

Civil Service LEADER

America's Largest Weekly for Public Employees

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Brotherhood Awards

See Page 16

CSEA Demands Exclusive Bargaining

ALBANY—The Civil Service Employees Assn. has called on Governor Rockefeller to designate it as exclusive bargaining agent for the State's more than 125,000 employees, it was announced.

A spokesman said CSEA had urged the governor to take the action at a negotiating meeting Feb. 3 on State employee benefits for 1967, and, formally, last week in a letter from CSEA President Joseph F. Felly.

The Association told the Governor that: "In view of the fact that we represent more than 100,000 State employees, that we negotiate exclusively with the administration on behalf of these employees, and that we are the bargaining agent of State employees with the Legislature, we now ask that we be named formal bargaining agent for all State employees."

The Association said designation of it as exclusive bargaining agent would be consistent with the Governor's "firm support of the so-called Taylor Report"

which calls for adoption of elaborate employee-employer relations procedures in public service on all levels of government in the State.

Because of his support of the principles outlined in the "Taylor Report," the Association told the Governor, ". . . It is imperative that you take appropriate executive action to transform the informal but de facto exclusive representation which this Association provides to all State employees into a more formal and binding relationship."

CSEA, which represents some 45,000 employees of local government jurisdictions in the State as well as more than 100,000 State employees, has been pressing for abolition of the Condon-Wadlin anti-strike law and replacement of it with a law establishing workable procedures in all areas of public employee-employer relations, including formal bargaining salaries, benefits and work conditions, and settlement of grievances.

Eight Point Recommendation Made

'Model Retirement System' Now Watered Down, CSEA Pension Committee Declares

(Special To The Leader)

ALBANY — Charging that inflation has "eaten away" and "watered down" what was once a model retirement system, Frank Harwayne, chairman of the pension committee of the Civil Service Employees Assn. has urged the Governor's Committee to Study the New York State Employees Retirement System to effect a pension system change which would include eight CSEA-approved recommendations.

Harwayne, an employee of the New York State Insurance Department, is a fellow of the Casualty Actuarial Society and a member of the Board of Directors of the American Academy of Actuaries in addition to holding his CSEA chairmanship.

The strongest recommendations

were for a 30 year, half pay retirement benefit and an escalator cause which would negate "the



FRANK HARWAYNE Speaks At Hearing

ravages of inflation."

The complete text of Harwayne's statement follows:

I appear before your committee as the chairman of the pension committee of the Civil Service

Employees Assn., whose membership comprises more than 140,000 public employees at all levels of government in New York State. We are the largest New York public employee organization and speak on behalf of the interest of all public employees.

Your committee is considering the present Retirement System and searching for ways in which it may be improved to the benefit of employees and citizens of New York State generally. When the Retirement System was first promulgated, it was a model to be followed by public and private employers alike. Over the years, however, what was once a model has become average and is well on its way to becoming substandard. The underlying reason for this substandard position of our present Retirement System is the incessant "eating away" of decent living standards by inflation. Over the working lifetime of the employee, the purchasing power of his retirement dollars has been declining. Wage increases barely permit the public employee to

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Ireland, England Scotland Tour Open

Bookings are now available for a 22-day jet tour of Ireland, Scotland and England that will leave New York on July 17 and return there on Aug. 7, it was announced last week.

While in Ireland, the cities of Shannon, Cork and Dublin will be visited as well as many famous castles, shrines and countryside areas. While in Dublin, tour members will not only have a complete sightseeing visit but will attend a performance at the Abbey Theater and throughout

(Continued on Page 16)

Wenzl At Budget Hearing

CSEA Asks New Means For Pay Negotiations

(Special To The Leader)

ALBANY — New methods for settling stalemates over wage and other negotiations were urged by Ted Wenzl, first vice president of the Civil Service Employees Assn., at an open hearing by a joint committee of the State Legislature on Governor Rockefeller's proposed 1966-67 budget.

Wenzl also urged to the committee to recognize the danger to present employment and future

members. I am here today particularly to urge you, as the fiscal representatives of the State Legislature, to support and act on a two-grade salary adjustment this year for all State employees.

"The Governor's proposed budget of several weeks ago made no provision for salary adjustments this year for State employees. We believe the failure to include such a proposal this year is wrong. We ask you to rectify this omission by acting directly in your capacity as legislators.

"Last year, we demonstrated the need for a general pay increase for all State employees averaging 12 per cent. This figure was not contradicted by any State officials concerned with the fiscal management of the State.

"As a result of our representation, this request was partially fulfilled by the Governor's request for and your approval of an 8 per cent across-the-board pay increase for all State employees.

"The provision for an 8 per cent increase left a 4 per cent lag between State employee wages and comparable wages in private industry.

Inflation and Lag

"We now find that the four per cent lag of last year has been increased considerably, due to several factors. Among these

(Continued on Page 3)

Bulletin

The Civil Service Employees Assn. is contacting all State chapters urging them to send representatives to an open hearing before the State Civil Service Commission in Albany on Feb. 28 on clerical titles reallocation appeals.

CSEA's board of directors voted funds to pay the expenses, to and from Albany, for two delegates from each chapter, it was learned at Leader press time.

talent recruitment should the Legislature fail to pass a two-grade upward salary adjustment for State workers.

In representing the Employees Association, Wenzl said:

"I appear here today as first vice president of the Civil Service Employees Assn., representing more than 100,000 State employees and more than 40,000 employees of local government in our State. My statement is in support of the legislative program adopted by delegates representing all of these

L. I. State Park Chap. Asks For Overtime Pay

A demand for time and one-half pay for overtime has been lodged on behalf of 700 employees of the Long Island State Park Commission by the Long Island Inter-County State Park chapter, Civil Service Employees Assn.

Chapter President Louis A. Colby called on Assembly Minority Leader Perry A. Duryea Jr., president of the Long Island State Park Commission, and the commission to observe the Federal mandate for overtime pay. Colby asked that the adjustment be made retroactive to Feb. 1 and asserted he believed Duryea would readily agree.

Don't Repeat This!

In Civil Service

Constitution Convention Brings New Unity

RECENTLY two major New York City unions were locked in a bitter struggle over representing employees in City agencies. Out on Long Island, two weeks ago, an independent employee organization

(Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)

waged a hard representation battle over exclusive bargaining with another union.

Last week, representatives of these four organizations—as well as delegates from 26 other employee groups—sat side by side around a table united in one common cause; retention of the merit system and pension protection rights in a new State Constitution, which is to be voted on in the near future.

This new unity among public employees in New York State had its origins in a recent awareness of the vitality of civil servants as a political force in the State on all levels of government. Less than 10 years ago, political militancy was unknown among public employees with one or two major exceptions. In the past two years, civil servants have had the chance to test—and prove—their power as a voting bloc at the polls and the positive results have instilled new strength in the rank and file public employee.

The Threat

Most employee organizations realize that removal of present constitutional guarantees concerning promotion by merit and protection against reduction in re-

tirement benefits could set public employees back to the 19th century when the spoils system in government was a way of life. There are powerful forces at work to return, to some degree, to that modus operandi for government. Most local governments, for instance, are hard at work to keep salaries and pension benefits down to avoid raising taxes and they want to deprive the legislature of the right to mandate such matters for political subdivisions, as has been done in the past when it was felt such items were on a substandard level locally.

The political power of town and county officials, plus the "taxpayer" groups that are always anti-civil service, will exercise a potent influence on the forthcoming Constitutional Convention. It will taken an equal strength at least to offset these pressures and here is where civil service has come into maturity.

When the Civil Service Council on the Constitutional Convention was first proposed, few believed that unions and independent organizations who had a long history of enmity between themselves could unite on anything. The new awareness of their combined political strength and the fact that adverse amendments in a new

constitution would affect every public employee, no matter what organization they belonged to, changed everything.

The Future

In other words, the Constitution Convention has provided the first common ground for civil service groups to work in harmony and they have submerged all individual ambitions in this common cause.

Since the total civil service vote in the State—counting State, Federal, City and local government employees and their families—comprises nearly one-fifth of the electorate they know they are approaching the Constitution from a position of strength.

Two Departure Dates For Hawaiian Tour

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

One plane will leave New York on July 8 and the next on July 22. Both tours will be identical and the total price of only \$467 will include round trip jet transportation, all hotel rooms, sightseeing, airport to hotel transfers, etc. Departing groups will head for San Francisco, then fly out to Hawaii and the vacation will conclude with a visit to Las Vegas.

For either departure date write to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I.; telephone (516) 273-8633 if residing in the Metropolitan New York area, or to John J. Hennessey, 276 Moore Ave., Kenmore, N.Y., telephone 716) TF 2-4966, if residing in upstate New York.

Both trips are strictly limited to CSEA members and their immediate families.

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Your Public Relations IQ

By LEO J. MARGOLIN



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

A Quality, King-Sized Job

GOVERNMENT DEPARTMENTS are king-size these days, which makes public relations communications with one of their most critical public—their civil service staff—a king-size job.

ONE OF THE best efforts in this area we have seen in many a year is the work of the public relations professionals in the State of New York's Department of Labor. In fact, it is as excellent as anything produced by some of the nation's industrial giants in the billion-dollar class.

"YOU AND YOUR JOB—With Your Department" is a beautifully planned, designed and written 70-page loose-leaf book, which tells precisely what every civil servant in the State's Department of Labor should know about his or her job.

THERE ARE MANY, many things we like about this splendid presentation. First, it is public relations-oriented—meaning that Commissioner Martin P. Catherwood, as a highly intelligent executive, is aware that his department is effective only when it enjoys good public relations, particularly with its more than 11,000 employees.

SECOND, WE LIKE the idea that employees in the State Labor Department are being told precisely what their Department does. This may sound like very elementary spoon-feeding of the employees. On the contrary, our knowledgeable readers can cite scores of cases in some government agencies, where even after years of service, the employees had only the vaguest of ideas of what their agency actually did.

WE ARE NOT saying that employees of The State Labor Department are ignorant of their Department's functions. As the handbook itself accurately reports, the Department "is a major and extremely diversified arm of the State Government." After reading the Department's story within the first few of 70 pages, the civil servants in the agency know precisely what their very complex Department does.

STILL ANOTHER reason for (Continued on Page 15)

Guidance for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. Accord-

ing to government reports high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-97, 130 West 42nd St., New York, N.Y. 10036 (or phone BRyant 9-2604).

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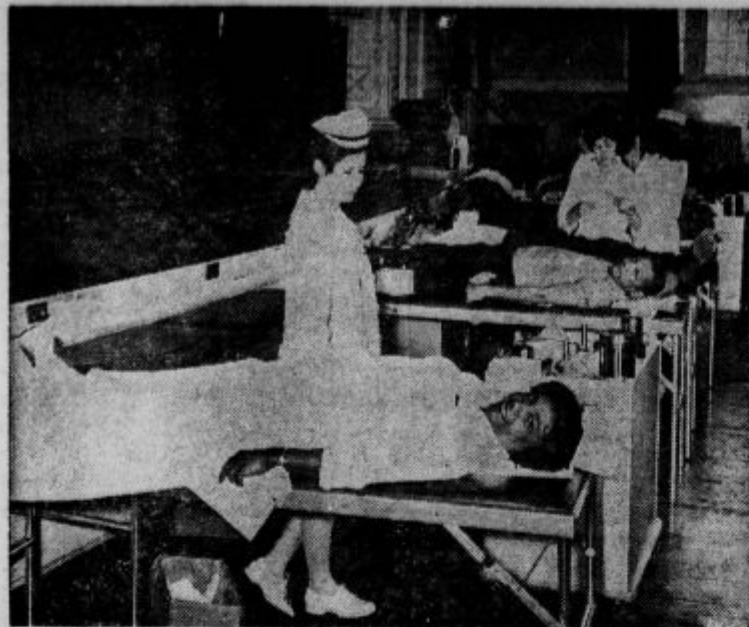
A few seats are still available for a nine-day trip to Paris when the capital of France is at its Springtime loveliest. The price of \$299 will include round-trip jet fare to Paris and room with private bath in the new and fabulous Paris Hilton Hotel; there will be night club evening and side trips to the countryside will be available.

A few seats are available for air fare only. Round trip cost is \$175 and will include airport transfers.

For remaining seats, immediate application must be made to Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I., New York. Telephone (516) PI 2-7777. Reservations will be filled on a first-come first-served basis.

Note: This trip was rescheduled to include an extra day for the price of \$309. The majority of tour participants did not want to come back on a Monday and so the trip has been rescheduled for Saturday departure and Sunday return with an accompanying reduction in price to \$299.

*Tour participation is limited to members of the Civil Service Employees Assn. and their immediate families.



DONOR — Mrs. Rose Battles, president of the Manhattan State Hospital chapter, Civil Service Employees Assn. smiles as she becomes a blood donor under the State Civil Service Department's new State and local government employee blood program. Mrs. Eileen Mulhern, staff nurse of the New York Blood Center which collected the blood, supervises the apparatus required for the simple procedure. The program was developed by the department in cooperation with the State CSEA.

CSEA Makes Sharp Protest On Handling Of New State Narcotics Officer Exam

ALBANY — A recent open-competitive examination for the newly-established State title of narcotic correction officer continues to draw fire from the Civil Service Employees Assn. despite an attempt by the State Civil Service department to answer CSEA's original protest.

The State's reply, which detailed the background and circumstances surrounding the examination for the new positions in mid-January, was referred to by a CSEA spokesman as "an explanation, perhaps, but hardly a justification."

Earlier, at the behest of an aroused membership, CSEA's associate counsel, Harry W. Albright, Jr., had questioned the examination in this sharply-worded telegram to Stanley Kollin, the Civil Service Department's coordinator of recruitment and examinations:

"We vigorously protest the manner in which an examination was held in the New York City area without adequate advertising or announcement for the newly established Grade 12 position of narcotic correction officer. This failure has deprived a number of highly qualified State employees from competing for this position . . . This telegram is to constitute a formal request on behalf of our employees that the examination which had taken place be nullified and that a new examination be given with appropriate and wide-spread announcement," Albright said.

Pleads Deadline

Kollin's reply attributed the acceleration of the normal timetable in this instance to a need to meet the State's April 1 deadline for the opening of the first facility of the Narcotic Addiction Control Commission in New York City.

"We advertised the examination in five New York City papers before the schedule date (of January 14). It was treated as a special recruitment effort in New York City in order to fill enough positions to enable the program to get under way," Kollin said. He noted that the examination would soon be offered again, pro-

viding "an opportunity for others who are qualified . . . to seek employment . . . as a narcotic correction officer."

"We did our best to cope with an urgent and demanding situation," he Kollin added in a statement.

CSEA's spokesman said the Employees Association was "simply not moved" by the reply, and will stand behind its contention that this examination clearly was not conducted in accordance with the spirit and intent of the merit system. It was advertised in 4 or 5 New York City newspapers only, for a very short time, on a very spotty basis. It cannot truly be said that all interested, qualified citizens of New York State had an equal opportunity to compete," he said.

Retirement Party For Mrs. McGrain

Mrs. Marjorie B. McGrain, principal stenographer and secretary to the Director of Willard State Hospital, who retired on Dec. 29, 1966 after 40 years of State service at that hospital, was honored at a retirement party on Feb. 11, at Lafayette Inn, Geneva.

One hundred hospital staff members, former co-workers, relatives and friends were present at the dinner. The table was decorated with a centerpiece of cut flowers which was given to the guest of honor.

She was also given a corsage of white carnations.

McGivern Is Named

ALBANY—Supreme Court Justice Owen McGivern, who ran for the State Court of Appeals on the Democratic ticket recently, has been named an associate justice of the Appellate Division, First Department. The appointment was made by Governor Rockefeller.

CSEA Asks At Hearing

Grant Raise And Seek New Negotiation Method

(Continued from Page 1)

are: An increase of four to five per cent in private industry salaries and wages since last April; increases in classified Federal service salaries and an anticipated increase of another four per cent in those salaries; salary increases within several New York State political subdivisions, which, like the increase in Federal salaries, has strained the State's ability to compete for qualified personnel; increased Social Security payroll taxes, and a consistent and accelerated inflationary spiral which is devouring both the earnings and savings of affected employees.

"As an example, gentlemen, of what has happened to the 8 per cent increase of last year, I would like to read to you the experience of an employee in one of the most populous titles in State service, a Grade 6 Psychiatric Attendant in his fifth year of employment with the State. The 8 per cent adjustment for this employee represented a gross annual increase of \$404.24. His net increase, however, was significantly lower.

"This employee's total payroll deductions or State and Federal income taxes, Social Security taxes and others, average approximately 22 per cent. When applied to his \$404 gross increase, this represents approximately \$89 in payroll deductions, leaving a take-home pay increase of \$315 per year, or approximately \$6 per week.

Erosion

"Since this employee received his eight per cent raise, increases in the cost of living and Social Security payroll tax have cost him an additional 4.2 per cent of his annual salary, or \$212 per year. This further reduces his \$315 per year take-home pay increase by \$212, leaving him with a net gain of only \$103 per year, or slightly less than \$1.15 per week.

"If the Federal surtax of six per cent takes place on July 1, as proposed, on a withholding basis, this employee's take-home pay increase would be reduced to less than \$1.15 per week.

"I am prepared to leave with you today copies of our annual salary book which, we firmly believe, more than substantiates the financial needs of State employees when compared with their counterparts in private industry and other progressive public jurisdictions.

"Other portions of the salary resolution adopted by our delegates, which we are still negotiating for and which were mentioned in the budget message to the Legislature, include: Time-and-one-half pay for all employees required to work overtime; geographic salary differentials; shift differentials; automatic pension supplementation for retired employees; a non-contributory State Health Plan, and a 37½-hour work week for all institution clerical workers.

"We are also seeking legislation that would establish a realistic retroactive feature of the 1/60th non-contributory retirement plan adopted last year; a paid-up death benefit equal to 1/30th of final average salary for each year of service; a mandated non-contributory retirement program for our members employed in the

political subdivisions of the State; cash payment of accumulated sick leave credits for State employees upon separation from service; salary schedules for all local government units which would be filed each year with the appropriate Civil Service Commission having jurisdiction and which would provide for definite increments and uniform title classification, and much more which, because of necessary time limitations, I will pass by now and submit detailed recommendations to you later.

New Methods

"There is one thing, however, I would like to note briefly at this time. Perhaps this might not be considered under the specific jurisdiction of this body but, in the long range, it does have definite fiscal implications. It is the difficulty faced by the Civil Service Employees Assn. in negotiating for State employee benefits in the absence of any specific procedures either in the law or through executive order. Traditionally, following adoption by our delegates of the coming year's program, we go first to the State Division of the Budget, the agency charged with preparation of the State Budget, to begin our budget negotiations. Then, when the Legislature convenes, we bring our proposals to the leaders of each House and to you, gentlemen, as the fiscal representatives of your legislative colleagues. However, when we are not able to negotiate a needed benefit, such as the salary increase of this year, we have no alternative but to come directly to you gentlemen and ask that you act on such a proposal in the absence of a recommendation by the Budget Division or the governor.

"Without workable procedures

which spell out alternatives for settling stalemates between the employee representative and the employer, in this case the Budget Division and the Governor, we are, in effect, "locked in" and must come directly to you for relief. My point is, gentlemen, that if the State would adopt legislation establishing formal public employee-employer relations procedures, such as has been recommended from almost every source interested in public employment in this State, we would not be in the situation we are in today. Therefore, we would urge that, while considering the specific proposals we are asking you to endorse and support, you also give serious consideration to a workable plan that would establish the employee - employer procedures which I speak of and would replace the unworkable, unrealistic Condon-Wadlin Law that we now have which punishes employees for walking off their jobs, but provides absolutely no remedies for the problems which cause them to take such drastic action.

"In closing, I would like to leave with you the thought that if this State is to continue to attract and retain the most competent personnel available to discharge the obligations imposed by the people, then it cannot afford to offer less than what is offered by its competitors in private industry and other public jurisdictions. Along with this, we firmly believe that the needs of our public employees do not deserve to be shunted aside as of secondary importance in favor of other programs which might have more eye-appeal but less real substance, despite the so-called tightness of the State Budget of this or any other year.

Hanrahan Is Named Ass't. Director Of Classification In State C.S. Department

Mrs. Ersa H. Poston, president of the State Civil Service Commission, announced the appointment of Cornelius W. Hanrahan of Latham to the position of Assistant Director of Classification and Compensation in the New York State Department of Civil Service. The appointment was effective Feb. 16.

Hanrahan, a career State employee since 1938, has been Director of the Division of Central Operations in the Office of General Services since 1962, and is returning to the Civil Service Department to replace Lawrence B. McArthur who recently resigned to accept a position with the Department of Mental Hygiene.

Before joining the Office of General Services, Hanrahan had been on the staff of the Civil Service Department for more than

twenty years; during that time he worked in the Division of Classification and Compensation at various professional levels, advancing to Principal Personnel Technician in charge of one of the Division's Technical Sections. He also served for a short time as Chief of the Department's Field Recruitment Section.

Hanrahan, 54, is a native of Troy, New York, where he attended St. Mary's School and LaSalle Institute. He was graduated in 1935 from Niagara University, and served for four years in World War II, rising to the rank of captain. He is married to the former Frances Buccell of Albany, and their home is at 12 Southern Drive, Latham. They have five sons.

Salary range for the Assistant Director of Classification and Compensation is \$18,335 to \$21,665 (Grade 33).

M'sgr. O'Connor Named To Council

ALBANY—Governor Rockefeller has named Rt. Rev. Monsignor Joseph T. O'Connor of Croton-on-Hudson to a new term on the Advisory Council on Alcoholism.

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Civil Service Television

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

Sunday, Feb. 26

- 4:00 p.m.—City Close-up—Solomon Hoberman interviews governmental figures.
- 6:00 p.m.—Human Rights Forum—Ramon Rivera moderates discussion.

Monday, Feb. 27

- 3:30 p.m.—Teacher Training—Math—grades 5 and 6.
- 4:00—Around the Clock—N.Y.C. Police Department training program: "Police Role at Public Assemblages."
- 4:30 p.m.—Profile (live)—John Carr interviews people in the news.
- 6:00 p.m.—Community Action—Ted Thackrey moderates program.

Tuesday, Feb. 28

- 3:30 p.m.—Teacher Training—Discovering Man: Past and Present.
- 4:00—Around the Clock—N.Y.C. Police Department training program; "Police Role at Public Assemblages."
- 7:30 p.m.—Human Rights Forum (live)—Ramon Rivera moderates discussion.

Wednesday, March 1

- 3:30 p.m.—Teacher Training—Classroom Techniques For Intergroup Education.
- 4:00—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.—Profile (live)—John Carr interviews people in the news.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Thursday, March 2

- 3:30 p.m.—Teacher Training—Man, Sea and Sky.
- 4:00—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.—Profile (live)—John Carr interviews.
- 7:30 p.m.—N.Y.C. Fire Department training program: "Building Construction—Old Law Tenements."
- 8:30 p.m.—City Close-up—Solomon Hoberman interviews governmental figures.
- 10:30 p.m.—Community Action—Ted Thackrey moderates discussion.

Friday, March 3

- 3:30 p.m.—Teacher Training: Challenges in Foreign Language Teaching.
- 4:00—Around the Clock—N.Y.C. Police Department training program.
- 4:30 p.m.—Profile (live)—John Carr interviews people in the news.

Saturday, March 4

- 5:30 p.m.—Lee Graham Interviews—Guests are award winning jewel designers.
- 7:00 p.m.—Community Action—Ted Thackrey moderates program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Old Law Tenements."

TA Promotion Test

Twenty-two Transit Authority employees were given the written examination for promotion to assistant superintendent, (Buses and Shops) recently by the Department of Personnel.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

Certifications For New York City Jobs

Firemen

A list of persons certified for appointment as fireman was released by the New York City Department of Personnel on Feb. 7. From this list approximately 50 appointments are expected to be made within the next two weeks.

The 113 names included on the list follow:

Robert Debate, Robert C. Perina, George T. Taylor Jr., Neil J. Sorrentino, Robert J. Maloy, Joseph M. Longero, Wheeler W. Jones, Bernard P. Duignan, Warren C. Messina, Albert M. Crokon, Richard M. Morris, Michael A. Lobosco, Francisco Gomez, Frederick Billings, James J. Murtagh, Dennis M. Brown, Edward J. Walsh, George J. Albert, George P. Pashalides, John A. Skrobe, Edward G. Griffin, Manuel A. Lopez, Kevin S. Ryan, Ralph A. Lauro, Benjamin Pietri, Donald W. Schomber, Jack S. Janovsky.

Lawrence H. Doyle, Vincent J. Trimarche, Joseph V. Nardolillo, Richard Banach, Thomas J. Quina, Alfred Ferguson, Thomas J. Brawley, Henry H. Mitchell, Paul C. Matzer, John W. Cox, Victor R. Gelato, Martin J. Moschette, Alphonse A. Abbruzzese, John F. Lach, John W. Moussette, James G. Rogers, Herbert J. Healy, Michael J. Sullivan, Allen J. Leyba, Thomas P. Oliva, Guy V. Della-

monica, Rocco Santacroce, Richard C. McGlynn, James F. Durney, James F. Durney, George M. Hebron, Richard G. Sale.

John L. Maresca, Edward J. Martin, Joseph J. Mahoney Jr., Joseph E. Meier, Frank I. Ehrenberg, Ronald F. McPike, Joseph J. Velazquez, John A. Steinhardt, Michael P. Whalen Jr., Joseph J. Beneducci, Donald K. Farrell, Lawrence J. Fitzgibbon, George M. Reilly, Robert W. Corson, Rocco M. Pascarella, Richard Mamone, Fatsy P. Coppola Jr., Michael Nuzzo, John A. Sorrentino, Patrick J. Nealon, Thomas J. Pfeifer, George C. Hargett, Joseph J. Halaszynski, Francis W. Savino, and Kevin P. Rossiter, Louis J. Visconti, Anthony V. Surdo, Joseph D. Cavalluzzo, Richard T. Spear, Aaron Gudema, Robert E. Packner, Thomas R. Lettich, Raymond V. McLean, Joseph P. Labianca, Ronald A. Furrer, Patrick P. Macioce, John J. Webber, John E. Gorman, Donald K. Roberts, Martin J. McDonough, Emil L. Marotta, John F. Mango, Gino J. Caterino, John R. Salata, Frederick Villegas, Philip Poldrugovaz, Robert J. Merrill, Arthur A. Pelli, Sebastian Spataro, Raymond J. Fernandez.

Maintenance Helper B

The New York City Department of Personnel has released a list of 100 persons certified for appointment to maintainer's helper, group B. About 39 appointments are expected to be made within the next two weeks.

The list of names follows:

John K. Lustenring, Sidney O'lansky, Anthony Mattera, Pasquale J. Dinatale, Hector Perez, Joseph Parnes, Fred B. Kohlhepp, Edward J. Hanratty, Harry T. Neu, Gustavo Lopez, James Rosidid, Joseph R. Foss, William C. Barthold, Emil A. Yavor, Milton Goldstein, Edward J. Kostyra, Dominick Torres, Humberto A. Rivera, Tito Calabrese, John E. Lauer, Joseph C. Patrick, John V. Foster, Pasquale Perrotta, Antonio M. Berrios, Gordon T. Garison, Clifford J. Wasenius, Byron R. Cabot, Carl F. Friedwall, Ralph J. Delvecchio, Leon A. Scott, Mathias Fehn, Oliver J. Caron, John B. Cardwell Jr., Wesley Baker, Richard J. Faderl, William E. Vanpelt, Calvin Respress, Clive W. Trotman, Woodrow Smith Jr., Jose A. Cardenas, Arthur R. Haines, Vernon L. Fridlie, John A. Rocher, Peter J. Millex, Vincent F. Schiumo, Ivy Brown, Richard A. Heyman, Homere Rousseau, Alexander Dixon, Reginald E. Walker, Domenick Poccia, Fernando C. Gonzalez, Louis Preyer, Carmelo T. Burdieri, Kenneth L. Dunner, Ernest Mutschler 3rd, John Celardo, John R. Olson Jr., Leniers Pabon, Frank J. Siuillo, Wilbur Coyne, Sam Nejman, Anthony D. Gualemi, Paul Speight Jr., Aaron Simpson, Robert H. Richuta, Stephen Caracappa, William Freeman Jr., Joseph Nelson, Rudolph J. Iannaccone, Karl E. Kruger, Francis D. Schettini, George Kastanis, Melvin Holloman, Shelle Smith Jr., George J. Bready, Harvel Patrick, Joseph E. Kleiman, Jack Washington, Jacob H. Ross, Marion L. Kelly, Lawrence E. Williams, Andrew F. Kaminski, Clarence E. Grimes, Joseph W. Lennox, and Andrew F. Morabito, Joseph V. Ferraro, William B. Hark, John Guerra, Ronald A. Papa, Dean C. Pitts, Kenneth R. Glasgow, Jack A. Vaccaro, James Valcarcel Jr., Frederick D. Gimmere, Rafael E. Figueroa, Hayden F. West, Angelo M. Mincione, Frank T. Iacovone, Rudolph Jackson.

ment to maintainer's helper, group B. About 39 appointments are expected to be made within the next two weeks.

Elevator Operator

The following list includes 116 persons certified for appointment to elevator operator positions in the Department of Hospitals, on Feb. 10 by the New York City Department of Personnel. About 41 appointments are expected to be made within two weeks.

James V. Gray, Robert C. Bennett, Janie Pollock, Leotta, S. Darrow, William P. Gavigan, Louise Howard, William L. Chapple, Joseph J. Vailone, Pedro Vazquez, Alice Davis, Ellen V. Davis, David N. Ford, Ruth E. Oliver, Emma L. Hudson, David J. Gray, Mildred Thompkins, Flora L. Stone, Juanita W. Lee, Ellis Scott Jr., Laura F. Bibbs, James P. Stoll, John Manfredo, Leon Saltzman, George M. Scaturro, Dorothy M. McLean, Lucy J. Meadows, Iffe L. verett, Bessie E. Parker, Beryl S. Dowridge, Theodore Brown,

Angela Perez, Murray Vinograd, Salvatore Cardinale, Matilda M. Ward, Carletha M. Bridges, Charles L. Jones, Dolores L. Devonish, Fernando Arroyo, Harold S. Duren, John S. Trzcinski, Oscar Phillips, Rudolph Johnson, Alfonso L. Ham, Eunice V. Bonds, Alfred Aquino, Frances A. Harper, Edith Hill, Calvin I. Francis, Emmett L. Jenkins, Wilfred D. Bergland, John L. Holland, Leslie Holmes, Aimee A. Matthias, Catherine Basham, Romeo Ruffin, Alma R. Payne, Amy E. Carter, Donald Curry, Hector M. Juarbe, Amelia F. Williams, Peter J. Sgrizzi, Raymond Greene, Lenorrie Goodlett, Mary

L. Howard, Elena Carmona, Luis Allen, Teresa Gardella, Edward J. Schilling, Robert W. Jones, Lucille A. Goins, Ralph E. Villano, Rocco J. Cavallieri, Domenico Iulo, Minerva L. Brown, George A. S'epney, Evelyn Shuler, Joseph B. Kucynski, Joseph Kleinman, James A. Barrow, Walter N. Nicholls, Louis Martinez, John Duckett, Jimella Lewis, Dorothy M. Settle, Lillian I. Gallop, Peter M. Cannizzo, Josephine Bennett, Laura Holmes, Mary L. Singletery, Anne Bradshaw, and Bernard F. McGuire, Mary E. Hudec, Ruth B. Haigler, Winston D. Guile, Mary A. Lynch, Annie B. Smith, George Ortiz, Aubrey E. Brooks, Jimetta E. Robinson, Macdonald Fashaw, Ellen S. Fladger, Paul J. Evans, Richard Ruiz, Henry E. Cheatham, Gordon W. Parris, Michael J. Zecca, Lillie M. Daniels, Maurice J. Gregg, Angelina Willette, Ethel Snipe, Alene Terry Marie Woods, Harold E. Lee, Mary E. Robinson, Dorothy M. White, Paul Ferguson.

In addition, the following 31 persons were certified on Feb. 14 for appointment to the position of elevator operator:

Margaret M. Cafferty, Elizabeth Haverty, Arthur S. Mathews, Julia Don, Melvin E. Waiters, Lucien Best, Rocco Capato, Charity R. Davis, Pamela T. Henry, Marjorie Solomon, Robert C. Bennett, Max Vinnik, Thelma T. Nouse, Anthony R. Nardino, Florence Gadsden, Anna D. Spivey, Janie Pollock, Leotta S. Darrow, Francis J. Connolly, William P. Gavigan, Harold E. Chatterton, Margaret Lakes, Delia Martinez, Louise Howard, and Elizabeth Williams, Alvin L. Gregory, Raymond N. Cossey, William L. Chapple, Benjamin Dollinger, Earl J. Simmons, Angelina Tonovitz.

Two Laundry Worker Lists

The New York City Department of Personnel has released two lists of persons certified for appointment to laundry worker. The certified list of male eligibles includes 67 names. Some eighty-four names appear on the certified list for female laundry workers.

The list of names on the laundry worker list for males follows:

Richard Pereira, Fidel Cintron, Ismael Roman, Steven M. Hunter, Clifton E. Lewis, Nathaniel McBride, Walter S. Wright Jr., Miguel A. Hernandez, Anthony A. Belfon, Frank Byrnes, John M. Brown, Arnold Randolph, Samuel Hughey, Ron R. Moulton, Astile L. Tulloch, Roberto Fontane, George Harris, Dante Stephens, Ralph E. Sperling, Sherman E. Bailey, Charles Suttow, Pedro R. Esquillon.

Harold Browder, Joel Hobbs, James H. Frost, James Croskey, George L. Rayside, Robert Anthony, Jose R. Cora, Charles E. McMillan, Jose V. Vazquez, Clifford M. Mondesire, Alexander Marsh, Pedro Gomez, Francisco Santana, Thomas K. Williams, Oscar T. Richardson, Vincent Ingegolia, Carmelo Ortiz, Prince A. Gore, Saturnino Ellinger, George A. McDowell, David Carter, Manue P. Rios, James L. Pattishaw, and Lionel Prince, Edward Brown, James B. Richardson, Vincent J. Capo, Frank S. Kurzbard, Earl O. Graham, Joe A. Lahoz, Thomas Gomez, Angel Saltares, Corsino Ortiz, Ismael Caraballo, Joseph G. Brown Sr., Frank A. Hanley, Angel M. Bonilla, Caleb Barnwell Jr., George W. Pridgen, Hezekiah Graves Jr., Michael T. Zingale, Thomas L. Cobb.

The following 84 females were certified:

Cashier & Teller Key Answers

The Department of Personnel has released the proposed key answers for the open competitive examinations for cashier, cashier (Transit Authority) and housing teller which were held on Feb. 4.

Regular Test

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

Sabbath Observers

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

75 Take Test

Some 75 candidates are expected to take part in the open-competitive examination for area service coordinator this week, the Department of Personnel has revealed.

Nora Shea, Auber M. Stewart, Olga Ramos, Mary Garis, Martha Gary, Florence Fishel, Beryl F. Stroud, Dorothy E. Toney, Ida L. Dillard, Dorothy H. Shaw, Emily F. Pilkinton, Rosa M. Jemison, Felicita Colon, Helen Scott, Alexina R. Quash, Carrie M. Screven, Olivia W. Turner, Charlene G. Stevens, Vascile Jones, Edna L. Famous, Brunell E. Crosby, Virginia R. Brown,

Georgeaner Goodlett, Juliette I. Glover, Anne Rothstein, Selma Yudelowitz, Lenora Falson, Eva M. Wright, Gloria Douglas, Emmanualine R. Johnson, Edith M. Spandanuda, India L. Rutherford, Margaret L. Washington, Pauline Tarpley, Lucille V. Crump, Nannte Manley, Olivia Means, Lessie M. Mack, Mattie L. Ballard, Mary G. Layne, Pearl M. McConney, Nettie McQueen, Vivian F. Garland, Hannah Manning, Mary E. Credit,

Caroline Clemmons, Mattie S. Larrimore, Aretha Walker, Sarah L. Jeffrey, Jeanne M. Kayser, Martha W. Boston, Anna E. Starling, Bernice Young, Rachel Brooks, Mittie P. Merriwether, Nettie B. Peltway, Anna M. Ellis, Cassandra Gordon, Frances Woods, Grace McQuaig, Lubernice White, Doris Jones, Eugene Anthony, Marjorie Barnes, Mabel Magwood, Golda V. Thomas, Earlean Tyson, Mildred Boswell, Audrey Melson, and

Adelaide Jones, Nadire Thomas, Angela Volpe, Lillian R. Desanti, Rebecca Thompson, Elizabeth McCoy, Josephine Vinson, Doris E. Darby, Sally P. Jordan, Mildred Groomes, Beulah M. Barbee, Edythe Y. Fant, Sheila Hopkins, Mary T. Crowder, Anita Prince.

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TUESDAY, FEBRUARY 21, 1967



Second Class Citizens

LAST week, State Attorney General Louis Lefkowitz announced that he would ask an addition to the State Constitution that would cause public employees to be fired from their jobs if they refused to waive immunity when called before a grand jury to testify concerning his official duties.

Out in California, Governor Ronald Reagan asked state employees there to work for nothing on Lincoln's and Washington's birthdays.

Federal employees are forbidden by law to engage in political activity and this restriction abounds in many levels in government.

Several government agencies require an employee seeking promotion to declare whether or not he had ever been indicted by a grand jury. Even though found not guilty, the affected employee is a victim of the human failings of many an appointment officer who feels that an indictment is tantamount to guilt.

Public employees cannot strike—according to law—and they have to settle for what is offered in negotiations in most cases.

No other sector of employment in America suffers the restrictions, the rebuffs and the denial of some basic constitutional and working rights as do our nation's civil servants. Yet, in an era of inflation and tight budgets they are told there is no money for them in terms of keeping on a financial par with their fellow citizens in private industry, who suffer none of the above restrictions in life and in work.

This is the real definition of second class citizenship. It's eradication should be the goal of every public employee in America.

Welcome, Mr. Hoberman

WE are delighted to see that Mayor John Lindsay has now appointed Solomon Hoberman as the City's Personnel Director and Chairman of the City Civil Service Commission. Mr. Hoberman has served as acting director for 14 months and has given good evidence of his capabilities in the area of personnel techniques and the understanding of human needs.

This newspaper has long appreciated Mr. Hoberman's willingness to experiment with new approaches to both recruitment for City jobs and in personnel practices. Not all of them have been successful, but he has had the professional maturity to abandon those new devices when they have proved unworkable or undesirable. It was a bold move on the part of the new personnel director to drop questions on certain background incidents of new job applicants. In so doing, he has given persons who made past mistakes an opportunity for rehabilitation through employment and the City has not suffered from the results, despite certain cries of outrage and alarm when the practice was first announced.

We see good days ahead in the City Personnel Department.

Sirlin Reappointed

ALBANY—Reuben Sirlin of Mamaroneck has been reappointed to the Board of Visitors of the Harlem Valley State Hospital for a new term, ending Dec. 31, 1973.

Reappointed

ALBANY—Robert J. Benedict of Rochester has been reappointed to the Board of Visitors of the Rochester State Hospital.

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.

Clerical Employees Deserve Upgrading

Editor, The Leader

J. Earl Kelly, the Director of Classification and Compensation of the Department of Civil Service, should be commended, rather than abused as he so often is, for his decision of Dec. 14, 1966 in the matter of the application of all clerical employees for reallocation to higher salary grades. It's too bad that he couldn't agree with the request for increases, which would have made 28,000 employees happy, but at least he explained, which doesn't always happen.

It appears that his reply is not easy to contradict. It is hoped that he will not retract his statements in the last sentence of his penultimate paragraph, which bears repeating "The nature of the work itself, the surroundings in which it is performed, and the availability or lack of promotional opportunities are but a few of many considerations which enter into the pay setting process."

Let's consider these three points so far as they affect the clerical personnel in institutions, as opposed to the same titles in Albany, New York, or other large cities.

First, the nature of the work: Even if everything else were equal, institution clerical employees would merit an increase because of the differential in working hours. Institution clerical staff work 40 hours per week for the same pay others receive for 37½ hours. That means about 125 hours per year. You figure it out. Certainly a one-grade increase would barely, if at all, cover that difference.

Second, the surroundings in which it is performed: In most city offices it is possible to get to and from work on public transportation. Most institutions are located well out of the "high rent districts," not merely in the suburbs, but often in remote rural areas requiring the expensive use of passenger cars for long distances over secondary roads and sometimes dirt roads. In winter, when there's snow on these lonely roads, it can be quite hazardous too, as well as uncomfortable.

Also, considering surroundings, give some thought to the contacts, in institutions, with mentally or physically ill, delinquents or criminals as compared with the normal persons of the general public.

Finally, and this is almost as important to men as it is to women, offices in cities often afford an employee an opportunity to do some shopping either during lunchtime or before starting for home. Institution employees, working in "the sticks" must make special trips for shopping, and even to the bank to cash their pay checks.

Third, the lack of promotional opportunities: Departmental employees can compete in inter-departmental promotion examinations, and, if successful, change their location of work without requiring a change of residence. Most institutions are so situated as to be not too close to one an-

(Continued on Page 13)

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.")

Reassignment Of Detectives

Detectives are generally reassignable to their regular rank and grade, but such reassignment may not be arbitrarily exercised. A typical statute expressing this concept is Section 199-cc of the Village Law providing in pertinent part:

The chief of police may, from time to time, detail to detective duty as many members of the force as he may deem necessary to make the service efficient, and he may at any time revoke such detail.

As the Legislature has expressly noted, assignment and revocation of detective duty shall be in the interest of efficient service. Certainly, revocation of a detective detail may not be by reason of supervisory pique unrelated to service efficiency. In short, the administrative official may not exceed the grant of authority given him by the Legislature.

The issue whether the chief of police of the Village of Mamaroneck exceeded his statutory authority in assigning two detectives back to patrolling a beat, was squarely presented in the case of Francis Paonessa and Charles Cavanagh (New York Law Journal, February 9, 1967, page 19). Justice George M. Fanelli dismissed the petition, but his opinion was based upon the strange conclusion that "The papers present nothing more than an exercise of discretion on the part of respondent chief of police in the direction which he considered best administratively for the efficiency of the detective bureau."

The opinion did not mention the petitioners' contention that the police chief told each of them that he was being reassigned to the uniformed forces because of the chief's displeasure with them for having made a certain investigation. The investigation was of two of the petitioners' fellow policemen for apparent violation of Rule and Regulation 10 of the Mamaroneck Police Department, providing:

No member of the Force shall communicate, except to such persons as directed by a superior officer, any information respecting orders he may have received or any regulation that may be made for the government of the department. All official business of the department shall be treated as confidential; it shall not be imparted to anyone, except to those for whom it is intended or as directed by the Chief, or under due process of law.

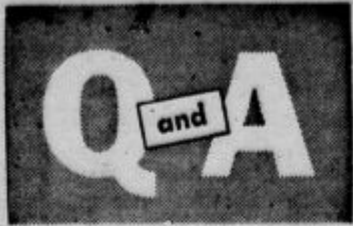
The officers investigated submitted sworn statements to help Dr. William A. Barrett, a police surgeon, on a motion to suppress evidence connecting him with an abortion. They stated they were told by then Detective Paonessa that the State Police had tapped the physician's wires and obtained information concerning his abortion activities from his then estranged wife.

The Chief's answer to the petition denied displeasure with the investigation and, indeed, asserted that the reassignment "is not, and should not be construed to be, a reflection upon the integrity or ability of the petitioners." As a matter of fact, the record of the petitioners was outstanding throughout their many years of service.

Obviously attempting to bring himself within the legislative limitation on assignment of detectives, the Chief asserted that "the reassignment of the petitioners was made solely in the interest of efficiency and was not made for any other reason, as claimed in the petition."

If not for the positive assertions of the petitioners that the Chief had indeed reassigned them because they did their duty in conducting a legitimate investigation, it would be easier to understand Judge Fanelli's holding that there was nothing in the pleadings disputing the Chief's assertion that he was acting in the interest of efficiency. The Chief's contention is particularly hard to accept in view of his own concession as to the petitioners' integrity and ability. Certainly, the assignment of two relatively inexperienced patrolmen to take over the duties of knowledgeable and competent detectives of proven ability and integrity does not appear to be in the interests of efficiency.

It seems that an issue was raised as to whether the revocation of the detective detail was in the interests of efficiency or to punish the petitioners without a hearing on charges as guaranteed by the Civil Service Law. Under the circumstances, it is submitted that the jury trial demanded by the petitioners of issues raised by the pleadings should have been granted.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by **William G. O'Brien**

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. Must I be hospitalized in order to receive reimbursement for home and office doctor calls under my Statewide Plan?

A. No. Such calls are covered under Part III (Major Medical) of the Statewide Plan. You need not be hospitalized in order to receive Major Medical benefits, but the co-insurance and deductible factors do apply.

Q. Please tell me if eye examinations and eye glasses are covered under my Statewide Plan?

A. No. Neither eye glasses nor eye examinations are considered covered medical expenses under the Statewide Plan.

Q. I am covered by both the Statewide Plan and Medicare. Please tell me how many days of fully paid hospital care I am covered for if I have to go to the hospital?

A. You are covered for 120 days of in-hospital care except for any extra charges for a private room from the 90th to the 120th day. Medicare covers the first 90 days and your Statewide Plan will cover that part of your expenses not covered by Medicare; that is, the first \$40 of your hospital bill plus the \$10 a day you are expected to pay for the 61st thru the 90th day. You are then covered for an additional 30 days of fully paid care in a semi-private room under your Statewide Plan. Let me say, however that this is not the total in benefits you enjoy under the Statewide Plan. If you should have to stay in the hospital beyond 120 days, you would have benefits under the Major Medical portion of your Statewide Plan, with deductible and co-insurance applying.

Advt.

Capital Dist. Art Show To Open On Feb. 27

Mrs. Christine Tarbox, chairman of the Performing Arts Committee of the Capital District Conference, Civil Service Employees Assn., has announced that the Fourth Annual Art Show is now slated to be held from Feb. 27, through March 2, in the Statet Capital in Albany.

The show will be on the main floor of the Capital, on the State Street side, just off the corridor leading to the cafeteria, and will be open to the public. Artists who are employed in State agencies and members of their families will participate in this annual event which has been an event of great interest to Governor Nelson A. Rockefeller since its inception several years ago.

Judging will take place on Feb. 26, 1967 and winners in the various categories will be presented with ribbon awards. Judges will be Mrs. Gladys Van Riper, a professional artist in the Schenectady

area, and Richard Becker, and architect with the State University Fund, who is president of the Albany Artists Group.

Artists who wish to participate in the event should deliver their exhibits to the Office of the Building Superintendent, on the main floor of the Capital, State Street side, just opposite the elevators, on Friday, Feb. 24 and Saturday, Feb. 25.

A. Victor Costa the president of Capital District Conference, will be co-host and will assist Mrs. Tarbox. Also assisting will be Harry Applebaum, Mary M. Masterson, and Estelle Rogers of the Performing Arts Committee.

Attorney Trainee Proposed Answers

Here are the official proposed key answers for the Feb. 4 walk-in examination for attorney trainee as released by the New York City Department of Personnel.

Regular Test

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

- 101, B; 102, A; 103, B; 104, A; 105, B; 106, B; 107, B; 108, B; 109, B; 110, B; 111, A; 112, A; 113, B; 114, B; 115, B; 116, B; 117, B; 118, A; 119, B; 120, B; 121, A; 122, B; 123, B; 124, B; 125, B; 126, B; 127, A; 128, B; 129, B; 130, A; 131, A; 132, A; 133, B; 134, A; 135, A; 136, B; 137, A; 138, B; 139, A; 140, A; 141, B; 142, A; 143, B; 144, B; 145, B; 146, A; 147, B; 148, B; 149, B; 150, B.

Sabbath Observer

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

(Continued on Page 9)

FIRE OFFICERS DEMAND REMOVAL OF IRON CURTAIN FROM EXAM PROCESS!

The New York City Personnel Department under the direction of Personnel Director Solomon Hoberman ignited one of the sharpest controversies in the history of the merit system when it scrapped a 40-year-old policy of releasing question booklets to competitors in civil service exams. Aligned against Mr. Hoberman and the so-called experts in the personnel field are the hundreds of thousands of city civil service employees who resent the new iron curtain which surrounds the examination process.

NEW PROCEDURES DESCRIBED

The new procedure "works" this way: candidates may make a record in the exam room of their answers but cannot take out the question booklet. Those competing in a promotion test must wait two weeks before the "proposed" answers are released for publication. If the test was held on a Saturday, they must wait 16 days. After publication of the answers, they have 14 days to mail a request for an appointment to protest the answers.

They then will be notified of the appointment date, when they must appear personally. They may not bring anyone with them. They may bring along, however, textbooks and other materials. The Personnel Department, as a "guide," advises in advance the general subject matter of the questions. For example, Question No. 1 through 25 involve supervision, 26 through 35, reading interpretation, etc.

The candidate is given the same length of time as was allowed in the test to review the questions and prepare protests, if he wishes to submit them at that time. If he desires,

MAKES MOCKERY OF APPEAL

Under the new procedures this is impossible. Without the exam booklet candidates cannot remember the precise questions and therefore cannot prepare properly for the review appointment. Knowing the general subject matter is of little help. Nor is it much consolation that source materials can be brought with them. Today's exams are too difficult and comprehensive to expect that answers will be found in only a few books. Without the ability to copy questions or to make notes on them, the opportunity to prepare protests at home or elsewhere is of little help. These are some of the disabilities which candidates face in evaluating answers, the validity of which

As a result of the secrecy order, the protest procedures under which the validity of official answers are open to challenge abound in confusion and inequities. Candidates in all future tests—open competitive and promotion—will face the same obstacles as those in tests held since adoption of the policy unless a united effort by all civil service unions persuades the Lindsay administration that a return to the "full disclosure" policy is necessary and desirable.

additional time, he may have an additional equal period. After reviewing the questions, he may elect to prepare his protests elsewhere but he may not take with him any of the questions or any data relating to them! Protests prepared elsewhere may be mailed to the Department. Candidates are not given their original question booklets or their answer papers for review. They receive a fresh question booklet, making it necessary for them to bring their answers with them.

Most city exams, particularly those for promotion in the uniformed forces, present alternate answers which draw fine lines of distinction, the significance of which can be recognized only by a close reading of the question. One word may be the key to the correct answer. To intelligently submit a protest, a candidate must have the precise wording of the question before him and full freedom to consult source materials to determine the correct answer.

He should be free to consult experts in the field who can guide him in determining which answers to protest and in preparing evidence to support his position.

may mean the difference between advancement and stagnation. If the secrecy orders were designed to prevent effective protest, it has accomplished its goal. In refusing to release question booklets, the Personnel Department also has accomplished another goal: it has ensnared itself in so much red tape and created such confusion that some of its strongest backers, including some knowledgeable close associates, are ready to do battle!

In place of an efficient system for protests it has substituted a time-consuming, inefficient, inequitable procedure which makes a mockery of the right of appeal!

In view of this pressing problem which affects the right of every civil service employee, State Senator Jay Golden will introduce in the State Legislature, at the request of the Uniformed Fire Officers' Assn., a bill which will prohibit the Department of Personnel from withholding test booklets of candidates in promotion examinations. We urge all public employees to contact their legislators in support of this bill.

Uniformed Fire Officers' Association

Local 854, I.A.F.F., AFL-CIO
217 Broadway
New York, N.Y. 10007

Summer Park Jobs Filing Now Open For \$14-A-Day Positions

The Department of Parks has available positions for seasonal employment next summer. Applicants must file by Feb. 28 and will be considered in the order that they filed applications, but primary consideration will be given to those who have previously been employed with the Park Department and have performed satisfactory service.

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Listed below are details relative to each seasonal position:

Seasonal Parkman

There are approximately 1,106 seasonal positions in the Department of Parks at salaries of \$12 per day. The employment period may extend from March 15 to Nov. 30 for a maximum of 200 days a year.

There are no formal educational or experience requirements for this position. Since this job requires extraordinary physical effort, applicants will be required to be in good physical condition.

Under close supervision, a parkman performs general park maintenance work at any park area, facility or building during seasonal operations, perform related work as required.

The test is open only to men who have passed their 18th birthday by the last date for filing of application but shall not have passed their 60th birthday on the first date for filing of applications.

Seasonal Park Helper

There are approximately 1,657 seasonal positions in the Department of Parks at salaries not to exceed \$12 per day. The employment period may extend from April 1 to Nov. 30 for a maximum of 150 days a year.

There are no formal education or experience requirements for this position. Applicants will be

Help Wanted - Male

PERSONNEL TECHNICIAN, Roman Numeral IV to \$18,000 to direct the classifications and paid programs of an agency.

PERSONNEL TECHNICIAN Roman Numeral III (examinations) to \$12,000 Unusual opportunities to develop programs. Governmental experience, preferably municipal required. Write or phone McCann Assoc., 13410 Lindsay St., Phila. 16, Pa. Tel. (215) 673-5775.

Help Wanted

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WANTED Business Manager

Millbrook Central School District. Salary — open. Position includes Civil Service, health insurance, paid vacations, retirement, Social Security. Position temporary pending results of Civil Service examination. Interview required. Application forms may be secured at Millbrook High School office. State when available.

required to be in good physical condition. Men and women may apply.

This test is open to persons who have passed their 16th birthday by the last date for filing of applications. Minors under 18 years of age are required to obtain valid employment certificates or vacation work permits.

Playground Assistant

There are approximately 779 summer seasonal positions from approximately June 22 through Sept. 4, at a salary of \$14 a day. Positions also exist for part-time employment at \$1.50 an hour after Sept. 4, not to exceed a maximum of 24 hours a week.

Graduation from a senior high school is required of playground assistants and either one summer season of experience as an instructor, counselor, or coach in an organized recreation program; or completion of 30 credits toward a baccalaureate degree in an accredited college or university; or (3) a satisfactory equivalent.

Under supervision the playground assistant supervises or assists in supervising the program of recreational activities in a playground area, small neighborhood play area or similar unit; performs related work.

This position is open to persons

who are 35 years of age or under on the date of filing their application. Minors under 18 years of age are required to obtain employment certificates or vacation work permits.

Issue of Applications

From now through Feb. 28 applications will be issued and received Mondays through Fridays, at the following offices of the Department of Parks:

ARSENAL BUILDING, 64th Street & Fifth Avenue, New York, N.Y. 10021.

LITCHFIELD MANSION, Prospect Park West & 5th Street, Prospect Park, Brooklyn, N.Y. 11215.

BRONX ADMINISTRATION BUILDING, Bronx Park East & Birchall Avenue, Bronx Park, Bronx, N.Y. 10462.

THE OVERLOOK, Union Turnpike & Park Lane South, Forest Park, Kew Gardens, N.Y. 11415.

CLOVE LAKES PARK, 1150 Clove Road, West New Brighton, Staten Island, N.Y. 10301.

Applications forms will be mailed on request provided that a self-addressed, 9-inch envelope stamped 5 cents for return, is enclosed. The Department of Parks, however, will assume no responsibility for delivery when issuing applications by mail.

Nursing Assistants Sought in Met. Area

The Veterans Administration Hospitals, Manhattan, Brooklyn, Bronx, Castle Point, U.S. Naval Hospital, St. Albans, and Public Health Service, Staten Island have vacancies for the position of hospital attendant (nursing assistant) GS-2, \$3,925 per annum.

There are no training or experience requirements. However, competitors will be required to report for a written test. Further information is contained in announcement No. NY-27-6 for hospital attendant (nursing assistant).

For further information, contact main post offices in Brooklyn and Jamaica, the above hospitals or the Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area, 220 East 42nd St., New York, N.Y. 10017.

Reappointed

ALBANY—G. Laurance White of Massena has been reappointed to a new term on the Council of the State University Agricultural and Technical College at Canton.

FREE BOOKLET on Social Security; Mail only; Box S, 97 Duane St., New York, N.Y. 10007.



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FREE BOOKLET on Social Security; Mail only; Box S, 97 Duane St., New York, N.Y. 10007.

Last Week To Apply For 13 State Exams; Eleven More In March

One week remains in which to file applications with the New York State Department of Civil Service for thirteen open competitive examinations. Feb. 27 is the deadline for filing for this exam series, to be held on April 1.

Applications for an additional eleven examinations, 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 number 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, \$6,875 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

Custodial Foreman Proposed Key Ans.

The Department of Personnel has released the proposed key answers for the Feb. 4 promotion examination for custodial foreman and custodial foreman (Board of Education). Candidates who wish to file protests against the proposed key must make a written request for permission to review the test prior to March 6, including their application number and address. Completed written protests, together with supporting evidence, may be submitted on the appointment day but not later than one week after the review appointment.

The proposed answers follow:

Regular Test

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

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 required.

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

45, D; 46, B; 47, C; 48, D; 49, B; 50, D; 51, B; 52, A; 53, A; 54, B; 55, D; 56, C; 57, A; 58, B; 59, D; 60, C; 61, A; 62, D; 63, C; 64, A; 65, A; 66, B; 67, D; 68, C; 69, A; 70, A;

71, D; 72, C; 73, B; 74, B; 75, C; 76, D; 77, A; 78, C; 79, B; 80, B; 81, A; 82, D; 83, C; 84, A; 85, D; 86, D; 87, C; 88, C; 89, B; 90, B;

Sabbath Observer

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

21, A; 22, B; 23, D; 24, C; 25, B; 26, A; 27, D; 28, B; 29, C; 30, A; 31, D; 32, B; 33, B; 34, A; 35, D; 36, C; 37, A; 38, D; 39, D; 40, C; 41, C; 42, B; 43, B; 44, C; 45, B;

46, B; 47, D; 48, C; 49, A; 50, C; 51, C; 52, B; 53, D; 54, A; 55, D; 56, D; 57, A; 58, B; 59, C; 60, D; 61, C; 62, B; 63, B; 64, C; 65, D; 66, A; 67, C; 68, D; 69, C; 70, A;

71, A; 72, B; 73, D; 74, C; 75, A; 76, A; 77, A; 78, D; 79, D; 80, B; 81, C; 82, A; 83, D; 84, D; 85, D; 86, B; 87, A; 88, D; 89, C; 90, C.

Eleven Called

Eleven candidates were expected to take part in the promotion examination for assistant area services coordinator this week.

Attorney Trainee

(continued from Page 7)
A; 70, B; 71, B; 72, B; 73, A; 74, B; 75, A;
76, A; 77, B; 78, A; 79, B; 80, A; 81, A; 82, A; 83, B; 84, B; 85, A; 86, B; 87, B; 88, A; 89, B; 90, B; 91, B; 92, B; 93, B; 94, B; 95, B; 96, B; 97, A; 98, B; 99, A; 100, B.

101, B; 102, B; 103, A; 104, B; 105, B; 106, A; 107, A; 108, B; 109, B; 110, B; 111, B; 112, B; 113, B; 114, A; 115, B; 116, A; 117, A; 118, B; 119, A; 120, A; 121, A; 122, B; 123, B; 124, B; 125, B.

126, B; 127, A; 128, B; 129, B; 130, B; 131, B; 132, A; 133, B; 134, B; 135, A; 136, A; 137, B; 138, B; 139, B; 140, B; 141, B; 142, A; 143, B; 144, A; 145, A; 146, A; 147, A; 148, B; 149, A; 150, A.

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'Sno Fooling - 353 Brave Blizzard To Take Caseworker Test

IT was early Tuesday morning, February 7, at the 220 Church Street offices of the City Department of Personnel. Outside the windows of the Recruitment Division, facing Worth St., the world was an angry blizzard of wind-whipped sheets of plummeting snow—snow that was to strike down with monotonous and dreary regularity until 6 p.m., leaving the city cloaked in over a foot of the beautiful white stuff.

City civil service walk-in examinations were scheduled that day at 9 a.m. and 1 p.m. for case worker I. Grade schools, high schools, and colleges in the city were closed. Drifts that already were dangerously high and slick surfaces made travel into the city over the major roadways impossible or extremely hazardous. The gusts were fierce. It was a good day to stay home.

Examiners set to administer the case worker exams didn't expect much business. The exams had not been called off in the apparently forelorn hope that at least a handful of candidates would appear and because the Department of Welfare badly needs case workers.

So the examiners and monitors placed application forms and test booklets on long rows of desks in the exam room—desks that undoubtedly would remain vacant. And as nine o'clock approached the candidates began to trickle in, cherry red in the face, walking snowmen, breathing cold smoke. The trickle became a flow and amazingly, by nine, all 147 seats in the test room were filled. Still they came, and a special test was sandwiched in two hours later to accommodate 40 more.

What, on a day such as this brought them out?

Mrs. Landelina Perez, graduate of the University of Havana and one of over 50 Cuban expatriates who took the test that day, explained that she is "grateful to this country for all it has done for Cubans. I want to help

people just like I have been helped." Mrs. Perez's ordeal to reach the test site included a 25-minute walk in the driving snow from her Port Chester home to the train station, a ride into Grand Central, and a cab ride to Worth St.

A young woman who declined to give her name because she didn't want her present employer—an insurance company where she works as a rater—to know that she is looking elsewhere, explained that she wants a job which will be more fulfilling. "I'm tired of working with numbers. I want to do something for people."

A man, who also preferred to remain nameless, explained that he had taken the tests over a year ago, but was rejected because at five-foot-eight and 235 pounds he had been considered far too overweight. "I'm down to 205 now. Rock solid," he said, poking a finger into his mid-section. "It's miserable out, but I'm here. How hearty can you get?"

Al DeLia, an intense-looking 23-year-old Fordham graduate, who lives in the Bronx, with his wife and 2-month-old daughter, wants to settle down to something that will provide him with a steady living and give a meaningful base to his life. "I've been a bookkeeper, I've done a bit of commercial writing, I've played base guitar in a band, and I've also done modeling. None of it's been very steady."

Ruth Herman, a recent Queens College graduate from Flushing, explained behind a shy, charming smile that she wanted to open her life to new experiences. "I want to meet new people, different people. I want to help people, and I want experience for growth."

Another 166 showed up for the 1 p.m. test. Those among the overflow were seated at hastily set up desks

in corners and ante-rooms. Altogether, 353 case worker candidates were tested that day—a somewhat better-than-normal crowd on an incalculably worse-than-normal day.

The next walk-in tests for case worker I will be held on Tuesday, Feb. 28 at 9 a.m. and 1 p.m., at the mezzanine floor at 40 Worth St., Manhattan. The only requirement is a baccalaureate degree with any major from an accredited four-year university or college. Non-citizens who meet this qualification are also eligible provided they have filed a declaration of intent to become a citizen.

The starting salary for case worker I is at the rate of \$5,750 a year, with an increase to \$6,100 after six months. After one year those in the position of case worker I are automatically promoted to case worker II, which has an annual salary range of \$6,400 to \$8,200. These salaries are currently under negotiations between City management and the Social Service Employees' Union which represents the employees.

Fringe benefits include four weeks of paid annual vacation, free basic medical insurance, paid holidays, 12 sick leave days a year cumulative to 180 days, membership in a generous retirement plan and, for those who have been on staff two years, the opportunity for one of about 200 graduate scholarships issued yearly. Those who receive scholarships attend graduate school full time for two years for a Masters in Social Work. Full tuition is paid, and in addition full salary as a case worker is continued.

Further information on careers as a New York City Department of Welfare case worker may be obtained by writing or phoning the New York City Department of Personnel, Recruitment Division, Room M-4, 220 Worth St., New York, New York 10013 or by telephoning 566-8700.

6 Competitive, 5 Promotion Exams Scheduled For March Filing By City Personnel Dept.

The New York City Department of Personnel has released the tentative listing of City examinations open for filing from March 2 through 22.

Six open competitive exams are expected. These are:

Head dietitian, exam number 6119, test date—June 3.

Maintainer's helper (B), exam number 1616, test date—June 17.

Planner, exam number 1601, test date—June 9.

Principal planner, exam number 6126, test date—June 21.

Senior scientist (radiation control), exam number 6124, test date expected in May.

Title examiner, exam number 6057, test will consist of an examination and evaluation of training and experience.

The promotion series for March will consist of five examinations, according to present plans. These are:

Assistant civil engineer, exam

number 1592, test date—June 10.

Foreman carpenter, exam number 7501, test date—June 24.

Foreman furniture maintainer, exam number 7500, test date—June 24.

Senior electrical inspector, exam number 6501, test date—June 10.

Senior mortuary caretaker, exam number 1258, test date—June 9.

Fineberg Appointed

ALBANY—Dr. Henry I. Fineberg of Queens has been named by Governor Rockefeller to the State Hospital Review and Planning Council. He succeeds Dr. James Greenough of Cooperstown, who died recently.

Recreation Leader Exam Key Answers

Here are the proposed key answers for the written examination for recreation leader as released by the New York City Department of Personnel.

The exam, in which 91 candidates participated, was held Jan. 24.

The list of answers follows:

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

50,B; 51,D; 52,C; 53,D; 54,B; 55,C; 56,A; 57,C; 58,A; 59,C; 60,C; 61,D; 62,C; 63,B; 64,C; 65,B; 66,A; 67,B; 68,C; 69,B; 70,C; 71,A; 72,D; 73,A; 74,D; 75,A; 76,C; 77,B; 78,C; 79,B; 80,B; 81,D; 82,D; 83,C; 84,B; 85,B; 86,E; 87,B; 88,D; 89,C; 90,C; 91,D; 92,A; 93,C; 94,C; 95,D; 96,C; 97,A; 98,D; 99,D; 100, D.

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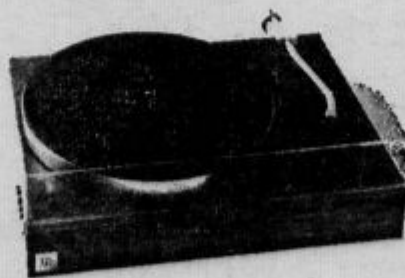
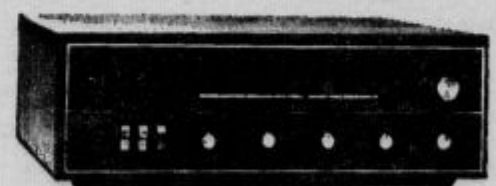
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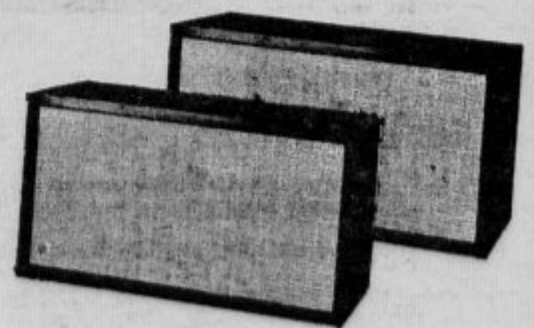
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LEGAL NOTICE

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 I 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 16 Court Street, Brooklyn, New York.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. To Finley F. Gibson, Jr., being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Priscilla Sawyer, deceased, who at the time of her death was a resident of 16 East 84th Street, New York City. Send Greeting: Upon the petition of Eileen Barber, residing at 16 East 84th Street, New York City. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 28th day of March, 1967, at ten o'clock in the forenoon of that day, why the account of proceedings of Eileen Barber, as Executrix should not be judicially settled. Dated, Attested and Sealed, February 8, 1967. HON. SAMUEL J. SILVERMAN, Surrogate, New York County, William S. Mullen, Clerk. (L.S.)

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LEGAL NOTICE

CITATION. — File No. 7371. 1966. — The People of the State of New York, By the Grace of God Free and Independent, To JENNIE HILL, LILLA ELLIOTT, ISABEL CAMPBELL, MILDRED I. ROSS, HUGHENA INGLIS, JEAN FRASER and JOHN W. FRASER. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on March 27, 1967, at 10:00 A.M., why a certain writing dated April 8, 1966 which has been offered for probate by Frances Smith (named in the Will as Mrs. Howard Smith), residing at 138 East 60th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Anne R. Sawyer, Deceased, who was at the time of her death a resident of 138 East 60th Street, in the County of New York, New York. Dated, Attested and Sealed, February 10, 1967. HON. SAMUEL J. SILVERMAN, Surrogate, New York County, William S. Mullen, Clerk. (L.S.) STRAUSS & FERDINAND Attorneys for Petitioner Office & P.O. Address 2 East 45th Street New York, N.Y. 10017

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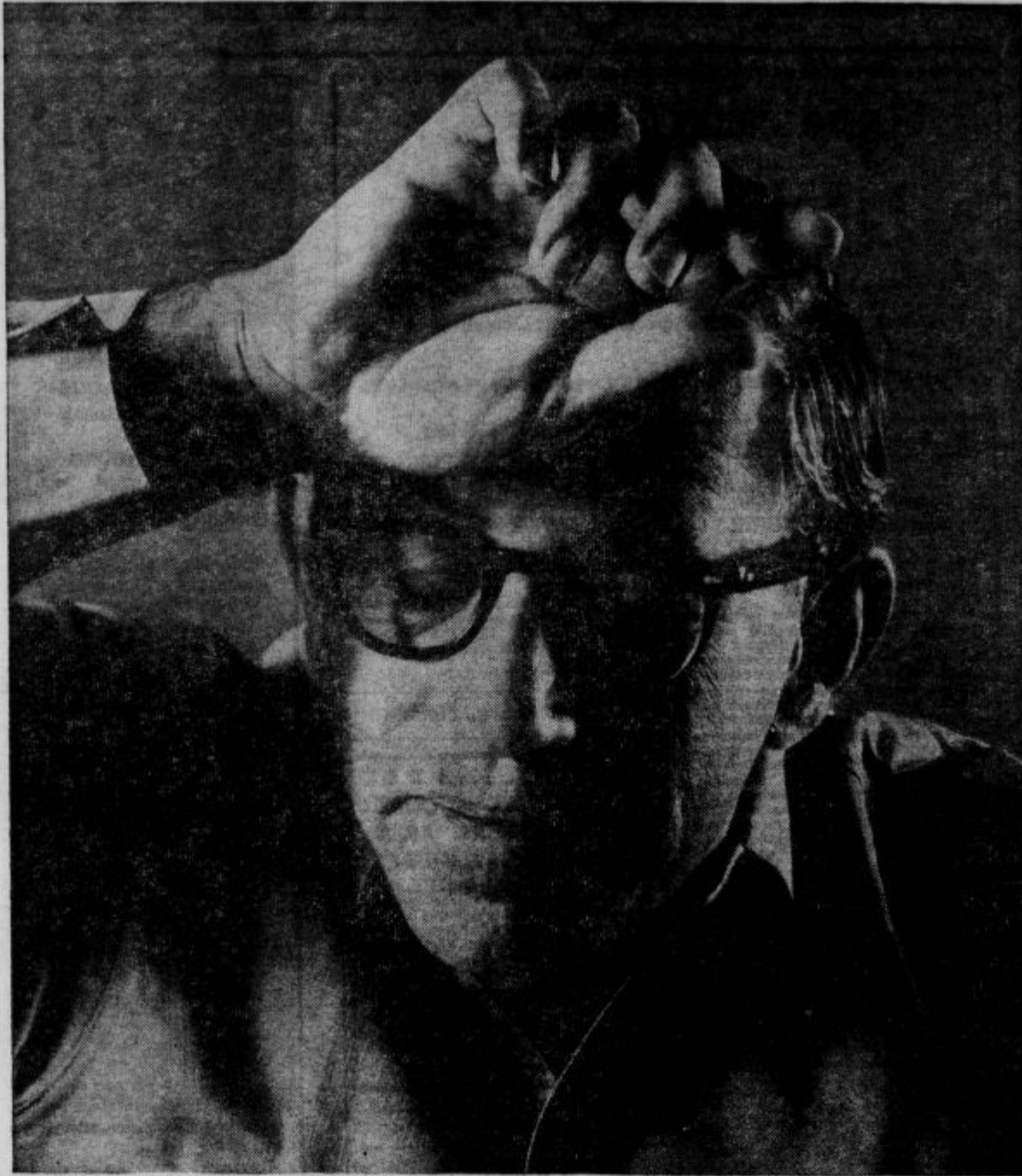
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He undoubtedly had to go into his savings for \$1,089.35. Rough enough. But a financial life-saver

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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.

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What's Doing In City Departments

John Scheffer, a social case worker who was shot while visiting one of his clients at 1908 Prospect Avenue a few weeks ago, is out of the hospital and hopes to be back at work within a month. He will be able to see again but his vision will be permanently impaired, doctors say.

Welfare Department officials are worried about the slowly increasing number of assaults and purse snatchings, 26 during the past four months, mostly against

(Continued on Page 15)

CSEA Awaits Action On Trooper Weight Protest

ALBANY — A regulation recently promulgated by the Division of State Police, establishing weight restrictions on Troopers' eligibility for promotion examinations, has again been protested by the Civil Service Employees Assn.

The new appeal, to Arthur Cornelius, Jr., State Police Superintendent, urges removal of the weight qualification from intra-Division competitive examinations—or establishment of a new set of mutually acceptable standards through negotiations between the Employees Association and the Division, for application to all appointments and promotions.

It was learned at Leader press time that a reply from Cornelius

has been circulated among members of the CSEA State Police Committee. Further CSEA action is expected to hinge upon the committee's response to this reply.

An earlier CSEA protest to the State administration, complaining that the regulation had been put into effect without giving affected Troopers an opportunity to take necessary steps to meet its requirements, resulted in softening the regulation to the extent that Troopers might request the Superintendent of State Police, in writing, to waive the regulation for a "reasonable" period, to allow adequate time for the required loss of weight.

According to the Employees Association—which represents some 2,000 employees of the Division of State Police—this modification failed to curb the flood of complaints from Trooper-CSEA members, indicating a need for more significant relief.

CSEA President Joseph F. Felly, in renewing the Employees Association protest in the matter to Superintendent Cornelius, stated:

"Our members employed by the Division of State Police are raising serious objections with reference to Rule 9.6 which refers to physical examinations and pro-

vides a height-weight chart.

"In the first place, we question the legal right of the Division to establish a rule which makes excessive weight, arbitrarily determined through a height-weight chart, a cause for disciplinary action. We insist that your Division rules cannot be in conflict with the State Civil Service Law, Section 75, which limits disciplinary action to incompetency or misconduct. Certainly a Trooper is not incompetent if he can perform the duties of his position satisfactorily even though on the basis of an arbitrary height-weight chart he is adjudged overweight.

"Our members affected by the new height-weight chart raise the following points:

1. No allowances made under the chart for individual variations in body structure based on whether a person is big-boned or very muscular, etc.
2. The physical quality of the Trooper should be determined on the basis of the individual's capability of strenuous physical exertion and his ability to cope with the physical requirements of the job. These capabilities cannot be determined by an arbitrary height-weight chart.
3. Some members raise the question as to why this new standard is discriminatorily being applied only to candidates for the position of sergeant and not to competitive or promotion examinations for other positions.

"Members affected express the opinion that the regulation is illegal and unfair. They point out that if the chart were applied to other fields, such as pro football players, most of same would not be fit on the basis of the particular arbitrary height-weight chart to participate in strenuous physical activity.

"Our members are requesting the Association to do everything possible to remove the weight regulation from application to any necessary competitive examination within the Division and if that is not possible, then they request the Association to negotiate with the Division a

fair set of weight regulations which should apply to all appointments and promotions.

"We ask for your comments on the contents of this letter so that we may report on same to our members employed by your Division for the purpose of arranging a meeting with you to discuss the matter further in the immediate future."

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Letters

(Continued from Page 6) other. This is so not merely by chance.

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CSEA Urges Eight Point Pension System Revision

(Continued from Page 1)

keep his head above today's rising inflationary waters. The net result of this under our permanent retirement plans is that the retired employee with 30 years of service at normal retirement, inevitably receives a retirement allowance far below the 50 percent of final average salary which was held out to him when he entered State service. His pension allowance is 25 percent of final average salary—and more like 23 percent of his final year's salary. His annuity allowance, because it has been built upon his career average salary, hardly purchases an annual allowance as much as 16 percent of his final average salary—this is somewhere in the neighborhood of 15 percent of his final year's salary. In terms of highest or final year's salary, the retiree begins with a benefit amounting to about 38 percent of his normal standard of living. This is hardly a large sum and probably accounts for the inability of persons to retire at the normal retirement age. Lest this committee think that this summarizes the normal situation, let me hasten to add that most retirees have dependents. Assuming that a retiree, age 55, with a dependent wife five years younger than himself, decides to elect Option 3 which pays her half his allowance after he dies, then his retirement benefit is reduced by approximately 21 percent. The net result of all these elements is to provide the retiree with 30 percent of the income required for his standard of living prior to retirement. In this day and age when we are trying to prevent more people from becoming public charges, when on a national scale respected individuals and groups are weighing the practicalities of a "negative income tax", it hardly makes sense for a State as forward looking as New York to tolerate inadequate allowances for persons who have devoted their working lifetime to public service. If one were to try to envision the retiree ten years after retirement, one would see that the ravages of inflation will have further depressed his income from 30 percent of his achieved standard of living to something like 20 percent of a dollar debased by ten more years of inflation.

What about Social Security? Except for certain very temporary adjustments in ascertaining final average salary, Social Security benefits are predicated on a modified working lifetime average income. This means that the Social Security average earning base may not even be as much as 60 percent of the retiree's final year's earnings. This Social Security is further watered down because the retiree between age 55 and 65 will have no earnings credited to his account, thereby reducing his average Social Security average (even with five of those ten years thrown out); in addition, the paralyzing effects of inflation will have run ten additional years, further undermining the purchasing power of Social Security benefits. The retiree ten years after retirement can then look forward to augmenting his retirement allowance paid by the State to the extent of about 22 percent of his living standard needs at age 65. This puts his combined income from State Retirement and Social Security at

something like 42 percent of the required living standards for his employed counterpart.

To a limited extent, the State has recognized the public employee's substandard position which results from the ravages of inflation. Last year our Legislature enacted the 1/60th bill for one year, retroactive to 1960 and recognized that employees must be given sufficient retirement dollars. It also passed a bill which would adjust retirement benefits in accordance with changes in the cost of living. Unfortunately, this latter bill was not signed.

Our Association has given extensive consideration to the position of our members and to the various suggestions for improving the Retirement System. We have concluded that the 1/60th retirement benefit for each year of service is a sound and excellent step in the direction of a simplified, just and equitable retirement program. When it is augmented by automatic provisions for changes in the cost of living, then we will be assured that its fairness will continue into retirement years. Effectively, it will mean that the retiree under option 3 will be able to carry his retirement living standards at a level which is slightly more than 36 percent of his living standard during his final working year. The effect of Social Security ten years later would be to increase his living standard by approximately 22 percent. This is not an outlandish amount for a lifetime of public service. Under option 3, the retirement benefit including Social Security ten years later is only 58 percent of his employed counterpart's income. Since the combined benefit may still not meet the income needs of retirees, it is possible that retirement credit for each year of service might need to be increased beyond 1/60th.

We direct your committee's attention to the fact that some employees, in anticipation of a very low retirement income provided by the system, have sacrificed current income to the extent of depositing additional moneys with the Retirement System. Their purpose, of course, is to increase their retirement income; your committee should not be misled into considering such money deposited in the system to be in any way different from investments, life insurance policies, savings or other private endeavors toward security in old age.

We also wish to draw to your committee's attention that while public employees have been suffering shrinking purchasing power in their annuity accounts because of inflation, this selfsame inflation has helped to fatten the income and asset position of the Employee's Retirement System. It seems only fair that the retroactive feature contained in last year's 1/60th legislation be guaranteed for each year of service after August 19, 1936 with no diminution of benefits. The funds for this may in part be available from the excess earnings and assets of the Employees Retirement System. We also recommend that:

- the State adopt a paid-up benefit equal to 1/30 of final average salary for each year of service, maximum of 30 years at the time of retirement for each year of

L. I. Conf. Committee To Study Union Activities

The Long Island Conference, Civil Service Employees Assn., has launched a high-priority study of union activities in the 40,000-member Long Island area.

An eight-member committee of top Long Island leaders was announced by Irving Flaumenbaum, conference president, at the group's monthly luncheon meeting Saturday, Feb. 11, in Islip.

"Unions which have not made membership gains in the last 10 years, are casting covetous eyes

at the field of public employment. We on Long Island must be aware and ready," Flaumenbaum asserted.

The challenge remains, Flaumenbaum noted, despite the fact that the CSEA won an overwhelming vote of confidence in a representation election held last month in the Town of Hempstead.

The town vote, held only among workers of the town sanitary department, was welcomed by CSEA because it posed the choice clearly—a sound, experience organization representing town employees in the powerful body versus a union which sought to divide and fractionalize workers into smaller, weaker groups.

Named to the committee were: Charles Monroe of Farmingdale State College; Theodore Anderson of the State Department of Public Works; Thomas Dobbs, president of the Suffolk County chapter; Natale Zummo of Kings Park State Hospital; John Corcoran, Suffolk field representative; Richard Gaba and Lester Lipkin, Nassau and Suffolk CSEA attorneys respectively, and Flaumenbaum as ex-officio member.

The group will seek a common policy to meet the challenge.

"The committee has been asked to report as soon as possible," Flaumenbaum said, "We will call a special meeting, if necessary, to hear their report."

"We are going to attack in every area where our organization is threatened," he declared.

Pass your copy of The Leader on to a non-member.

CSEA Discredits Union Posture At Meeting Of L.I. Inter-County State Park Chapter Membership

SEAFORD — A special news release from the parent organization, new gains for Jones Beach employees, and numerous other items were discussed at last week's meeting of the Long Island Inter-County State Park chapter, Civil Service Employees Assn.

The meeting date coincided with the distribution of a bulletin prepared by CSEA headquarters which, according to Louis Colby, chapter president, reported the facts behind the so-called demands made by Council 50 at its recent meeting with officials of the Long Island State Park Commission.

CSEA completely discredited the union's posture, Colby said, in revealing the demands to be entirely misdirected. With reference to Council 50's demands for hourly pay increases, time-and-a-half pay for overtime work, and reclassification of various titles, the CSEA flyer pointed out, according to Colby, that "the Long Island State Park Commission just doesn't have the authority to decide on salary matters, overtime rates and reclassification of titles."

The bulletin explained that Park Authority employees, as part of the State Conservation department, "are under the same jurisdiction in salary and classification matters as other Conservation employees—namely, the State Division of Classification and

member service to the State Retirement System, and all living pensioners;

- retirement for those employments which are recognized as involving extra-hazardous employment such as State Police, correction officers and others similarly situated, be based on 1/50th of final average salary for each year of service;

- the retirement allowance shall be based on the highest three years of salary in lieu of the highest five years;

- retirement benefits comparable to that of State employees be afforded by the various political subdivisions;

- provision for ordinary or accidental disability continue consistent with the recommendations for normal retirement at age 55;

- reduction in pension allowance under Options 2 and 3 be modified.

We welcome this first opportunity to make known to this committee the problems and our recommendations for solving these problems on behalf of the entire membership of the Civil Service Employees Assn.—the largest employee organization for public employees in this State.

Compensation and/or the State Division of the Budget," Colby reported.

Other events announced at the meeting included:

- Official decision that Jones Beach employees will be "uniformed" in the near future.

- Agreement to designate a snow-blower for use at Jones Beach Park.

- Settling of several grievances among clerical employees.

Colby also announced plans to tour "outlying installations" of the chapter at an early date to establish contact with non-members and to survey current needs and desires of present membership. Based on this survey, an agenda will be drawn up for presentation at a meeting to be arranged with the Park Commission, Colby said.

Education Dept. Supports CSEA Reallocation Appeal

ALBANY — Official endorsement of a State Education Department bid to upgrade titles in the rehabilitation counselor series has been filed by the Civil Service Employees Assn.

At the same time, CSEA notified Governor Rockefeller and three other high State officials of the endorsement and asked for their active support of the reallocations.

The current departmental appeal, now pending before J. Earl Kelly's Division of Classification and Compensation and which calls for boosts of from two to five grades for eight titles in the rehabilitation series, followed an earlier reallocation request by a group of CSEA members which was virtually turned down. Kelly's decision in that instance—termed "most inadequate" by Education Department officials—approved only a one-grade hike for one title.

CSEA President Joseph F. Feely, in a letter to Kelly endorsing the present "request for higher reallocation of the professional employees of the New York State Education Department, Division of Vocational Rehabilitation," alluded to the previous denial in urging "that the recent decisions of your Division be reviewed and amended to conform with the request of this group."

Other Support

In simultaneous letters to the Governor, Dr. Edgar W. Couper, Chancellor of the Board of Re-

gents, Dr. James E. Allen, Jr., Commissioner of Education, and Senator William Conklin, chairman of the joint legislative committee on Mental Retardation and Physical Handicap, announcing CSEA's endorsement and seeking their support of the reallocations, Feely stated:

"Qualified professional workers are no longer attracted to the Division of Vocational Rehabilitation nor does it offer much incentive for these present employees to consider their jobs as long-life positions. There is presently a great shortage of this type of professional personnel. Since there has been a great influx of handicapped individuals requiring service, the Division of Vocational Rehabilitation offices cannot provide the individual attention and detail they deserve. In particular, there has been a tremendous increase in the need for service to mentally retarded, emotionally disturbed, and other disadvantaged groups."

"Therefore, I respectfully urge you to lend your good offices to give this request for higher reallocation your personal attention," Feely said.



BROTHERHOOD ESSAY AWARDS—The three winners of the New York State Employees Brotherhood Committee Essay Contest are shown above as they receive their awards from officials of the committee. Pictured from the left are: Claude Aldrich, chairman of the Statewide committee; Philip Hecht, chairman of the Brotherhood group's Essay Contest committee; and the three winners—Harold R. Newman, Sophie Littell, and Joseph Nardo.

U.S. Service News Items

By JAMES F. O'HANLON

Federal Salaries Trail Industry's By 8 Percent

According to a report prepared by the Bureau of Labor Statistics and passed on to the President recently, Federal salaries will have to be raised an average of eight per cent to close the pay gap with private industry.

The estimate is that it would cost \$1.3 billion a year to close this comparability gap. President Johnson is expected to propose a pay package this year of around \$1 billion which would include salaries and benefits.

Also, John W. Macy the chairman of the Civil Service Commission told a Senate sub-committee last week that any new funds for better life insurance coverage for Federal workers would have to come from the proposed \$1 billion Macy was speaking before a Senate group headed by Sen. Daniel B. Brewster of Maryland who has introduced a new bill (S. 271) which would raise the life insurance coverage of all Federal government employees. This year his

Stenos—\$4,000

The State Employment Service is seeking to fill vacancies for stenographers which exist in a variety of City agencies. Salary is \$4,000 a year and exams are given periodically.

Appointments for the written and practical examination may be made by calling the Government Unit of New York State Employment Service. There are no formal educational requirements for this examination.

Appointments for taking the above-mentioned tests may be made at anytime by phoning PL 9-1020 in Manhattan, JA 2-2428 in Brooklyn, or GI 7-2931 on Staten Island.

100 Expected

Over a hundred persons were called for the written examination for assistant area services coordinator last week.

P.R. Column

(Continued from Page 2)

the book's value is that it sets forth clearly and concisely the employees' benefits, rights and, most important, the civil servant's responsibilities. Within that word, is the answer to many employer-employee problems.

ALL TOO FREQUENTLY the employee's attitude toward his job and his agency is strictly one-way and is summed up in this sentence "And what did the Department do for me lately?"

ON PAGE 31, we heartily approve of the following answer:

Courtesy is especially important. In all your dealings with the public—and your fellow employees it is a must. You are a member of a large organization. It takes the united efforts of all Labor Department employees to carry out our programs properly. Cooperative team efforts is the secret ingredient of good public service—and your contribution to this goal is very important.

As public employees we have the obligation to run efficient government services, to be careful of public property, to be alert to avoid waste.

TIMES CHANGE, conditions change, and rules change. "Judicial notice" is taken of these hard realities by the professionals of the State Labor Department. They have made the handbook loose-leaf, and every page has been numbered and dated. Thus, a change can be inserted promptly

bill will be tacked onto the Federal pay bill. Last year, a similar bill, also proposed by Brewster, tried to make it alone and was put on the shelf in the last minute legislative squeeze. Macy testified last week that he thought there was a greater need right now for a substantial rise in take-home pay than there was for such an insurance rise.

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The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

What's Doing

(Continued from Page 13)

women. Seven were assaults by clients at the intake centers; none were in the homes of clients. To give better protection, Welfare is keying dangerous buildings and areas so that case workers can travel there in pairs, asking clients to meet workers at the door, asking community groups to improve neighborhood climate, and considering providing better identification for personnel in addition to the traditional little black book.

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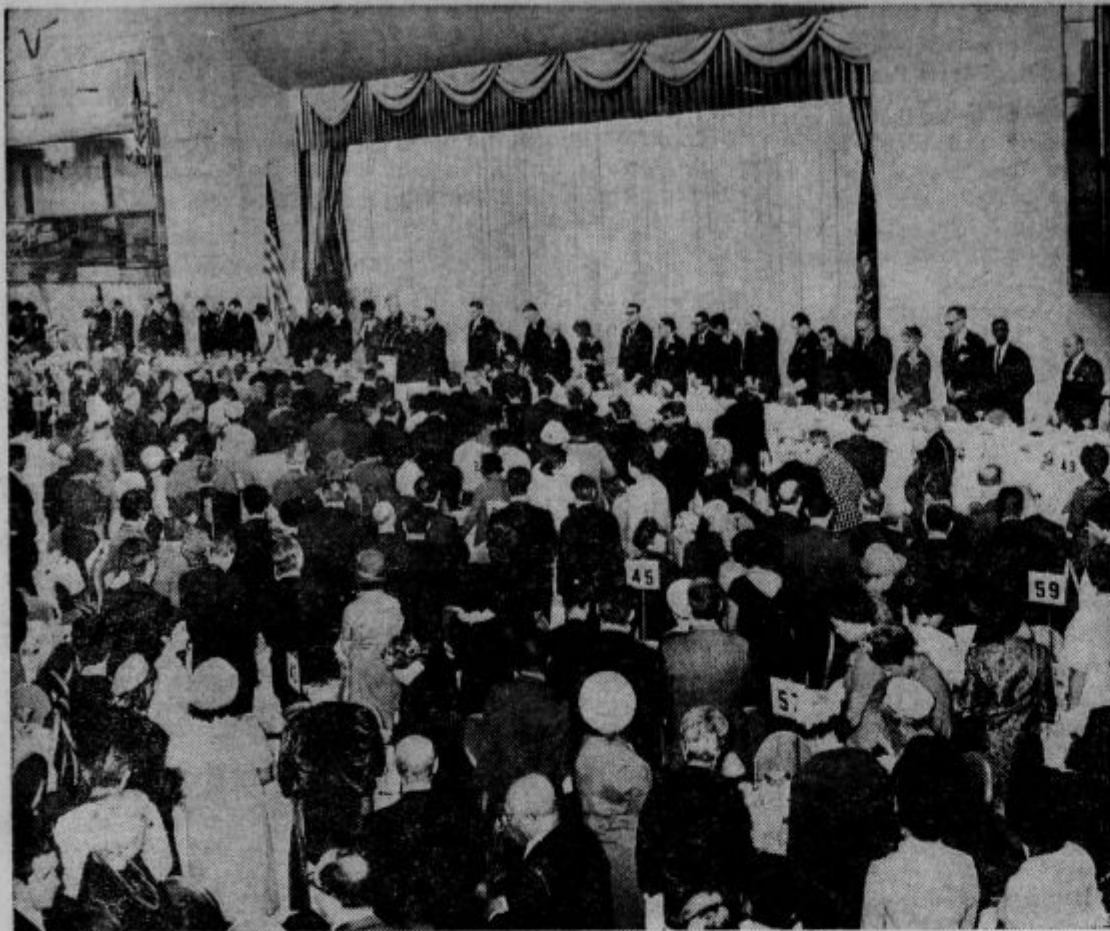
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BENEDICTION — Many of the 1,100 persons who attended the luncheon of the New York State Brotherhood Committee at the Commodore Hotel last week are pictured as they are led in benediction prior to the afternoon's activity.



DOUBLE DUTY — Solomon Bendet, center, actually went through two presentations when receiving an award from the New York State Brotherhood Committee last week. Alton G. Marshall, left, secretary to Governor Rockefeller, made an informal presentation because he was forced to leave the ceremonies due to the press of official duties. At right is Richard E. Stewart, State Superintendent of Insurance, who made the award at the brotherhood luncheon in Marshall's behalf.

Brotherhood Awards Event Draws Over 1,000--Bendet And Catherwood Are Cited

For their continued efforts "to the cause of promoting better understanding among peoples of all races, religions and nationalities," State Labor Commissioner Martin P. Catherwood and Solomon Bendet, a career employee in the State Insurance Dept., were presented with the annual awards of the New York State Employees' Brotherhood Committee before an audience of more than 1,100 persons in the Commodore Hotel last week.

Alton G. Marshall, Secretary to Governor Rockefeller, presented the award to Bendet in an informal ceremony before the luncheon because he had been called back to the office of the Governor and the official presentation, and Marshall's remarks, were given by Richard E. Stewart, Superintendent of the State Insurance Department.

Stewart said the award to Bendet "marked a proud day for our department. Mr. Marshall and I have had a long association with Mr. Bendet in other fields and are deeply admiring of his unusual capacity for knowing his own mind and acting on the principals in which he believes."

'Man of Deep Truth'

Quoting a statement of Marshall's, Stewart said that "we who know Sol respect the deep truth in this man. It is natural that his fighting spirit and desire for the truth should be expanded into helping erase the inequalities and discriminations that plague other men."

In accepting the Brotherhood award, Bendet quoted the famed Rabbi Hillel on the definition of brotherhood. When challenged by a heckler to explain the meaning of religion in one sentence, the rabbi replied by saying: "Do not do unto another that which you do not want another to do unto you; this is the essence of religion—all else is commentary."

Bendet said that brotherhood meant this to him and that brotherhood was also known by many other names: civil rights, human

rights, equality, integration, etc., "but they all add up to the same thing, no matter what label you give them."

Cites CSEA Role

He said that the Civil Service Employees Assn., along with other organizations formed for human benefit, has played a leading role in promoting the welfare of all civil service employees of every race, religion and other background in such down-to-earth matters as salaries and the important matters of being treated with dignity and promoting a sense of professionalism and participation in government.

"As both a civil servant and a human being, I have tried, in my own way, to advance the proposition that merit is the only criterion for recognition and reward in public service. . . . No other position is tenable," Bendet declared.

In introducing Commissioner Catherwood for the Benjamin Potoker Award for brotherhood, Abraham B. Shavelson, cited the long and distinguished career of the award recipient. He credited Catherwood with putting "new and stronger life into elimination of anti-discrimination practices in employment." He said that the Labor Department head had created programs to give new working opportunities to the youth of numberable minority groups; promulgated forceful regulations to eliminate discrimination in journeymen apprenticeship programs and "has stood on the side of fair play in almost day to day decisions in the area of anti-bias and anti-discrimination practices."

Glad For Opportunity

Upon accepting the award, Catherwood declared that "while the circumstances of being Labor Commissioner have created much of the opportunity for me to be able to help the cause of brotherhood I can honestly say that I am grateful that opportunity has fallen to me."

Catherwood credited the State of New York as "one of the most enlightened employers in the world" and said that it was his pleasure to witness brotherhood in action almost daily in State government.

Both men received ovations from the large number of attending guests.

Guests, Panelists

Others attending the ceremony included last year's State official winner—Tax Commissioner Joseph Murphy—Mrs. Ersa Poston, president of the State Civil Service Commission; George Fowler, chairman of the State Commission on Human Rights, and Col. Solomon Senior, chairman of the Workmen's Compensation Board. Congratulatory telegrams were sent by Sen. Jacob J. Javits, Attorney General Louis J. Lefkowitz and numerous public employee organizations. Toastmaster for the event was Morris Gimpelson, director of field operations, State Motor Vehicle Dept. Chairman of the 1967 committee was Claude Allecks.

A report on a morning panel discussion that preceded the luncheon was given by Frank J. Panizzo, an assistant Attorney General. Panel members who discussed the topic of "Brotherhood—



FOR BROTHERHOOD — Chosen as the State official to receive the Benjamin Potoker Award for brotherhood was Labor Dept. Commissioner Martin P. Catherwood, right, who is being presented with a plaque by Abraham B. Shavelson.

Nassau & Suffolk CSEA Appoint Area Attorneys

Appointment of official Civil Service Employees Assn. attorneys for Nassau and Suffolk Counties was hailed at the monthly Long Island Conference lunch last week.

Richard Gaba of Mineola was named the official CSEA lawyer or Nassau. Lester Lipkin of Babylon was named for Suffolk. Both have had extensive experience and have been handling litigation and hearings for CSEA for some time. Their formal appoint-

ment was made at the monthly "Democracy at Work," were Rabbi Joseph D. Herzog, of Temple Anavath Sholem; Chief Adebo, Nigerian ambassador to the United Nations, and Herman Eberling of the National Conference of Christians and Jews.

Phillip Hecht presented Brotherhood essay contest awards to Mrs. Sophie Littell of the State Employees Service; Harold Newman, Commission Human Rights, and Joseph Nardo, Department of Motor Vehicles.

Ireland Tour

(Continued from Page 1)

the trip, will have leisure time of their own.

The cities of Glasgow and Edinburgh and the popular tourist district of Oban will be featured on the Scottish portion of the tour.

While in England there will be a leisurely tour through the countryside, a visit to Stratford-on-Avon and several days will spent in London.

Space is strictly limited. Applications and descriptive brochures may be had by writing to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. Telephone (212) 253-4488 after 5 p.m. Price, including sightseeing, hotel rooms, meals, jet transportation is \$669.

Albro Retires

ALBANY—Myron D. Albro has retired as director of Food Control for the State Department of Agriculture and Markets.

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