and 12 grandchildren.

Don't
Repeat This!

Bob Price's Job Is Still—Lindsay On The National Ticket

LEAVING City Hall has not removed the spotlight from Robert Price, who has served as a strong Deputy Mayor to Mayor John V. Lindsay. On the surface, Price's reasons for leaving City Hall could very easily be what he said they were—that he needed to protect his own financial future with a more lucid

(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.

Inconsistency Breeds Discontent

CONSISTENCY in policy is absolutely essential for the good public relations of government and of civil service.

CIVIL SERVANTS generally do not make policy, but they do carry it out. This means that when there is an inconsistency, the bad public relations rubs off on civil service rather than on the elected officials who usually make the policy.

THE COMPLEXITIES of government are so broad that it is fairly easy for the policy of one area of government to clash head-on with a policy of a specific government agency, or vice versa.

A DISTURBING case in point is the general Federal government policy that everything must be done to improve the quality of education, including the allocation of hundreds of millions of dollars.

YET AT THE same time another agency of the same Federal government makes specific aspects of this policy most difficult to achieve.

THE INTERNAL REVENUE Service has ruled that a teacher's extra schooling costs may be deducted only when incurred to improve one's skills in an existing job, not to prepare for a better one.

THIS RULING fits directly into the face of realities. Every teach-

er we know wants to move on-ward and upward in the teaching profession. In addition, college teachers are in jeopardy of losing their jobs, if they cannot show that they are preparing for higher degrees.

WORKING TOWARD a higher degree costs as much, if not more, than tuition at an undergraduate college, sometimes as high as \$1,500 to \$2,000 in a year. For a teacher supporting a family, this is an incalculable hardship.

YET, AT the same time the Federal Government is spending all those million of dollars to improve the quality of teaching materials, educational facilities, libraries, and laboratories.

BUT WHEN teachers are willing to invest their own money to improve themselves—and therefore the quality of their teaching—they are penalized instead of being given the strong assist one would expect from a government committed to the best quality education for all.

WE KNOW that the Internal

Nassau County Seeks Caseworker Trainees

Nassau County is accepting applications until Jan. 3 for an examination for caseworker trainee. This position, in the Nassau County Welfare Department, has a starting salary of \$5,080.

Candidates must have a bachelor's degree and have completed the first year of study towards a Master's degree in social work. For further information, contact the Civil Service Commission, 140 Old Country Road, Mineola, New York 11501.

Revenue Service has been considering a change in this policy, but we haven't seen the change implemented. For many teachers, time is running out. We know at least two, who were lost to education forever because of this myopic government policy.

AND THE teacher shortage has long since passed the million-mark.

AS IS USUAL, the IRS agents, all members of the civil service corps, are the ones who catch the brickbats—not the brass in Washington, who cook up these unrealistic rulings or the U.S. Tax Court, which gives the enforcing opinions.

IN A WAY, it's not much different from a policy difference between a police department traffic division and a civilian traffic commissioner. Both insist that a certain street be one-way, but each agency wants the "one-way" in a different direction.

THE RESULTING collisions and traffic jams would certainly expose this difference in policy to the detriment of government generally, and civil servants specifically.

CIVIL SERVICE people who uncover these glaring discrepancies of policy are duty-bound to object before their own public relations suffers.

Meat Inspectors Needed In State

The Interagency Board of U.S. Civil Service Examiners for Illinois has announced an examination for Meat Inspectors and Poultry Inspectors, GS-5.

These positions, in the Consumer and Marketing Service of the United States Department of Agriculture, have openings in New York State. The salary starts at \$5,331 per year.

For further information and applications, contact the Executive Officer, Interagency Board of U.S. Civil Service Examiners for Illinois, Room 1330, New Federal Building, 219 South Dearborn Street, Chicago, Illinois 60604.

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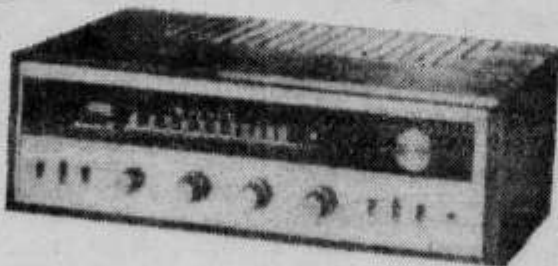
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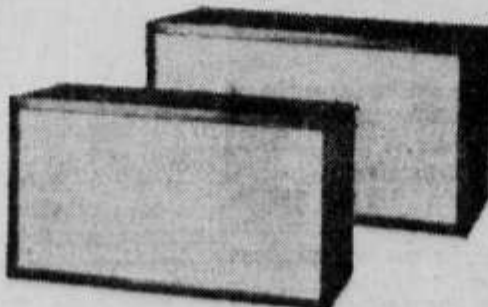


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BUS LOAD — This group of Long Island members of the Civil Service Employees Assn. chapters is seen as they arrived by chartered bus in Albany last week to support State clerks in their appeal for a salary reallocation.



SUPPORT CLERKS — Hudson River State Hospital office workers are shown above as they boarded a bus at the hospital on Wednesday morning for a trip to Albany to participate in a hearing before J. Earl Kelly, State director of Classification and Compensation, Assisting the group of 41 hospital office employees in their plea for upgrading of office and clerical employees is Assemblyman Victor C. Waryas, foreground, talking with Mrs. Nellie Davis, center, president of the Hudson River State Hospital chapter, Civil Service Employees Assn., and Mrs. Margaret Killackey, right, secretary of the group.



JAMMED HEARING — Seen here is part of the overflow crowd of nearly 800 members of the Civil Service Employees Assn. who attended an open hearing on a salary upgrading appeal for State clerical employees, held last week in Albany.

Decision Due Dec. 14 On Reallocations

(Continued from Page 1)
seek private employment.

The Civil Service Employees Assn. filed a strong brief on behalf of the clerical employees several months ago. Union claims to having filed a brief were rejected by Kelly, who said no such material had been received by his office.

Rules

Following the hearing, the executive committee of the Employees Association met to hear reaction on the session and to consider requests to conduct orderly demonstrations. After much debate on the subject, the committee adopted a plan of action contained in a proposal that reads:

"That chapters . . . led by their individual presidents be authorized to peacefully demonstrate, within the rules of the Civil Service Employees Assn., on Friday, Dec. 16, if they are not satisfied with the results of the hearing held by the Division of Classification and Compensation on Nov. 30, and that the decision to demonstrate by the chapter shall be governed by the majority of members attending the meeting of the chapter called for the purpose of ex-

plaining the rules and the purposes of the demonstration."

A spokesman for the committee said afterwards that it was the intention of the board committee that it would be more effective for the chapters to demonstrate on a unified basis. It was suggested that all demonstrations occur on the same day—Dec. 16. This will be two days after the Kelly decision is rendered and should allow sufficient time for

The following rules authorized chapters to make their plans for the demonstrations are:

1. They shall be peaceful and orderly.
2. Only selected spokesmen shall be authorized to issue statements to the press, the general public or government officials.
3. Printed instructions shall be distributed by the chapter to its members participating in a demonstration to assure adherence to the conditions for demonstrations.
4. Permission shall be obtained from duly constituted legal authority to meet at the site selected.
5. Approval from CSEA headquarters of the site selected shall be secured in advance of the demonstration.

Budget School Is Set For Non-Teaching Aides

Representatives of 6,000 non-teaching school employees will be coached for upcoming budget preparations at a special luncheon Saturday, Dec. 10 sponsored by the Nassau chapter, Civil Service Employees Assn.

Chapter President Irving Flaumenbaum said delegates from 35 non-teaching units would be briefed and receive copies of a 100-page study of salary and fringe benefits accorded by the 57 Nassau school districts in the 1966-67 budget year.

The delegates will be briefed for negotiations by Flaumenbaum and Edward Perrott, chairman of

the non-teaching group and first vice president of the chapter.

The luncheon will be held at Carl Hoppl's in Baldwin.

Copies of an in-depth study of varying salary scales and fringe benefits accorded in the various districts have been printed by the Nassau chapter, Flaumenbaum said. Copies are reserved for two officers of each unit.

Erie CSEA Welfare Unit Asks For Raise

BUFFALO—A beginning salary of \$5,400, with increments to \$6,960 has been proposed for caseworkers in the Erie County Welfare Department by the Welfare Unit, Erie Chapter, Civil Service Employees Assn.

The current caseworker scale is \$5,010 to \$6,410.

In a letter urging the Board of Supervisors to grant the increases, the CSEA Unit notes that "43% of the caseworker staff was replaced during the past year. The critical turnover is further emphasized in the replacement of 76% of the beginning caseworkers."

The Welfare Unit also proposed change in title and upgrading for account clerks, and upgrading for record room clerks, senior clerk-stenographers, resource adjusters and assistant resource director.

The CSEA members had strong support from George G. Sipprell, Erie County Welfare Commissioner.

"If we can pay our caseworkers enough money to keep them on the job for three to four years," Mr. Sipprell told the budget committee of the Board of Supervisors, "so that they can work on a

continuing basis with their cases it will pay off immeasurably."

The Commissioner proposed creation of 54 new caseworker jobs in the 1967 budget but that was cut to 30 by County Executive Edward Rath.

John Powers Family Expresses Gratitude

The family of the late John F. Powers, former president of the Civil Service Employees Assn., and, later a representative for the organization, has asked The Leader to express its gratitude for the numerous expressions of sympathy received from his friends.

Mrs. Powers told The Leader that so many flowers, Mass cards and notes had been sent it was virtually impossible to write to everyone concerned.

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The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.



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Part-Time, Temporary, Yule Jobs

Now that the pre-Christmas shopping season is in full swing City stores need to increase their normal staff of sales and stock employees. The many vacancies, mainly for part-time work, offer excellent opportunities for civil service employees to supplement their salaries. Previous retail experience is desirable for applicants for sales jobs. Applicants for stock jobs should be able to read stock labels or shipping instructions. Apply for these jobs weekdays at the Sales and Merchandising Offices, 16 East 42nd Street in Manhattan.

Nurses In Public Health Field; \$7,100

New York City is accepting applications on a continuous basis for the position of head nurse (public health). The salary for these job ranges from \$7,100 to \$8,900 a year. All applicants must possess a valid New York State license as a registered nurse or have application for the license pending. In addition, candidates must have completed 30 credits in a college program in the following areas: Public health, social aspects, psychology and education and communication skills. At least two courses in the field of public health and one each in the other fields are required although only two courses are permitted in communication skills. Completion of a baccalaureate or higher program at an accredited college or university which provides preparation for public health nursing, will be accepted in lieu of the above educational requirements. For further information and applications, contact the Department of Civil Service, 49 Thomas St., N.Y. N.Y. 10013 or call 566-8700.

Navy Needs Men With Mechanical Skills In Queens

The U.S. Navy Reserve Training Center in Whitestone, N.Y. is recruiting men with mechanical skills to serve in Ship Activation, Maintenance and Repair, Unit 3-3. The work schedule provides four days pay each month for working a Saturday and Sunday. Previous service, Navy or otherwise, is not necessary, nor is there any top age limit. For further information, visit the Naval Reserve Training Center the first weekend of each month, write SAMR 3-3, 150-74 Sixth Ave., Whitestone, N.Y., or phone FL 9-4064.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

Where to Apply For Public Jobs

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

CITY

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720.

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

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

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

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; 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. Telephone 264-3311, 9 A.M.-1 P.M.

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

No Advance Filing Is Necessary For January 21 Patrolman Test; 3,000 Appointments Expected

The New York City Department of Personnel has announced that the next patrolman examination will be a walk-in test, to be held January 21 at 9 a.m.

Candidates are not required to file applications prior to the exam date, but must present themselves in person at one of the test centers where the examination will be given.

The tests will be held at the following schools: William Howard Taft, at 171 Street and Sheridan Avenue in the Bronx; Thomas Jefferson, at Pennsylvania and Dumont Ave. in Brooklyn; Brandeis, at 145 W. 84 Street in Manhattan; Jamaica, at 168 Street and Gotie Drive in Jamaica.

Approximately 3,000 career positions in the field of law enforcement, with starting salaries of

\$7,032 a year, will be filled during the next three years by successful candidates in this test.

Patrolmen now receive a salary of \$8,483 per year after three annual increments. But this figure is expected to be raised, as a salary increase is currently under negotiation.

Other benefits include an annual uniform allowance of \$185; a city-paid contribution of \$130 a year per man for a welfare fund; paid holidays (\$371 minimum) and paid vacation.

In addition to the above bene-

fits, patrolmen receive paid sick leave, health insurance, hospitalization, a blood credit program, generous retirement pension benefits, and the opportunity of being promoted to higher ranks.

Applicants must be U.S. citizens between the ages of 20 and 29 years of age. For appointment, they must be at least 21. Veterans may deduct up to six years of military duty from their actual ages to meet the maximum age requirement.

Other requirements include: a high school diploma or equivalency certificate, or an Armed forces G.E.D. certificate; and a New York State driver's license.

Residence in one of the five boroughs of New York City, Westchester, Rockland, Suffolk or Nassau County is also necessary.

Physically, candidates must be a minimum of five feet eight inches high, with a normal weight in proportion to height; have 20/30 vision in each eye without glasses; have normal hearing without hearing aid, and good general health.

The passing grade for the written test, to be weighted 100, will be 75 percent. It will be designed to test the candidate's intelligence, initiative, judgement, and capacity to learn the work of a patrolman. Possible questions on this multiple-choice type exam concern police situations, reading comprehension, vocabulary, arithmetic reasoning and current affairs.

Those who pass the written exam will also be required to take and pass a qualifying medical and physical test.

LEGAL NOTICE

At a Special Term, Part II of the Supreme Court of the State of New York, County of Bronx, at the Courthouse located at 851 Grand Concourse, Borough of Bronx, City and State of New York, on the 9th day of November, 1966, PRESENT HON. VINCENT A. LUPINO, Justice.

In the Matter of the Application of STEVE SUBER, an Infant under the age of 14 years, by DOROTHY JONES, his natural mother and Guardian, for permission to Assume the Name of STEVE WITHERSPOON.

On reading and filing the petition of DOROTHY JONES, and the consent of WALTER WITHERSPOON, both verified the 19th day of October, 1966, praying for a change of name of the above named infant, it being requested that he be permitted to assume the name of STEVE WITHERSPOON, in the place and stead of his present name, and the Court being satisfied that the said petition is true and it appearing from the said petition and the Court being satisfied that there is no reasonable objection to the change of name proposed, and it further duly appearing that the infant was born on January 18, 1956, Borough of Bronx, City of New York, and that the certificate of his birth issued by the Commissioner of Health bears Number 156-56-200894, and it further duly appearing that the said infant is not registered and not required to be registered under the provisions of the United States Selective Service Act; and it further duly appearing that the interests of the said infant will be substantially promoted by the change.

NOW ON MOTION OF HENRY R. ROTHBLATT, attorney for said petitioner, it is

ORDERED that the said STEVE SUBER, born on January 18, 1956, at Borough of Bronx, City of New York, with birth certificate Number 156-56-200894, be and he hereby is authorized to assume the name of STEVE WITHERSPOON in place and stead of his present name and no other name, upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely, that this order be entered and the said petition upon which it was granted be filed within ten days from the date hereof in the Office of the Clerk of this Court in the County of Bronx; that within twenty days from the date of entry hereof, a copy be published once in the New York Law Journal and Civil Service Leader, newspapers published in the County of Bronx, New York; and that the affidavit of publication shall be filed with the Clerk of the Supreme Court in the County of Bronx, within 40 (forty) days after the date thereof, and it is further

ORDERED, that upon compliance with the above provisions herein contained, the said infant petitioner STEVE SUBER shall, and after the 23 day of December 1966, be known as and by the name of STEVE WITHERSPOON, which he is hereby authorized to assume and by no other name.

ENTER, V.A.L. J.S.C.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the Application of MAMIE SMITHERMAN, Petitioner, For an Order dissolving her marriage with MACK A. SMITHERMAN, Respondent. Pursuant to Article 12 of the Domestic Relations Law.

TO MACK A. SMITHERMAN: TAKE NOTICE that a petition has been presented to this Court by MAMIE SMITHERMAN, 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 this Court, dated the 23 day of November, 1966, a hearing will be had upon said petition at the Supreme Court, Special Term, Part I, of the Supreme Court of the State of New York, at the Supreme Court Building, 851 Grand Concourse, Bronx, New York on the 19 day of February, 1967, at 9:30 o'clock in the forenoon.

Dated: Bronx, New York, November 23, 1966
MAMIE SMITHERMAN, Petitioner
FLOYD N. PATTERSON, Attorney for Petitioner
Office & P.O. Address
156 West 180 Street
Bronx, New York 10453
TS 2-1739

Government Offering Accounting Careers

Applications for internal revenue agents and internal auditors at grade GS-5, \$6,211 a year and GS-7, \$7,099 a year, are now being accepted by the Internal Revenue Service.

The positions are located in the Albany, Brooklyn, Buffalo and Manhattan District Offices, and the Office of the Regional Inspector in New York City.

A major in accounting or at least three to four years of professional accounting experience, is required of candidates.

Applications and pertinent announcements are available at the Board of U.S. Civil Service Examiners, Internal Revenue Service, 96 Church Street, Room 1103, New York, N.Y.; the Interagency Board of U.S. Civil Service Examiners for Greater New York, News Building, 220 East 42nd Street, New York, N.Y.; the Interagency Board of U.S. Civil Service Examiners for Upstate New York, O'Donnell Bldg., 301 Erie Blvd. West, Syracuse, N.Y.; any Internal Revenue Service District Office in New York State; and any Post Office where the announcement is displayed.

Applications will be accepted until further notice.

REMEMBER, A 30-year old firefighter was killed recently while responding on a false alarm!

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices.



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Applications are being accepted on a continuous basis by the New York State Civil Service Commission for the positions as probation officers. These positions, located throughout the State, have starting salaries as high as \$6,440 a year.

Both college graduates and college seniors may apply for these jobs, although a B.A. is necessary

in order to be appointed.

Written examinations are given periodically and therefore no appeal or review of test papers will be allowed.

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

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TUESDAY, DECEMBER 6, 1966

Wage Board Raises

WITH the awarding of a 4.5 per cent wage increase to thousands of Federal employees doing blue collar jobs by the Federal Wage Board last week, the question again arises about whether all Federal civil servants should not come under the jurisdiction of such a ruling body when it comes to pay and benefit increases.

The process by which the blue collar workers received their raise alone is enough to set the teeth grinding of anyone who has followed the agonizing political rituals and wasted manpower hours of some of our most important legislators and appointed officials as pay agreements for the Federal white collar and Post Office employees are reached each year.

Endless rounds of hearings and political back-scratchings — reiterations upon redundancies and the fearful pretence by legislators that one constituency is the same as another in the face of their overlapping makeup and contrasting purposes contrive to make up a carnival atmosphere with horror show overtones.

And when all has settled down and the political promises have bowed to the political realities, the White House veto remains to crush any real foolishness that may have gotten through Congress's political meatgrinder.

The actual nitty-gritty honing of the initial Federal employee demands to fit the economic landscape is actually quite precise and quite the same hands manipulate those shears then as do sculpt the most telling recommendations to the Wage Board. But, it is always hard to point out a real artist in a three-ring circus.

The wage board panel was subject to the same administration pressures, if not as much political arm-bending (but then they had no constituency to build paper mache castles for) and were in the end subject to the same kind of White House overruling. What happened was that the workers under their jurisdiction received a raise nearly a full percentage point above the kind of increase the majority of Federal employees have been receiving lately. Federal employee leaders and the Administration should examine the possibilities of setting up such a system for all Federal employees without eliminating the employee's right to exert pressures in his own behalf.

LETTERS

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.

Team-Nursing Will Fulfill Duties

Editor, The Leader:

Having read an editorial "One Way to Ease Nurse Shortage", I feel that actual team-nursing: physician, registered nurses, licensed practical nurse, aids, and other personnel who care for the sick is the answer. How many hospitals have this honest procedure? Too many people wait for the next one on duty to do thus and so. Or, duties are limited until someone else can come to do the order. L.P.N.'s of today are taught with actual experience to work side by side with the R.N. and doctor. If L.P.N.'s were given their rightful earned rights or position, the shortage of nurses would not be so acute, because duties would be fulfilled.

It is not necessary to be a genius in calculus, just don't be afraid to do the work that is to be done. Keep your patient as comfortable as is possible. Give tender loving care; the problem will be small and the job will be done.

A Proud L.P.N.
Poughkeepsie

Correction Officers Cite Leader Coverage Of Sick-leave Policy

Editor, The Leader:

On behalf of the correction officers of the Department of Correction, I wish to thank The Leader for the fine job of calling attention to the plight of the correction officer last week. It is just such unions and employee organizations as Local 832 and the Penologists, and such fine news papers as yours that make working for the City just a little bit better.

ALBERT BOYCE,
Correction Officer, President
The Penologists
New York City

Editor, The Leader:

Thank you very much for the help you gave the correction officers in getting back their first day and one half of sick leave. At least one newspaper cares about us.

CLARENCE MILTON
Correction Officer, NYC

Editor, The Leader:

Three cheers for the Leader. You gave us the publicity we needed to put our protest on the revocation of our pay (for the first three sick days) over the top.

PAUL FELTMAN,
Correction Officer,
Rikers Island, NYC

New Summer Job Filing Is Re-Opened

Students who missed the Oct. 21 cut-off date for applying for the Federal summer employment test in November will have two more opportunities. To compete in the January exam, students should apply before Dec. 9. The cut-off date for competing in the final exam in February is Jan. 9.

For further information, write the Interagency Board of Civil Service Examiners, Wash., D.C.

Civil Service Law & You

By WILLIAM GOFFEN



Reclassification Without Examination

IT IS DIFFICULT to conceive of any determination more important to the Civil Service employee than that of his classification. It is therefore not surprising that courts at all levels are frequently called upon to resolve the multifarious issues posed. A recent such case of particular significance for clear restatement of employee rights to reclassification without examination are *Goldhirsch v. Krone* and *Kelly v. Krone* (New York Law Journal, September 19, 1966, page 1). Both of these cases were decided in the Court of Appeals which granted leave to appeal to the State Civil Service Commission "to consider the frequently recurring question of job reclassification without examination."

THE PETITIONERS in both proceedings held interviewer titles in the Division of Employment of the Department of Labor. They brought Article 78 proceedings seeking to be "covered in" without examination to the better paying positions of employment counselor and senior employment counselor. The latter were newly created provisions pursuant to recommendations of the United States Department of Labor.

THE GOLDHIRSCH petitioners, holders of unofficial titles as counselors, based their claim upon the fact that they have been performing counseling duties. The Kelly contention was that the official duties of interviewers and counselors are interchangeable, so that the right to reclassification without examination exists for all interviewers.

THE CIVIL Service Department's refusal to reclassify the petitioners was declared arbitrary and capricious by the lower courts. Their determination, however, was reversed in an opinion by Judge Stanley H. Fuld in which the entire court concurred.

ANALYZING THE official specifications for interviewer and counselor, Judge Fuld concluded that they were plainly different. While an interviewer "counsels," this function is merely incidental to his function of job placement. On the other hand, counseling is the principal function of the counselor whose referral of applicants to job openings is merely incidental.

THE GOLDHIRSCH petitioners insisted, however, that their performance of counseling work as prescribed by the official specifications for counselor, warranted their reclassification as counselors with the attendant higher salaries, without examination.

THE WEAKNESS of the Goldhirsch argument is that the counseling functions were not "in-title," but "out-of-title" work. Their civil service examinations qualify them as interviewers, not counselors.

JUDGE FULD collated certain of the important precedents including *Carolan v. Schechter* and *Niebling v. Wagner*, cases in which the Court of Appeals held that park supervisors could not be reclassified to higher positions without examinations, because the duties they had been performing were out-of-title.

THE IMPOSITION of out-of-title work upon incumbents prior to reclassification is invalid. It may not be validated by reclassification without examination. Stated otherwise, the necessity for filling vacancies by promotion may not be evaded through the assumption of added duties beyond the scope of the employees' classification. Any counseling duties performed by the Goldhirsch petitioners were not "in-title." Without taking a promotional examination, they were not entitled to reclassification as counselors.

THE PETITIONERS relied on *Mandle v. Brown*. The Mandle petitioners were Grade 4 attorneys assigned to the New York City Corporation Counsel's Office. They were in an unlimited salary grade. As part of a citywide reclassification based upon on-the-job surveys, the attorneys were reclassified to four new titles with varying duties and salaries. The petitioners, having been assigned to the lowest of the new titles, objected that the other attorneys had been promoted without examination. The Court approved the reclassification complained of in the Mandle case, but the Goldhirsch petitioners were in a different situation. They did not have an unlimited salary grade. There had not been a job survey warranting overall reclassification on the basis of "equivalent duties." On the contrary, their salaries were kept within a limited salary grade and their counseling services were out-of-title work which did not warrant their reclassification to higher positions without competitive examination.



SOCIAL SECURITY Questions and Answers

"What is meant by a spell-of-illness?"

A spell-of-illness begins on the first day you receive covered services in a hospital or nursing home and ends when you have not been in any hospital or nursing home for 60 consecutive days.

"If I go to a hospital twice in a period of six weeks, do I have to pay the first \$40 each time?"

You pay the \$40 deductible only once during each spell-of-illness. Since you were not out of the hospital for 60 days before

your second admission, the spell-of-illness did not end.

"As a self-employed person, I pay 1 1/2 times the rate a wage earner does in social security taxes. Will I have to pay this rate in Medicare hospital insurance contributions, too?"

You will pay at the same rate as a wage earner does for hospital insurance—3.5 percent of your net earnings up to \$6600 for your taxable ear.

U.S. Service News Items

By JAMES F. O'HANLON

Wage Board Employees To Get 4.5 Percent Raise

Beginning with the first week of the next pay period more than 250,000 Federal wage board (blue-collar) workers will receive pay raises averaging between 4.4 per cent to 4.5 per cent. For many of these workers the initial pay period affected has already begun, starting last Sunday.

In addition to the thousands of blue collar employees who will benefit from the wage board ruling, several thousand employees of private contractors who are engaged in Federal work will also receive the raise. Their employers are required, under Federal law, to pay at least the prevailing Federal wage to their employees who are engaged in Federal work.

The most surprising factor of

initial recommendations of the Federal Wage Board as to the nature of the wage adjustment needed to match the prevailing wages paid to workers doing comparable duties in private industry. The adjustments were recommended to the wage board by the dozen agencies employing blue collar workers.

"Blue collar workers" is the term applied to those Federal employees engaged in such tasks as maintenance, construction and mechanics.

The Defense Department, for instance, employs over 11,000 blue collar workers, most of whom are engaged in Army, Navy and Air Force work here and overseas.

Their salaries, unlike those of white collar or clerical and profes-

(Continued on Page 9)

U.S. Stenos Are Needed: To \$4,776

Applications for positions as stenographers and typists are being accepted on a continuous basis by the United States Civil Service Commission. These jobs are located both in the New York City and Washington, D.C. areas.

Salary ranges are \$3,925 to \$4,269 per year for typists and \$4,269 to \$4,776 for stenographers.

Graduation from high school is a requirement. From six months to one year of experience is also required.

For further information and applications, contact the Office of the U.S. Civil Service Commission, 220 East 42 St., N.Y. City.

State Computer Programmer Exam

New York State is accepting applications on a continuous basis for the position of computer programmer which pays from \$6,675 to \$8,135 a year.

For further information contact the State Department of Civil Service, the State Campus, Albany and refer to the examination numbers 27-100.

Broadcast Tech.

Applications for radio broadcast technicians are being accepted continually by the United States Civil Service Commission. Starting salaries for the job range from \$6,115 to \$7,779.

Six more reasons why your Statewide Plan Identification Card is New York State's Number One Get Well Card . . .

Effective July 1, 1966, the STATEWIDE PLAN increased benefits in three areas for the greater protection of its subscribers:



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1. Blue Cross benefits for hospital care for a normal delivery are increased from \$75 to \$100, a 1/3 increase in benefits.
2. Blue Shield benefits for physicians' services for a normal delivery are also increased from \$75 to \$100, a 1/3 increase in allowance.



Private Duty Nursing

1. Benefits begin after the first 48 hours instead of the first 72 hours.



Major Medical

1. The maximum Major Medical benefits during a calendar year are increased from \$7,500 to \$10,000.
2. The maximum benefits during a lifetime are increased from \$15,000 to \$20,000.

Based on 1965 experience, these new benefits will save STATEWIDE PLAN subscribers more than \$553,800 per year.

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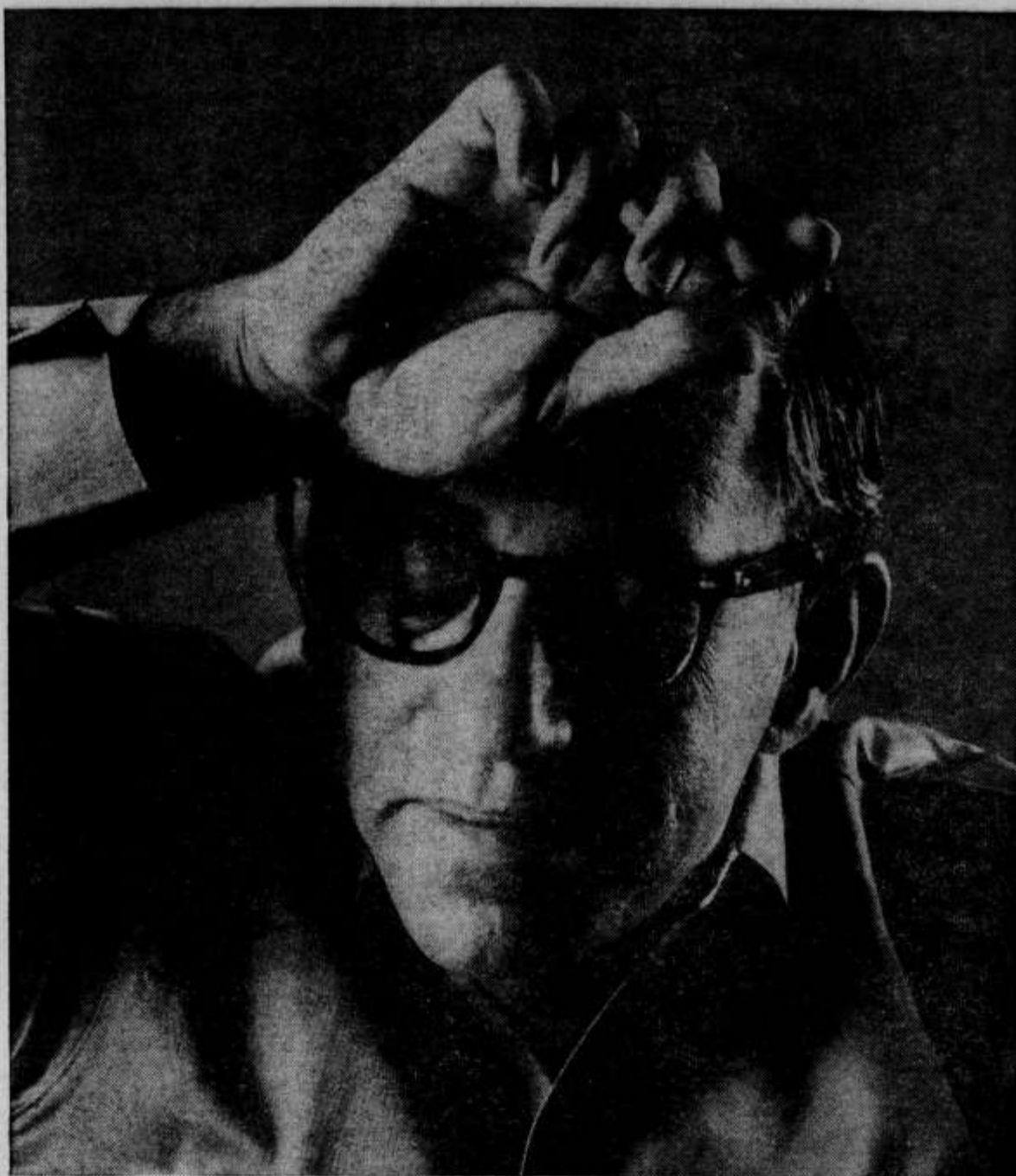
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A message to employees of the City of New York



The Story of Timothy T or How Fast Could You Raise \$7,140.65?

When Timothy T chose his health plan from the three offered to City employees, he and his family were all feeling fine.

Then, within one ten-week period, his wife and two children were all hospitalized with unrelated serious illnesses.

Their bills came to \$7,140.65. His health plan paid \$6,051.30—or about 85%—of these costs. If he had chosen either of the other two plans, the maximum payment would have been only \$2,643.90—less than 38% of his actual costs.

He undoubtedly had to go into his savings for \$1,089.35. Rough enough. But a financial life-saver

compared to the \$4,496.75—most of which he would have had to borrow someplace—to make up for either of the other two plans' lack of coverage. Fortunately, Timothy T had chosen well. He had voted the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE ticket.

He chose the *only* plan that offers any and all of these Major Medical and other benefits to New York City employees:

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3. Anesthesia.

4. Private duty nursing care.
5. Psychiatric treatment in doctor's office.
6. Freedom to select the doctor you want.

Some of these considerations undoubtedly influenced Timothy T's original selection.

Today he has another reason to stick with the plan he chose so wisely. A \$6,051.30 reason.

Few illnesses, of course, involve such staggering figures. You could be one of the lucky ones, with a health bill of only \$10 or \$15 next year. But big ones like Timothy's *do* come up.

And it could happen to you.

Reduce the risk of back-breaking health costs—and the worries that accompany financial disability. Choose the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE program for yourself and your family.

If you have any questions, by all means call us at one of the special numbers below. A ten-cent telephone call today may prove one of the finest investments you'll ever make!

Ask for "City Information" at both numbers: Blue Cross—Blue Shield, 689-2800; Metropolitan Life, 578-6071.

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☆ U.S. Service News ☆

(Continued from Page 7)

sional Federal employees and post office workers are set each year by studies made by the Federal Wage Board. The President can override the Wage Board but this is a technicality which is not usually resorted to, mostly because the Board's recommendations usually correspond with the President's idea of the reality of the issue by the time they become public.

Wage Board employees salaries are not negotiable in the Congress as are the wages of the majority of the Federal workforce.

It had been reported that Presidential advisors were seeking the means to cut the blue collar wage back to somewhere in the vicinity of 3.2 per cent. About the same time however, there were some indications that the President was considering raising his wage-increase guidelines to a more palatable level of around 4.5 to 5 per cent.

Retirees To Get 3.9% Benefit Raise Jan. 1

As of Jan. 1, 1967 more than 75,000 retired Federal employees and survivors will receive a 3.9 percent cost-of-living raise. The increase will first show up in checks sent during the month of February.

This raise, the first to be awarded under a recent Federal law, comes about due to the recent rise of more than three percent in the consumer price index and its maintainence at that level for more than three months.

In addition to those already retired, Federal employees who retire on or before Dec. 30, 1965 will receive the 3.9 percent raise plus additional one percent bonus as provided for in a 1962 law. This total of 4.9 percent is expected to influence thousands of Federal employees to retire before the end of this year.

According to the Civil Service Commission an employee of the Federal government must not be on the payroll after Dec. 30 to be eligible for both increases.

The United States Civil Service Commission has also sug-

gested that Federal employees with pending disability retirement cases should request their agencies to place them on leave without pay from and including this coming Dec. 31.

Should the disability retirement claim be disallowed, sick or annual leave with pay may be retroactively substituted for the leave without pay, according to the Commission. If the claim is allowed, the accumulated will be payable in a lump sum while any sick leave accumulation will be forfeited.

U.S. Food Service Superv. Needed

Applications for food service supervisors are being accepted on a continuous basis by the Federal Government. The positions, which exist in various penal and correctional institutions throughout the United States, have salaries ranging from \$2.72 to \$3.84 per hour.

For further information contact the Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas and refer to announcement number SL-14-3.

Jobs As Helpers Pay \$2.40 An Hr. In Washington Area

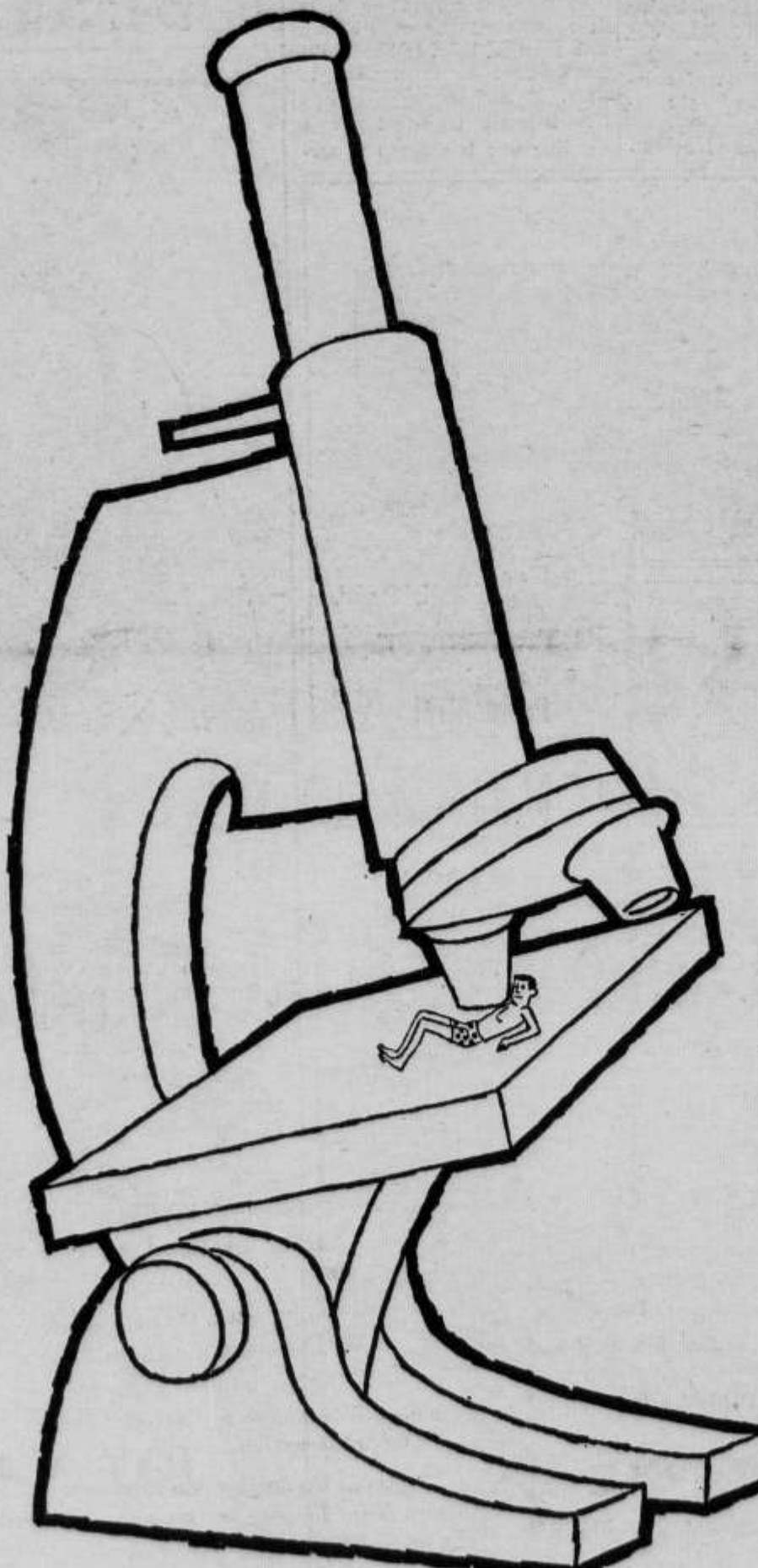
The Federal Government needs helpers at \$2.40 per hour in many blue-collar occupations in the Washington area. Applicants are not required to have had previous training or experience, but must pass a written test. These jobs may lead to promotion in various trades.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. or telephone (202) 343-7341.

Safety Inspector

Applications for jobs as safety inspector with the Bureau of Motor Carriers of the Interstate Commerce Commission are being accepted on a continual basis by the United States Civil Service Commission. Positions are located in various cities of the United States.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Interstate Commerce Commission, Washington, D.C. and refer to announcement number 320 B.



WHAT DOES "EARLY DIAGNOSIS" MEAN?

"Early diagnosis" is what happens when your doctor sees you and figures out what's wrong with you **before** it becomes serious.

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This is just one reason why so many Civil Service workers are selecting GHI. There are other reasons, too. Write or phone today, to find out what they are.

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Sample Questions For Cashier Examination

Filing has closed for the forthcoming examination for cashier and cashier (TA) and candidates are now in the process of preparing for the test.

As an assistance to those candidates now studying for the exam, The Leader is publishing a dozen sample questions and answers to this test.

- The corrugations on the outer edge of a genuine coin are usually
 - indistinct and blackened
 - even and regular
 - the same as on a counterfeit coin
 - uneven and crooked
- The one of the following which is characteristic of a genuine bill is that its portrait
 - has a fine screen of regular lines in its background
 - has irregular and broken lines in its background
 - has a very dark blue background
 - merges into the background.
- If one-half of a mutilated genuine bill is sent to the Currency

- Redemption Division of the Treasury Department, the bill will
- be redeemed at one-half of its face value
 - be redeemed at three-fifths of its face value
 - be redeemed at its full face value
 - not be redeemed at all.
- The saw teeth points on the rim of the Treasury seal on a genuine bill are generally
 - blunt and uneven
 - broken off and faded
 - indistinct
 - sharp and evenly spaced.
 - The detection of counterfeiting and the apprehension of counterfeiters is primarily the responsibility of the
 - Federal Bureau of Investi-

- United States Secret Service
 - Federal Reserve Board
 - Department of the Interior.
6. "A cashier has to make many arithmetic calculations in connection with his work. Skill in arithmetic comes readily with practice; no special talent is needed." On the basis of the above quotation, it is most accurate to state that
- the most important part of a cashier's job is to make calculations
 - few cashiers have the special ability needed to handle arithmetic problems easily
 - without special talent, cashiers cannot learn to do the calculations they are required to do in their work
 - a cashier can, with practice, learn to handle the computations he is required to make.
- 7 It is most important for a cashier who is assigned to per-

form a lengthy monotonous task to

- perform this task before doing his other work
- ask another cashier to assist him to dispose of the task quickly
- perform this task only when his other work has been completed
- take measures to prevent mistakes in performing this task.

(Continued on Page 11)

Jan. Filing Expected For. Asst. Statistician

The New York City Department of Personnel is expected to announce a Jan. 5-25 filing period for an examination as assistant statistician.

Starting salary in this position is \$5,750.

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

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Cashier Test

(Continued from Page 10)

Of the following, the chief reason why a cashier should not be late to work in the morning is that

(A) he will probably be penalized for his lateness (B) he will set

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LEGAL NOTICES

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO: SAMUEL WOURSELL; FRANK P. HAYES, individually; ATTORNEY-GENERAL OF THE STATE OF NEW YORK; ABRAHAM H. KAISER; FRANK P. HAYES, as a Trustee under the Will of ABRAHAM WOURSELL; FIRST NATIONAL CITY BANK, as a Trustee under the Will of ABRAHAM WOURSELL; HILDEGARD HURST, formerly known as HILDEGARD WOURSELL; SUSANNA DOPFER a/k/a SUSANNA WOURSELL, an infant over the age of fourteen years; Unborn issue of Susanna Dopfer a/k/a Susanna Wourzell; WOURSELL MEATS, INC.; KATHERINE, a/k/a LOLA, WOURSELL; PAULA WOURSELL ROSS; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of ABRAHAM WOURSELL, deceased, who at the time of his death was a resident of the City and County of New York, SEND GREETING: Upon the petition of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, having a principal office and place of business at 399 Park Avenue, New York, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 16th day of December, 1966, at ten o'clock in the forenoon of that day, why the Second and Final Account of Proceeding of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, and FRANK P. HAYES, as Executors, should not be judicially settled, why Paragraph "EIGHTH" of said decedent's Will should not be construed to determine the construction or effect of Paragraph "EIGHTH" of said Will and to adjudge and decree whether the lease annexed to the Petition has terminated, why Paragraph "TWENTY-NINTH" of said lease should not be construed to determine its construction or effect, and why such other and further relief should not be granted as may be just and proper.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HON. JOSEPH A. COX, a Surrogate of said county, at the County of New York, the 4th day of November, in the year of our Lord one thousand nine hundred and sixty-six.

Philip A. Donahue, Clerk of the Surrogate's Court

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.

In the Matter of the Application of SAMUEL BURCH, Petitioner, For an Order Dissolving his marriage with LILLIE MAY BURCH, Respondent, Under Art. 12 of Domestic Relations Law.

PLEASE TAKE NOTICE that a petition has been presented to this Court by SAMUEL BURCH, your husband, for dissolution of your marriage on the ground that you absented yourself for five successive years last past without being known to him to be living and that he believes you to be dead, and that pursuant to an order of said Court, dated the 16th day of November, 1966 a hearing will be had upon said petition at the said Supreme Court, Special Term, Part I at the Courthouse, 851 Grand Concourse, Bronx, New York, on the 10th day of February, 1967 at 9:30 o'clock in the forenoon.

Dated: Bronx, New York, Nov. 10, 1966. SAMUEL BURCH, Petitioner. CONRAD J. LYNN Attorney for Petitioner Office & P.O. Address 401 Broadway New York City

a bad example for the other employees to follow (C) the work of his unit may be delayed because of his tardiness (D) a poor attendance record may affect his supervisor's evaluation of his work.

9. A check endorsed with the words "pay to the order of John Smith" is

(A) payable only to John Smith (B) transferable to other persons after endorsement by John Smith (C) void (D) payable only to either John Smith or a previous endorser of the check.

Questions No. 10 and No. 11 consist of a word in capitals followed by four suggested meanings of the word. For each of

these questions indicate the letter preceding the word or phrase which means most nearly the same as the word in capitals.

10. SURMONT (A) increase (B) overcome (C) alarm (D) astonish.

11. APPRAISE (A) reward (B) lift (C) evaluate (D) refuse.

12. If \$300 is invested at simple interest so as to yield interest income of \$18 in 9 months, the amount of money that must be invested at the same rate of interest so as to yield a return of \$120 in 6 months is

(A) \$3000 (B) 3300 (C) \$2000 (D) \$2300.

(Answers on Page 12)

Filing Will Open For Supervisor III Exam

The New York City Department of Personnel has announced the opening of filing for a promotion examination to Supervisor III in the Department of Welfare. This grade 25 position has a salary range of \$9,850 to \$12,250 per year.

Applications will be issued and accepted by the Department of Personnel's Application Section, at 49 Thomas St., Manhattan, through Dec. 21.

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File Dec. 1 For Prom. To Principal Planner

A promotion examination to principal planner, open only to employees of the Department of City Planning, has been announced by the Department of Personnel in New York City. The grade 32 position has a starting salary of \$13,100 per annum.

The filing period will extend from now through Dec. 21.

Further information may be obtained from the Department of Personnel's Application Section at 49 Thomas St., Manhattan.

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Sample Cashier Exam Answers

(Test on Page 10)

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

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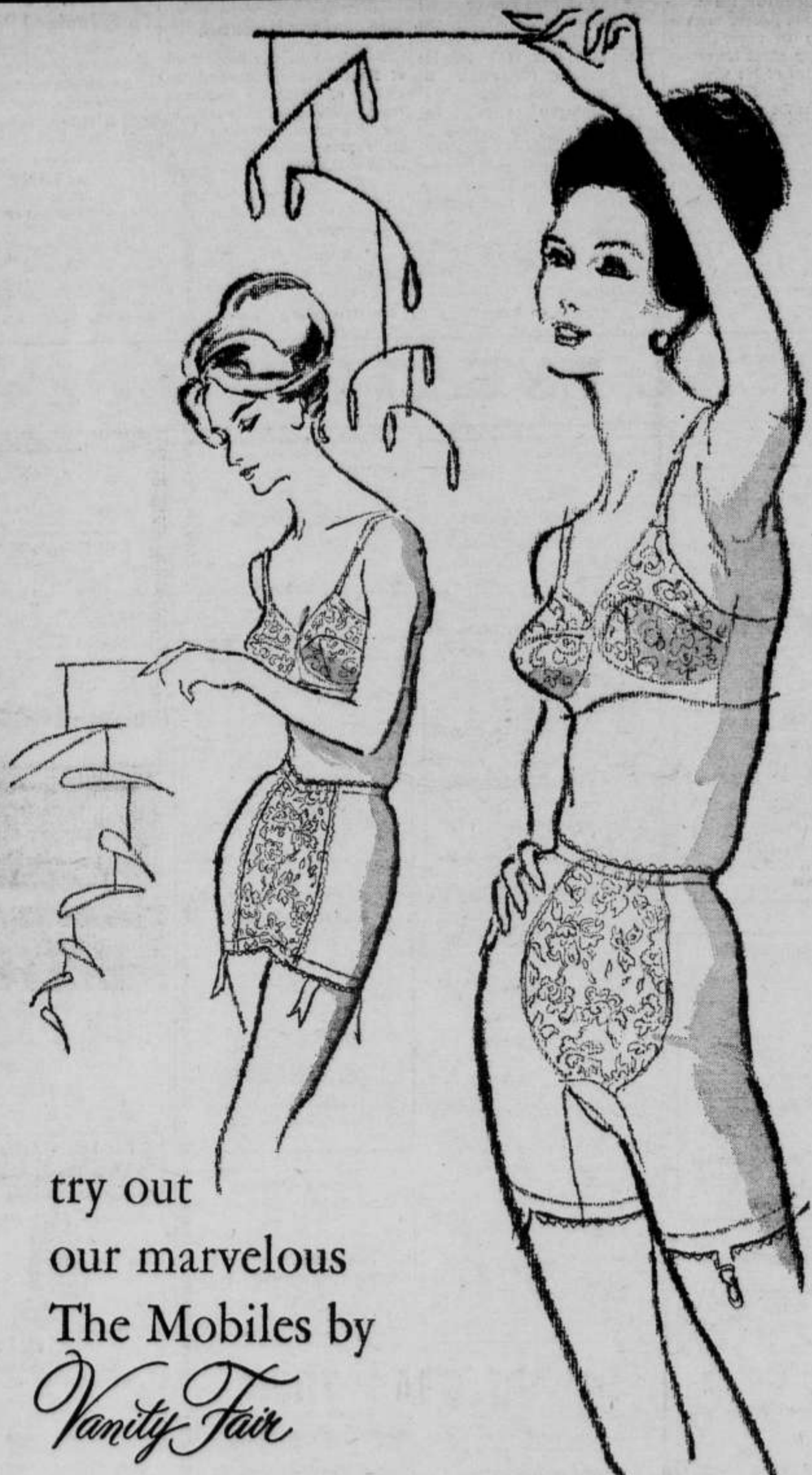
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- 22. Zetterstrom T Peekskill 707
- 23. Nelson J Hollis 748

35 Conference Unit Leaders In College

To better protect civil service employees, 35 leaders of units of the Long Island conference, Civil Service Employees Assn. have gone to college.

The unit leaders are attending a pioneering college-level program on labor relations designed specifically for CSEA officials.

The six week course is being taught by "professor" Ed Levin, extension specialist of the staff of the New York State School of Industrial and Labor Relations at Cornell, and meets every Wednesday night at Long Island Agricultural and Technical Institute, Farmingdale.

Polishing
The study program was initiated by CSEA, according to Long Island conference President Irving Flaumenbaum, to polish the skills of unit officials in handling negotiations for improved pay, benefits and working conditions for civil servants. The program is

Letchworth Village Chapter Installs Officers



INSTALLED — The newly elected officers of the Letchworth Village chapter, Civil Service Employees Assn. were installed recently at the chapter's annual buffet and dance at the Platzl Brauhaus Restaurant, Ladentown. Left to right are: Lorraine Scott, secretary; John Clark, president; Conger Jane Howarth, vice-president and Doris Beyer, treasurer.

LADENTOWN—John Clark of Haverstraw was installed as president of the Letchworth Village chapter, Civil Service Employees Assn., at a buffet and dance here recently at the Platzl Brauhaus.

Others installed by Joe Deasy, Jr., city editor of The Leader, were: Conger Jane Howarth, vice-president; Lorraine Scott, secretary, Doris Beyer, treasurer and delegates Dan Collins and John Kresl.

The annual buffet also honors members of the chapter who have retired during the past year. Presented with chapter retirement checks were: Bessie O'Dell, Margaret Kelly, Julia Simpson, Mida Forrest, Ella Morin, Addie Ware, William Bates and Francis Connors.

Sabina Cooper who scored highest in the Willowbrook School of Nursing classes as a student representing Letchworth Village, was presented with the chapter's annual scholarship award.

In his installation remarks, Clark noted the past successes gained for members of the chapter by the CSEA and reported on the State-wide Association's goals for the coming year.

Mineola Court Aide Gets Appreciation

Arnold Cohen of Westbury, Official Court Reporter for the Supreme Court in Mineola, has been awarded a Certificate of Appreciation by the New York State Civil Department.

The award is for his volunteer work as a special examiner in examinations for verbatim shorthand reporters, Mary Goode Krone, State Civil Service Commission President, stated.

expected to serve as a pilot project leading to similar college-level courses for CSEA leaders in other parts of the state.

Last Week To File For Promotion Exams Now Offered By State.

Applications are being accepted by the State Department of Civil Service until Dec. 12 for the Jan. 2 promotion examination series. Each of the 11 exams offered in this series is open only to permanent employees in the department or promotion unit for which it is announced.

A list of the examinations follows.

Interdepartmental

PRINCIPAL ACCOUNT CLERK—AUDIT CLERK, exam number 32-413, \$6,675 to \$8,135.

HEAD ACCOUNT CLERK—AUDIT CLERK, exam number 32-414, \$8,365 to \$10,125.

Education

SENIOR PHARMACY INSPECTOR, exam number 32-112, \$9,290 to \$11,215.

Mental Hygiene

HEAD STORES CLERK, exam number 32-378, \$7,065 to \$8,590.

HEAD RECREATION SUPERVISOR, exam number 32-342, \$8,825 to \$10,670.

RECREATION SUPERVISOR, exam number 32-344, \$7,475 to \$9,070.

SUPERVISOR OF OCCUPATIONAL THERAPY (PSYCHIATRIC), exam number 32-353, \$8,825 to \$10,670.

Motor Vehicles

MOTOR VEHICLE LICENSE CLERK, exam number 32-379, \$3,995 to \$4,985.

Public Works

JUNIOR ARCHITECTURAL ESTIMATOR, exam number 32-372, \$7,065 to \$8,590.

ASSISTANT ARCHITECTURAL ESTIMATOR, exam number 372, \$8,825 to \$10,670.

Social Welfare RECREATION SUPERVISOR, exam number 32-345, \$7,475 to \$9,070.

CSEA Scores Big In Glen Cove

The City of Glen Cove in Nassau County has approved the 1/60th amendment, a \$300 across-the-board salary boost and exclusive representation by the Civil Service Employees Assn.

The package of improved benefits came following negotiations between Mayor Joseph Muldoon and his City Council and CSEA representatives led by Nassau chapter president Irving Flaumenbaum and Field Representative Arnold Moses.

The agreement, an early success in the Nassau drive for improved benefits and exclusive bargaining recognition, affects about 125 city employees.

Buffalo CSEA Plans Yule Dance

BUFFALO—A Christmas dinner-dance will be held in Hearstone Manor, Cheektowaga on Dec. 15 by members of Buffalo chapter, Civil Service Employees Assn.

Health insurance was discussed Nov. 16 at a chapter meeting in the Sheraton Motor Inn.

Speakers were Robert Parry and Arthur Rosecrans. Joseph Vollmar, the chapter's first vice president, presided.



HONORED, 25 YEARS SERVICE

Eighteen employees of Central Islip State Hospital were honored at a dinner dance recently for their achievement of 25 years of State service. Pictured with Hospital Director Francis J. O'Neill, M.D. who presented the employees with their 25 year service pins are (first row, sitting left to right): Rosemary Weber, Mary Beinlich, Cecelia

Buchardt, Gladys Erickson, Francis J. O'Neill, M.D., Sadie Hughes, Doris McMahon, Mary Nadvornik. Back row standing (left to right) Norbert Weber, Warren Marx, John Neville, Michael Francis, Theodore Blanche, John Fitzpatrick, Edward Coleman, Robert F. Wagner, M.D. Also completing 25 years of State Service but unable to attend were Lillian Griffiths, Juanita Huckins, and George Weeks.

DON'T REPEAT THIS

(Continued from Page 1)
 native position in private industry
 In going to the Dreyfus Fund in a newly-created title of executive vice president, Price is obviously moving over to an area where the big money is being made. The Dreyfus Fund, dominated by its founder, Jack Dreyfus, and president, Howard Stein, is one of the United States' biggest financial institutions as well as one of its most reputable.

As for possible political activity, there are some who feel Price's role will actually be reduced as far as Lindsay is concerned. These people say he left City Hall without the same closeness to the Mayor he had enjoyed before. They point out that Lindsay's new press secretary—Harry O'Donnell—and Price had little love between them and that O'Donnell was the Mayor's latest choice to handle his political future.

Jack Dreyfus' Role

There might be more going on than meets the eye, however, and to tie up the possibilities into a definite pattern, one must go back to Price accepting a position with the Dreyfus Fund. Jack Dreyfus is one of Wall Street's most brilliant and successful men. Basically orthodox as a financier, he is, nevertheless, a man of many talents and facets to his life, one given also to "unbankerish" things. He is a man who enjoys sitting on a Battery Park bench or even on the grass for a couple of hours on an afternoon. You might find him having lunch at Chock-Pull-O-Nuts or, more likely, at the trotters' races, where his intimates knew he used to be one of the heaviest bettors. An even more important hobby to take note of, however, is that of a political buff and Dreyfus is supposed to have been the heaviest contributor to Richard Nixon's 1960 Presidential campaign.

Also important to note is that people who go to work for the Dreyfus Fund make money. As an example, former U.S. Attorney General William P. Rogers made his first million dollars—and as a capital gain—when he became a Dreyfus associate. And his very competent law firm still represents the organization.

Now let's get on with Price. Still in his early thirties, he has exceptional abilities as an organizer and even those who have disliked him most do not deny his talents and basic brilliance. This, and his knotty grasp of problems and giving good fast solutions, make him a top asset to the Dreyfus organization in seeking out new acquisitions and making more sales.

It is not difficult to imagine that Jack Dreyfus' interest in politics coupled with the hiring of such a political talent as Price is going to mean something big in Republican politics. Together, these men form a combination of money and political astuteness that is going to mean a good deal to the men seeking the GOP Presidential and Vice Presidential nominations in 1968.

Choosing The Man

Right now, the man for the top spot could be George Romney of Michigan, Charles Percy of Illinois, Richard Nixon of New York City or Governor Nelson A. Rockefeller. For the Vice Presidency, it could mean New York's Sen. Jack Javits, Oregon's Mark Hatfield or Percy. Or it could be John V. Lindsay for the Vice Presidency, who will still, then, need Price's brain

power to accomplish such an ambition.

From time to time you can expect to find Lindsay choosing just the right spots to sound off on his philosophy as an aid to his political hopes — and don't be surprised to find Price is always just right behind him. (We might also note that if Javits is nominated for the Vice Presidency the door to the Senate would be open for Lindsay in 1968.)

Price has proved he doesn't need anything but a good candidate to score and he always had a good one in John Lindsay. It is hard for those who know both to believe that there is any real separation but, rather, that their parting now is a very sharp political calculation. The Dreyfus Organization will give Price a strong financial front and the freedom to move around nationally — and remind leading Republicans everywhere about Lindsay.

Price and O'Donnell

And don't count the appointment of Harry O'Donnell as a slap to

Price. Both of them are big boys who are not going to let any past disagreements interfere with the job both of them want to do for Lindsay.

O'Donnell is one of the best public relations and political campaign men in the field. He was an important factor in the campaigns of Thomas Dewey for both Governor of New York and the GOP Presidential nomination. He showed the same skills in working for Governor Rockefeller, here and nationally.

Add it all up and you get O'Donnell taking on the task of creating a strong image of John Lindsay here and Price passing it on — with his own gifted touch added — on the national scene. With two of the best political campaigners in the country on his team, Lindsay could well join the race for a spot on the Republican ticket for 1968.

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Fischer Honored After 36 Years of State Service

Otto Fischer who retired recently after 36 years of State Service was cited recently at a reception given by employees of the New York City Alcoholic Beverage Control Board and the State Liquor Authority units of New York City chapter, Civil Service Employees Assn. Some 100 persons attended the reception.

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\$500 Is Top Award For November Idea Harvest

ALBANY—Mrs. Fernande Vosburgh of Altamont, a principal statistics clerk in the State Department of Motor Vehicles, has been granted a \$500 award for her time and money saving suggestion made to the Civil Service Department's Employee Suggestion Program. This top award for November was announced today by Mary Goode Krone, president of the State Civil Service Commission. Thirty-three other awards to State employees were approved in November for a total of \$1,485.

These awards are given monthly for suggestions that help trim the cost of operating State government, or improve its efficiency.

Mrs. Vosburgh, of Route 20, RD No. 1, Box 130, Altamont, suggested a modification of the system for recording accident statistics which would combine two sets of records on a single IBM card. Her suggestion cut printing costs by 40 per cent and decreased computer rental time by 50 per cent. Total saving as the result of implementing Mrs. Vosburgh's suggestion for one year amounted to \$6,881.

Two New Systems

A \$150 grant went to Michael A. Jegabbi, 1294 Floral Avenue, Schenectady. Jegabbi, a clerk in the Department of Taxation and Finance, proposed the use of a simplified filing system for returns sent to the Sales Tax Bureau. The new system has been adopted and will realize a yearly saving of \$2,400.

An award of \$100 was given to George J. Syrett, Jr. of Picard Road, RD No. 2, Voorheesville, a senior computer programmer in the Department of Motor Vehicles. He suggested that the Workmen's Compensation Board cooperate with the Department of Motor Vehicles in reporting information about on-the-job injuries that might impair a person's ability to drive. As a result, the Department would be better able to determine a handicapped driver's fitness to operate a motor vehicle.

Awards of \$75 each went to HMrs. Helen M. Burns, 143 Winthrop Avenue, Albany, senior typist, Department of Civil Service; and Edward J. Maloney, 93 Ida Street, Troy, offset printing machine operator, Department of Taxation and Finance.

Two grants of \$50 were given to Albert F. Ferris, 24 Summit Street, Cohoes, carpenter, Department of Public Works in Waterford; and Patrick Punch, 122 Bedford Avenue, Staten Island, head account clerk, Workmen's Compensation Board.

A single award for \$35 was earned by Miss Jessie G. Love, 271 Whithall Road, Albany, stenographer in the Education Department.

Eight \$25 Awards

There were eight individual grants of \$25. They were awarded to Benjamin M. Lipton, 80 Knolls Crescent, Bronx, unemployment claims examiner, Division of Employment; John A. Sheridan, 9 Princeton Street, Schenectady, senior plumbing engineer, Department of Public Works; Theodore Hirschberg, 1700 Bedford Avenue, Brooklyn, compensation claims examiner, State Insurance Fund; George F. Frey, 658 Myrtle Avenue, Albany, offset printing machine operator; Mrs. Dorothea R. Minch, Reno Road, RD No. 1, Castleton, senior key-punch operator, both from the Division of Employment; Miss Marie T. McPartlin, Garden Street, Sag Harbor, Long Island, stenographer; Eric J. Dutton, RD No. 1, Adams dairy products inspector;

and Roy H. MacKay, 195 Mansion Street, West Coxsackie, senior dairy products inspector, all from the Department of Agriculture and Markets.

A joint award of \$25 went to Joseph Spero, 2123 Ocean Avenue, Brooklyn, and Charles Schancer, 1970 61st Street, Brooklyn. Both are tax examiners in the Department of Taxation and Finance.

Two \$20 awards were earned by Noel Rosenthal, 294 State Street, Albany, senior file clerk, Department of Audit and Control; and Paul N. Loomis, 147 Preston Avenue, Staten Island, workmen's compensation examiner, Workmen's Compensation Board.

Fifteen dollar awards were given to Miss Jean Hoag, RD No. 2, Hoosick Falls, stenographer, Education Department; Sol Plotkin, 601-A Surf Avenue, Brooklyn, license investigator, Department of State; John J. De Chiro, 2511 Second Avenue, Watervliet, head clerk, Department of State; Mrs. Evelyn F. Paul, New Baltimore, tax examiner, Department of Taxation and Finance; Harold Schwebel, 629 Providence Street, Albany, senior unemployment tax auditor; Mrs. Anita Shader, 136-30 72nd Avenue, Flushing, employment interviewer; and William Lenkowsky, 1181 New York Avenue, Brooklyn, senior unemployment claims examiner, all from the Division of Employment.

Money and Merit

There were seven individual \$10 awards. They went to Mrs. Anna M. Sitterly, 560 North Perl Street, Albany, typist, Department of Audit and Control; Miss Constance Hamptonie, 475 West 159th Street, New York, senior stenographer, Department of Civil Service; Mrs. Ann J. Strachan, 712 Crown Street, Brooklyn, clerk, Division of Employment; James M. Reed, 16 Miracle Lane, Albany, assistant workmen's compensation examiner, and Jack Browd, 114-80 225th Street, Cambria Heights, compensation investigator, both of the Workmen's Compensation Board; Mrs. Mary A. Grant, 1233 Broadway, Rensselaer, principal clerk, Department of State, and William

Lenkowsky who also earned a \$15 grant. Since the suggestion program began, Lenkowsky has won a total of 22 separate awards. A combined award of \$10 also went to Mrs. Grant or two of her other suggestions.

Certification of merit without cash grants were earned by Morris Jacobs, 2765 West Fifth Street, Brooklyn and Max Deutchman, 3040 Hull Avenue, Bronx, both associate compensation claims examiners, State Insurance Fund; Mrs. Dorothy A. Owler, 241 South Midler Avenue, Syracuse, stenographer, Department of Law; Robert J. O'Shaughnessy, 293 East Main Street, Amsterdam, clerk, Banking Department; Mrs. Lucy S. Goldman, 45 Jackson Street, Hempstead, stenographer, Department of Taxation and Finance; Miss Sarah Jane Dudley, 132 Remsem Street, Brooklyn, senior clerk, Workmen's Comp-



REMOTIVATED — Pictured above is the most recent class to complete a Remotivation Institute at Utica State Hospital. Standing from the left are: Jean Greco, instructor; Robert Kwiatkowski; Phillip Flihan; Charlotte Quackenbush, instructor. Middle row, standing: Shelba Wheeler; Katherine J. Beck, chief supervising nurse; Ellen Jones; Irene Szalkowski; Mary Cardinal; Sylvia Giffune; Ralph L. Patriek, instructor. Seated, from the left: Julia Smith; Robert Sunderlin; John Foryt; Joseph Kosinski, and Antoinette Kitchen.

sation Board; Miss Blanche Garfinkel, 3414 Knox Place, Bronx, file clerk, Department of State; Mrs. Mildred S. Valee, 148 Columbia Turnpike, Rensselaer, clerk, Department of Taxation and Finance; Jerome Bloom, 311 West

24th Street, New York, associate unemployment hearing representative, Division of Employment; and George Anastas, 95 Sherwood Avenue, Rensselaer, engineering materials analyst, Department of Public Works.

Oswego Chapter Holds Harvest Dinner; Announces Committee

The Oswego County Chapter of the Civil Service Employees Assn. met for its annual harvest dinner recently at the Log Cabin Inn at Pulaski. The evenings guests were outgoing chapter president Glenn Ramsey, Ter Bush and Powell representative Gregory Clark, and Floyd Peashey, president of the CSEA chapter at the State University College at Oswego.

After Miller's remarks on the growing responsibilities of the civil servant and a brief talk by Clark, the staffing of the Chapter's various committees were announced.

The committees for the coming year are:

Membership: Andy LeClerck, chairman; Joseph Hillick, Howard Struwing, Dominic DeMassi, Mary Chetney, Roy Hopkins, Emmett Rider, Jack Schneider, Richard Henderson, Alfred Chapman.

Ways and Means: Myles Harter, chairman; Mary Crisafulli, Harold Robinson, Marion Frawley, J. W. Cox.

Grievance: Mike McCrobie, chairman; Catherine Devoy, R. N.

Stock, Betty Wollworth, Marie Nagel, Vincent Brennan, Frank Lapetino.

Social: Margaret Kunzwiler, chairman; Al Fayette, Wava Shampine, Agnes Kellogg, Jack Welling.

Longevity: Blise Harmes, chairman; John Davis.

Publicity: Eileen Batchelor, chairman; Emily Blandino, Bart Blandino, Mildred Clark, Ken Martin.

Legislative: Mary Tremitt, chairman; Roscoe Wendover, Don Clements, Ken Abraham, Helen Decaire.

Insurance: Wesley Sperling, chairman; Helen Cooley, Joyce Burke, R. Robbins.

Fund Raising: Philip Licourt, chairman; Mary Driscoll, Ralph Brown, Helen Diggins, Irene Blanchard, Vern Wolven, Wilfred Chapman M. E. Rayder, James W. Davis, William Springer.

In his after-dinner remarks, Miller noted the power exercised by many politicians in State and county governments making political appointments. He contrasted the dedication of these appointees to that of the career civil servant.

In reminding those present of the growing strength of the CSEA and its many efforts on behalf of its members, Miller pointed out that such efforts are often unfairly undermined by the example of political appointees. To offset a negative reaction to all of public service based on this example, the chapter president urged that all CSEA members do everything in their power to build up the image of the civil servant.

Rumsey, who is resigning after serving eight years as chapter president, treasurer, was praised highly for his services in that office.

Quiz Masters

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viney, second vice president of the Nassau chapter, and the last topic by William Kallmann, New York State Department of Public Works.

The noon-to-5 p.m. meeting will start with cocktails, followed by the program and winding up with a leisurely lunch.

Retiring

ALBANY—Dr. William J. Haggerty is retiring as president of the State College at New Paltz Jan. 1.



FIRST CSEA HARVEST PARTY —

Two Civil Service Employees Assn. chapters combined recently to hold their first Harvest party in Watertown's Hotel Woodruff. A large crowd enjoyed a social hour followed by dinner and dancing. Members of the Watertown (State) chapter, and Jefferson chapter, held the party which was highly successful. Shown above, left to right,

are: John A. Larney, assistant Rights of Way agent, North District State D.F.W.; toastmaster; Charles J. Walsworth, president of the Watertown chapter; Mrs. Walsworth; Harry E. Johnson, CSEA area representative; Orin S. Wilcox, member of the State Civil Service Commission; John J. Hennessey, State CSEA treasurer; Mrs. Raymond C. Pacific, and Raymond C. Pacific, president, Jefferson chapter, CSEA.