

# Civil Service LEADER

America's Largest Weekly for Public Employees

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egislators

See Pages 14, 16

## Asks Condon-Wadlin Repeal

### CSEA Outlines Its Stand On Labor Relations Law

In a recent hearing in New York City conducted by the Joint Legislative Committee on Labor Relations, various employee organizations in the City and State appeared to present their viewpoints on repeal of the Condon-Wadlin Law, which prohibits strikes by public employees and contains severe punishments for violators of that law.

The basic stand by the Civil Service Employees Assn. on a new labor relations law was contained

### John Purcell Named To Top Tax Dept. Job

ALBANY—State Tax Commissioner Joseph H. Murphy has announced the provisional appointment of John J. Purcell as Director of the State Tax Department's Miscellaneous Tax Bureau effective Thursday, Dec. 22, at a salary of \$18,561 annually.

Purcell, who was assistant director of the Bureau at the time of the retirement of Gerald E. Rowley as director on Dec. 1, is a career civil servant employee of the Tax Department.

He joined the Department's Motor Vehicles Bureau in Albany as a junior clerk in June, 1923, and has through promotional examinations worked upward through the ranks of the Miscellaneous Tax Bureau—to which he was assigned as a tax supervisor in 1933 when New York State imposed a one-year State sales tax.

A native of Troy, Mr. Purcell attended St. Joseph's Academy in Troy, and has studied accounting. He is past president of the National Tobacco Tax Association and has been quite active in that group of State and Federal tax administrators for many years.

### 5-Day Bahama Trip On Feb. 22

The only high season trip to the Grand Bahamas being offered members of the Civil Service Employees Assn. and their immediate families will be for five days and four nights and will depart on Washington's Birthday, Feb. 22, returning on Feb. 26.

Although the vacation trips is offered at the height of the season the price will be only \$179 and will include round trip air transportation, hotel rooms, breakfast and deluxe dinner and various entertainment.

Acceptance of applications will be strictly on a first-come first-serve basis. For application blanks write to Randolph V. Jacobs president, Metropolitan Conference, Room 1209, 280 Madison Ave., New York, N.Y., 10016 or telephone (212) 679-1164.

### Buffalo Council Gets CSEA's 5-Pt. Program For Aides

ALBANY—Leaders of Buffalo's City Council have notified the Civil Service Employees Assn. that they have received copies of CSEA's recent letter to Mayor Frank Sedita outlining and requesting adoption of a five-point employee benefit program.

According to CSEA, the official acknowledgment from Chester C. Gorski, council president, and John T. Elfvin, minority leader, expressed active interest in the employees' welfare and gratitude at being informed in the matter.

Gorski said he "was very pleased to receive your letter of recommendations to benefit the employees of the city of Buffalo." "I am well aware of the just requests of our city employees and I feel that the mayor will do all that is possible . . .", he said.

#### Willing To Meet

In his acknowledgment to  
(Continued on Page 3)

### Bldg. Fund Donations Suspended

The Civil Service Employees Assn. is no longer accepting donations for the building fund drive which has now been suspended. CSEA officials have noted that although the suspension of the drive has been well publicized, donations are still being received at Albany headquarters. All such donations will be returned. It is also requested by CSEA officials in Albany that any chapter officers who are holding donations which were made before or after the notice of suspension return these sums to the original donors.

in a message from Joseph F. Felly, CSEA president. Because of its importance, the full text of that speech follows.

#### Point of View

I am speaking as president of the Civil Service Employees Assn., representing 145,000 public employees, 96,000 of whom are State employees and the remaining, employees of the political subdivisions of the State.

We meet following the failure of the Legislature in its most recent session to agree upon an appropriate legislative vehicle for the amendment of the Condon-Wadlin Law. It was a tragic failure, but certainly the fault cannot be said to be wholly that of the Legislature, for the people of this State have quite apparently not come to understand that in the public service, there is a complete lack of any direction for its employer-employee relations.

(Continued on Page 3)

### William C. Sablinski

BEACON—William C. Sablinski, 72, a former correction officer at Matteawan State Hospital, died Dec. 21 at Highland Hospital, Beacon.

Born in Poland in 1894, Mr. Sablinski was employed at the hospital for 20 years until his retirement in 1961. A charter member and president of the Beacon Pulaski Club, Mr. Sablinski was a member of the Civil Service Employees Association and the Dutchess Boat Club.

## Nassau CSEA Facing Election Contact In Full Confidence

HEMPSTEAD—Officials of the Nassau County Chapter of the Civil Service Employees Association and its Town of Hempstead Unit are awaiting with full confidence a showdown vote next week with a maritime union as to who will represent Town sanitation workers, it was reported last week.

The vote, among some 450 employees, is scheduled for Wednesday, January 11, at several work sites in the huge Long Island town. The election was ordered several weeks ago by Town officials as a result of recommendations of an independent fact-finder who had considered the election demands.

CSEA's confidence in the successful outcome of the direct ballot election was buoyed last week by official confirmation that a four-point employee benefit program, recommended and negotiated by CSEA chapter and unit leaders, would go into effect January 1.

#### Accomplishments

The benefits include:

1. 1/60th, non-contributory, retirement plan.
2. Time-and-one-half pay for overtime work.
3. Fully-paid health insurance.
4. Fully-paid dental insurance.
5. Five per cent shift differential.

Meanwhile, union hopes for upsetting CSEA in the election were dealt a serious blow last week with the release of a decision that 53 employees of a sanitation district not involved in the upcoming election had been reduced to "temporary" status.

The workers, employed at the town's District 6 sanitation facility, were adjudged "on strike" for

attending a wage hearing eight months ago without having first collected garbage that day.

The 53, represented by the union now challenging CSEA in the other sanitation districts, have been informed they will be considered "temporaries" until they requested reinstatement in writing and agreed to Condon-Wadlin Law penalties which prohibit wage or fringe benefit increases for three years.

As "temporary" employees they are ineligible for pension or health plan benefits.

#### Union Not Equipped

The union's inability to help the 53 employees, whom they reportedly had been advising, is being considered among knowledgeable labor sources on Long Island as strong support for CSEA claims that the union is not equipped to represent public employees.

CSEA officials also have announced a sweeping program for  
(Continued on Page 16)

### John T. Burns

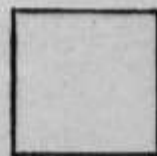
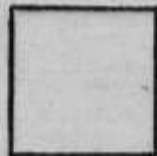
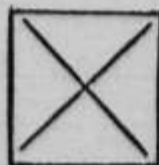
GLENHAM—John T. Burns, 57, of Old Glenham Road, died December 21 at Highland Hospital, Beacon. Mr. Burns was a correction officer at the Matteawan State Hospital.

Born in Yonkers on Jan. 2, 1909, Mr. Burns was the son of the late John and Elizabeth Burns. He was a life member of the Beacon Masonic Lodge, F. and A.M.; the Slater Chemical Co., the First Presbyterian Church of Beacon, the Improved Order of Red Men, the Civil Service Employees Assn. and the Dutchess County Fire Chief's Association. Interment was in the Fishkill Rural Cemetery.

Mark an X on this ballot in ONE square only. Make no other mark.

NASSAU CHAPTER  
CIVIL SERVICE EMPLOYEES  
ASSOCIATION

**CSEA**



This is a SECRET BALLOT and must NOT be signed.

**HOW TO VOTE** — Seen here is a sample of the ballot that will be used next week in an organization election contest between the Nassau

County chapter of the Civil Service Employees Assn. and a maritime union. The vote is for exclusive representation of sanitation workers in the Town of Hempstead.

*Don't*  
**Repeat This!**

**Condon-Wadlin Law Repeal Will Have Many Ramifications**

IT may be that 1967 will be the year of greatest turmoil and, hopefully, final solution to a series of labor problems in New York City and State that have more to do with basic labor relations rather than negotiations over wages and benefits.

The amount of turmoil will be  
(Continued on Page 2)

# Don't Repeat This!

(Continued from Page 1)  
determined by what the State Legislature does or does not do about repeal and replacement of the anti-strike Condon-Wadlin Law. A Republican Senate and Democratic Assembly simply could not reach agreement on a new labor relations bill last year and, as a result, Condon-Wadlin stayed on the books.

Civil Service organizations are unanimous in their demand that this law be repealed and failure to do so created not only frustrated but also a renewed stronger determination to force action on repeal this year.

### Present Law An Affront

What may bog things down is agreement over a new labor relations law in public employment to replace Condon-Wadlin. There

are legislators in both parties who simply do not believe civil servants should have the right to strike. Public employees in many organizations have no-strike clauses in their constitutions but consider it an affront that they are forbidden by law to use an organizational instrument that is taken for granted in private employment.

Working out an effective system of penalties for civil servants who do strike—assuming that the new law will still have an anti-strike clause—is going to be another sticky area. One study recommends that the employee organizations be fined, not the employee. Another recommends penalties on employees only.

Once the no-strike and penalty clauses are settled one way or

another, the new thing that public employees will demand is a law that allows them to approach the bargaining table as equals when negotiating and one that provides a system of settling grievances by a disinterested party or parties rather than using the present method of having the employing agency be both judge, prosecutor and jury on grievance.

In essence, civil servants want government to stop treating them as second class citizens. We have spoken time and time again of the fact that public employees now know they comprise nearly 20 per cent, with their families, of the voting population. There is a big U.S. Senate race coming up next year and there are some "favorite sons" in the State who have ambitions for getting on the national Presidential ticket. Both Democrats and Republicans should take notice now that public employees are going to remember in 1968 which party served them best in 1967. Action on the Condon-Wadlin Law is going to be one of the most important indicators of which party has the interests of civil service at heart.

## 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.

### Six Years Later

TODAY, THIS column begins its seventh year. With the passage of six years and approximately 150,000 words, our objective continues unchanged:

To help civil servants earn and maintain excellent

public relations by rendering superior service in the discharge of their official duties, this strengthening the fabric of democratic government in their states and in the nation.

THIS INVOLVES millions of men and women who comprise the civil service corps in the United States. In this new year of 1967, the civil servants in the Federal, State and local governments, total more than 10 million men and women.

BY 1970, that figure will probably grow to 12 million, with most of the increase on the state and local levels.

IN THE MORE than 300 columns we have produced in these last half dozen years, we have emphasized the basics of public relations. The passage of time has only enhanced their importance.

FIRST AND foremost is the simple definition of public relations and how to achieve the maximum benefits public relations offers:

PUBLIC RELATIONS is outstanding performance in the public interest, intelligently and clearly communicated to specific publics.

WE HAVE elaborated on this definition in scores of columns, but the elements are as valid today as they were six years ago or even 25 years ago.

HOWEVER, THERE is one difference. The performance now must be more skillful because the problems of government have become more complex. In six years, the world has progressed, technologically speaking, more like 50 years.

OURS IS NOW a space world. No longer is that old warning, "Stop reaching for the moon", accurate. The fact is, we are reaching for the moon and an enormous number of civil service engineers, scientists, and technicians are involved in getting us there.

HELPING THE nation "reach for the moon" is now almost routine for the civil service specialists involved in this project. And it is expected that they will produce the necessary scientific miracles.

PRESIDENT JOHNSON summed it up a few months ago during ceremonies conferring the 1966 President's Award for Distinguished Federal Civil Service on five careerists, when he said:

In our day, tired answers to old problems will just not do. The problems are so complex that often the most inspired solution will prove barely adequate. This places a very special responsibility on the civil servant in this country.

Today I look to the Federal career service to produce for this Government men and women of broad vision with new answers, with good ideas.

THE PRESIDENT really meant ALL civil servants on every level of government. He had to because there are more than three times the number of civil servants on the state and local levels than there are in the Federal civil service.

WE ARE ALSO certain that the President was talking about all civil servants when he said:

We know from our own history how very important is the fair administration of laws by men who place the

(Continued on Page 15)

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## Clinton County Needs Patrolmen

The Clinton County Civil Service Commission is seeking applicants for a police patrolman examination to be held Feb. 18. Applications are being accepted until Jan. 13. Candidates must be between the ages of 21 and 29 for appointment.

For further information, contact the Clinton County Civil Service Commission at 135 Margaret St., Court House, Plattsburgh, N.Y.

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# CSEA Outlines Condon-Wadlin Stand

(Continued from Page 1)

Each person who speaks today, comes to this meeting representing to one degree or another, a different point of view. If the general public were represented here by a single spokesman—especially one from the New York City area—we would hear that dependable safeguards against the hazards involved in public service strikes requires immediate legislative action which would guarantee that no strike of public employees ever again would occur. This theoretical spokesman would, I am certain, urge even heavier penalties than are now provided in the law for those employees who would violate the Condon-Wadlin Law.

There is another group which favors continuing the "status quo" and the perpetuation of procedures similar to that now provided for the employees of the City of New York; procedures which we find leave much to be desired, and certainly provide no particular panacea to this difficult problem.

### Time Running Out

There is a third group, namely the cities, towns, villages and school districts of this state, some members of which resist all change, preferring the present vacuum to continue. I would warn these employers that time is running against such negativism and unless they and their spokesmen support legislation producing adequate employer-employee relations they will find that the difficulties which have been encountered in New York City will be theirs within a short time.

Lastly, there are the employees or labor organizations, of which I am a representative. Each of us seeks to defend or protect his own legitimate interests, perhaps with undue emphasis on competitive advantage, rather than on what others might consider merit.

Having described the extremes of advice which you will receive, I would hope that now, with no election looming in the foreground, the interests of this state and the public employees of this state may be sensibly reconciled. A rational compromise must be achieved. It may be, as the Taylor Committee of last year suggested, that we will have to go into this whole problem on a transitional basis, understanding that no one can pin down all of the answers which will certainly arise in the future.

I believe the central problem today in government employer-employee relations is not to find substitutes for the Condon-Wadlin Law and its penalties, but to find a substitute for the strike.

The utilization of the "strike" no longer produces for employees the benefits that good faith, long-range negotiations can provide. Some kind of alternative procedure to the strike offers the only fair and reasonable solution to the problems facing us in public employment today. But what is it? No one thing perhaps, but a number of various responsible efforts to improve the climate of employer-employee relations in public service.

### Asks Repeal

We believe that the Condon-Wadlin Law should be repealed. It has a bad name, it has proved unworkable and we should start anew.

The following outline is an attempt, on our part to propose a workable alternative to Condon-Wadlin Law which would both recognize the rights of public em-

ployees and, at the same time, help assure that strikes do not occur in the public service, in the future.

### Basic Principles

We believe that legislation should be enacted in a single law unifying the present laws and orders and adopting whatever new measures are called for relating to employer-employee relations in the public service, including the following three essential principles:

1. In consonance with the pledge in our own Association constitution, that public employees not strike, that public employee organizations, to be recognized as legitimate employee representatives, must subscribe to the principle that essential and vital government services must continue uninterrupted in the public service.
2. That public employees should be guaranteed by law the right to organize and negotiate with their employer as to salaries, fringe benefits and working conditions.
3. That the public employer must designate a responsible person or agency to meet with and negotiate in good faith all differences with its employees.

We believe that mandatory legislation should be enacted which sets minimum standards for all employer-employee relations in the public service. This would provide maximum flexibility to all units of government to set their own policies and move at their own pace in this area, but also to guarantee that when government acts in this area at least minimal standards, requiring even-handed treatment and reasonable intentions for establishing such formal arrangements, will be guaranteed.

Such an approach as applied to the political subdivisions would leave unmolested all pre-existing employer-employee relation structures, such as now exist in New York City, but would not impose upon the remainder of the State the New York City employer-employee relations program, which has had such a notable lack of success.

### What Is Needed

We believe that the legislation establishing minimal standards should contain the following basic principles:

- a) Every public employee shall have the right to join an employee association or union without fear or reprisal.
- b) Every public employee shall have the right to designate a representative organization to negotiate with his employer on matters relating to salary benefits and all other conditions of employment.
- c) Every public employee shall have the right of access to adequate grievance procedures.
- d) Every public employer must provide a procedure whereby an employee organization may designate the majority representative of employees on a state-wide bargaining basis for State employees, and the largest possible basis at the local level.
- e) Every public employer must establish procedures for settling disputes as to "majority" status between competing employee organizations, on a fair and equitable basis, utilizing payroll deduction cards and examination of membership records as the primary device for such determination.

f) Every public employer shall provide a workable procedure to hear and resolve those issues where, for jurisdictional or policy reasons, grievance procedures do not apply or fail to resolve the issue.

- g) Every public employee shall be provided full and complete access to all matters relating to all salary studies in order that this information be in the public domain in the future.
- h) All public employers shall provide reasonable time off for employee representatives to appear before government bodies or agencies to represent the interests of their members.

### Grievance Procedure

a) We believe that the grievance procedure for State employees should be placed in a statute; that grievance decision should be binding on both the grievant and the employer and that a larger and, geographically, more available panel should be provided.

b) We believe that the grievance procedure for municipal employees, now in the general law, should be improved by requiring the appointment of non-governmental members of the grievance panel at the final stage of the grievance.

### Disciplinary Procedure

We urge that Section 75 of the Civil Service Law be amended to provide that all procedures and disciplinary hearings be conducted by independent hearing officers, to be appointed pursuant to the Civil Service Law; that such determination be binding upon the appointing authority, and that the statutory authority be provided for individual political subdivisions to contract for the services of the hearing officers assigned by the State.

### Salary Appeals

One critical area of the law which requires review is the existing procedure which permits one agency of State government, the Civil Service Commission, to approve salary reallocation appeals, and thereafter, another agency of State government, the Division of the Budget, to nullify such approval without stated reasons. This is a genuine source of frustration on the part of State employees which should be eliminated.

### Executive Order

We believe in the need for the promulgation on the State level of an Executive Order which would comply with the minimal standards contained in the above proposed legislation providing for the formalization of the existing practices of discussion and negotiation which have been so effective between the State and its employees.

### Exclusivity

With respect to the question of so-called "exclusivity", we do not demand, on behalf of our members, either on the State level or on the local level, any rights which would prohibit any public employee from filing his grievance or processing his claim on an individual basis or on a group basis. We do, however, claim that we should be designated as a matter of public record, for one and all to see, the majority representative of State employees and employees of the political subdivisions where this can be shown by evidence of membership.

We believe the method of determining the "majority", in areas of disputes, should be determined

# CSEA Campaign Wins Buffalo Sewer Authority Workers Salary Survey

**BUFFALO**—After repeated urgings by Civil Service Employees Association representatives, the Buffalo Sewer Authority this week agreed to a salary survey for the Authority's 243 workers.

"It will almost certainly mean another pay increase," said Daniel Tattenbaum, president of Buffalo Sewer Authority Unit, Erie chapter, CSEA.

The \$3,250 survey will be done by Barrington & Co., Inc. Authority Chairman Anthony J.

Naples said Tattenbaum and other CSEA personnel will be permitted to meet with Barrington officials during the survey.

In 1965 the Authority gave employees a 7% pay hike and another 3.2% increase was added last July 1 as a result of CSEA campaigns.

Tattenbaum said the Authority also agreed to a CSEA request to study longevity benefits for workers.

# Buffalo Council Gets Program

(Continued from Page 1)

CSEA president Joseph F. Feily, Elfvin said he would "be happy to meet with you at any time you are in Buffalo and have a free moment, and/or with your representative, Mr. Henry Gdula."

The proposed program for Buffalo's 11,000 city employees headed by exclusive bargaining rights for the Employees Assn. and a 15 percent pay raise, was submitted last month in a letter from Feily, who also requested adoption of the new 1/60th non-contributory retirement plan, fully-paid health insurance, and longevity salary hikes after five years at a job's maximum pay.

In seeking adoption of the program in the next city budget, CSEA noted that the improved retirement plan would not be a factor, since its immediate installation would involve no cost to Buffalo until 1968.

### Disparities Cited

Feily justified the improvements by citing the general disparity in

salary and fringe benefits which now exist between the Buffalo city workers' situation and that of employees of Erie County and other local governments of similar size. Feily also claimed that Buffalo employees' salaries, in many instances, lag considerably behind their counterparts in State service.

The recommended program, according to Feily, has the full support of his 142,000-member State-wide organization, which has thousands of members within the immediate Buffalo area. This includes Erie chapter's 3,500 members who are employed by the city of Buffalo, the county or other political subdivisions, and over 3,000 State-employed members who reside in Buffalo and in Erie County.

The Employees Assn. has requested to meet with Mayor Sedita and the City Council at an early date to present details of the program.

### Conclusion

We have a great opportunity in this state to make history in an uncharted field of law. I trust that ten or 15, or one hundred years from now will not find the proposals of today those of over-reaction to an immediate problem resulting from the transit strike of the City of New York. Like the great black-out of a year ago, we now find that our life is so interdependent that a wrong switch in Canada can paralyze the Eastern Seaboard and remove all light from its homes and hospitals and institutions. Similarly in the public sector, an unnecessary strike—unnecessary because it could have been avoided by enlightened employer-employee relations—may have the same devastating chain reaction upon the commonwealth of this state as to cause all organized society to come to a grinding halt. With the strike fast becoming an anachronism, the luxury of leaving future labor negotiations in a state of limbo can no longer be indulged. Because there are many who prefer the present impossible law to continue to exist . . . all for the wrong reasons, we face the possibility of another stalemate. One group because they wish to apply the punitive provisions, and the other because the present law guarantees complete freedom of action.

**ALBANY**—John K. Mladinov, new director of the subdivision of transportation planning for the State Public Works Department, began his new duties Dec. 22.

by either a new agency of government or by the State Department of Civil Service. Payroll deduction cards and examination of membership records should be the primary device for determinations if we are to avoid constant labor strife.

This Association was able to support the Taylor Bill of last year although we saw significant omissions in this bill. We were not, however, able to support the Rossetti Bill despite the fact that it contains many forward looking positions which we could support.

Specifically, the Rossetti Bill of last year created a structure which invites splintering of employee groups into small and ineffective units on a "divide and conquer" basis. It also ignored the rights of "professionals" by excluding them, and in the closing days of the Session, as we anticipated, the Rossetti Bill eliminated the City of New York from its provisions altogether. The Taylor Bill established a relatively more orderly proceeding anticipating a transitional period, but it left the difficult problem of exclusive representation to be dealt with on an individual ad hoc basis by local governments, ducking one of the most fundamental problems facing both employers and employee groups. We also noted that both the Rossetti and Taylor Bills were glaringly deficient in providing adequate grievance procedures. We would definitely urge and request the incorporation of mandatory grievance policies with binding decisions by impartial grievance boards.

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## Electricians Helper, Senior Cleaner Key Answers Announced

The New York City Department of Personnel has released the proposed key answers for the senior cleaner (women) (DPW) examination which was held on Dec. 17; and the rating key for the electrician's helper exam held on the same day as well as the special sabbath observed exam for electrician helper, held on Dec. 19.

Candidates who wish to protest any of the senior cleaners test answers must do so before Jan. 17, in writing.

The key answers follow:

### Senior Cleaner

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

### Electrician's Helper

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

### Electrician's Helper

#### SPECIAL

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

## T.A. Detectives

### Re-elect Loiacono

Frank J. Loiacono was re-elected president of the Detective Endowment Assn. of the New York City Transit Authority Police Dept. last week.

Other officers elected for the 1967 term include: John Murphy, first vice president; Patrick Whalan, second vice president; James Rose, treasurer; Michael Ventimiglia, executive secretary; Margerite McGavick, recording secretary; Lester Newman, financial secretary; Daniel Hattendorf, sergeant at arms; and John Stout, delegate at large.

### Sr. Stenographer

Some 312 senior stenographers were given medical examinations last week, according to the New York City Department of Personnel.

BUY U.S. BONDS

## Where to Apply For Public Jobs

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

### CITY

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

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

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

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

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

### STATE

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

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

### FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 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.

# Take One Test And Qualify For Any Of 10,000 Federal Job Openings Now Available

Applications are being accepted by the U.S. Civil Service Commission for the Federal Service Entrance Examination. Successful performance on these exams will qualify over 10,000 college graduates to fill positions in the Federal government in some 200 types of careers.

In effect, applicants for this test are reaching prospective employers in thousands of offices throughout the nation.

In addition, many overseas positions are filled from this test annually.

Those hired from this test are trained to work on programs of both national and international importance and will be prepared to take further examinations above the grade 5 (\$5,331 per year) entrance level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed or expect to complete within the next nine months, a four-year course leading to a bachelor's degree in an accredited college or university or

have three years of experience in sciences, social security administration, management analysis, tax collection, electronic data processing, budget management, park ranger activities, statistics, investigation, procurement and supply administrative, professional, investigative or other responsible work which has prepared them for the appropriate specialty for which they are applying. Candidates may also take advantage of any equivalent combination of the experience and education. Thirty semester hours or 45 quarter hours will be considered equivalent to each nine months of the required experience.

Candidates with education or experience qualifications in excess of the minimum GS-5 requirements may also be considered qualified for GS-7 positions paying \$6,451 to start. For this grade they must have an additional year of study at the graduate level or have a year of experience at the supervisory level or an equivalent combination of education and experience. Additionally, an LL.B degree, or higher, from a law school

is acceptable.

A new experimental program inaugurated this year permits those college graduates who have completed all the requirements within the last two years or expect to complete them within nine months, to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.0 index in college courses or rank within the top 25 percent of their class or have been elected to membership in one of the national honorary society or have attained a score of 600 or more in the Graduate Record Examination Area Test or Advanced Test.

### Management Internships

There are also opportunities in management internships which will be filled from this test. This position is given to persons who show a potential for special training as management interns.

## Free Brochures Available Listing Evening Courses

Free brochures announcing evening courses in the Municipal Personnel Program for City employees are now available from the Training Division of the New York City Department of Personnel. The brochures describe more than 40 free and low-cost courses that are designed to help employees improve their job skills and prepare for advancement.

The program is conducted by the City Department of Personnel in cooperation with Long Island University and the Borough of Manhattan Community College.

To file for this test, write to the U.S. Civil Service Commission 220 East 42 St., New York City and ask for applications for test member 400—The Federal Service Entrance Examination.

Test and application cut-off dates are: February 18, cut-off January 18; March 18, cut-off, February 15; cut-off, March 15; and May 20, cut-off April 19. The final test will be given on June 17.

Among the courses to be offered, at \$15 each, are "Developing Your Ability To Take A Civil Service Examination," "Conversational Spanish," "Planning For Retirement," and "Improving Your Reading Ability. In addition, courses on the professional level will be given in such areas as architecture, law, engineering, management, recreation and horticulture.

Free courses, given in cooperation with the Board of Education, will be offered in accounting, supervision for foremen, speed stenography and other subjects.

Registration, in person or by mail, will be held from Jan. 30, to Feb. 21, from 9 a.m. to 5 p.m., at the Training Division, New York City Department of Personnel, Room M-6, 40 Worth St., New York, N.Y., 10013. Courses begin on Feb. 27. The brochures may be obtained by writing or calling the Training Division, telephone: 566-8815.

## 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-90, 130 West 42nd St., New York, N.Y. 10036 (or phone BRyant 9-2604).

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# Civil Service LEADER



America's Largest Weekly for Public Employees

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TUESDAY, JANUARY 3, 1967

## Condon-Wadlin

NEW York State's Legislature will have no more important task facing it this year than repeal of the Condon-Wadlin anti-strike law and replacing it with a modern, just labor relations program.

Public employees were undeservedly denied repeal of this harsh and unjust law last year because the Senate and Assembly could not come to an agreement on what should replace Condon-Wadlin.

Civil Service is entitled to prompt, intelligent and fair action on new labor relations legislation. The Legislature cannot let Condon-Wadlin stay on the books by default a second time.

## After One Year

TWELVE months ago the Lindsay Administration took office in the midst of the worst public employee labor disruption in the history of New York City. Since being thrown pell-mell into that chaotic dog-fight of conflicting interests, the civil service and City Hall, partly through the impetus of that fight and mostly because of the myriad employer-employee problems of which it gave a hint, have seen the impasse between them only widen.

One result of the City's initial, and surely commendable if frightening, attempts to make the City a more governable and therefore more livable place for all its citizens has been the widespread impression among the majority of its employees that they are being cast as the scapegoats for this drama of restoration in New York City.

The Administration's apparent cynicism in the recent attacks on the generation-proven merit system, on the right of the individual employee to choose his own representation through the checkoff system and on the traditional concepts of collective bargaining, among other inequities, juxtaposed with its plans for hasty overall civil service reorganization, which excludes as of this writing the fruits of any meaningful discourse with those who are to be reorganized, provokes the reaction of distrust which marks the civil service — City Hall relationship today more than at any time in the past thirty years.

How do the civil servants feel? Three of their representatives told us how they and their memberships regarded their dealings with City Hall after the first year. "The first years of Lindsay's Administration has left the City employee in a turmoil of confusion and a cloud as to his future," said Herbert S. Bauch, president of Terminal Employees Local 832. William Lewis of City Employees Union Local 237 reports "... City employees have become increasingly restive and militant ... If there is to be no further deterioration in the City's labor-management relations, Mayor Lindsay and his associates will have to ... alter the course they are now taking." Edward Perlmutter, of the Social Service Employees Union — the Welfare caseworkers and most likely a pro-Lindsay group in Nov. 1965 — had one word for the Administration's dealings with its employees — disappointing.

But another of Perlmutter's remarks points out the most basic reason for dismay about the Administration-employee relationship at this point. And the best reason for hope that it can change. He said "The basic technocratic approach of the Lindsay Administration is exemplified by its fundamental failure to recognize that the civil service employees can be a great force for carrying out the progressive objectives of the Administration." The present alienating trends would almost prohibit such cooperation.

(Continued on Page 7)

## LETTERS

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

### Pro Rule of Three

Editor, The Leader:

I am writing you with reference to an article which appeared in the Leader, challenging the rule of three in appointments from a Civil Service list.

I must defend the rule of three as being favorable to both management and the employee by offering this very hypothetical case.

Let's assume that an employee is number one on a list for promotion. He is interviewed for a position which he dislikes because of its particular nature. He still must then accept this position or be removed from this list. Now where is his choice? Perhaps the second job open may suit him fine but in our case he must accept the first one or be removed from the list.

In conclusion, management also is left with no real choice; either they would accept this person knowing he will be unhappy or not fill this position hoping that the number one person would be accepted elsewhere. Can you imagine the problem of trying to use such a limited list?

I could state further conditions which would tend to make a rule of one totally ridiculous. As an example, what if you were number two on a provisional appointment and number one had to get your position?

DANIEL L. GRYGAS  
Head Tab Machine Operator  
Albany, N.Y.

### For Reorganization

Editor, The Leader:

On December 14 we heard of the adverse action of Mr. Kelly of the Civil Service Department on the employee raise. Mr. Kelly granted the higher employees grade reallocation and not the lower employees. Is this the kind of a system would you call justifiable? It certainly is not.

Federal and city employees have gotten their pay raises. The State employees has not gotten anything throughout the years. Does the Governor forget State employees after the election? Or does he come around just for votes? This causes dissension among the State workers. This certainly does not help the employee-personnel relations in the State.

Another provision of this bill was the elimination of out of title work. If a man is a machine operator he is not entitled to perform stock clerk duties, such as exist in the State Insurance Fund. This practice has been going on long enough.

The Civil Service system should be reorganized to remember that the lower grade employee does the work not the higher grade employee.

If we forget the lower grade and cater to the needs of the higher grade employee the Governor might as well forget about running for President. He certainly would not get the State Employee's vote for any public office.

I think a reorganization should be justifiable to all employees in the State service.

MARVIN KUSHLEVITZ  
Far Rockaway, N.Y.

## 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.")

### Promotion For Policewomen

A LANDMARK case in the extension of equal rights to women civil service employees is *Spritzer v. Lang* (Column of September 8, 1964). Holding that policewomen may not be excluded from a promotional examination to Sergeant solely because of their sex, New York's Appellate Courts contributed significantly to the status of women in civil service.

IN CONSEQUENCE of the Court of Appeals affirmance of the right of policewomen to participate in promotion examinations, the City Civil Service Commission held a special examination for promotion to Sergeant expressly so that policewomen might compete for the higher title. The successful women were sandwiched in on the already existing list of sergeant eligibles in accordance with their ratings.

THE WOMEN were made sergeants in November, 1965. Meanwhile, a number of male candidates lower on the list had been promoted many months before the policewomen were added to the list.

IN JUNE, 1964, a promotion examination for the rank of Lieutenant was held from which women were barred because at that time they had not yet achieved the rank of Sergeant, a prerequisite to participation in the examination. Male persons lower on the list than the women competed for Lieutenant because their promotions to Sergeant had not been postponed.

MANIFESTLY, the enlightened opinions of our Courts in the *Spritzer* case did not correct completely the initial injustice. The case of *Schimmel v. City Civil Service Commission* was instituted with that purpose (New York Law Journal, November 21, 1966). In the *Schimmel* case, brought by female sergeants, the primary contention was that they should have been permitted to participate in the Lieutenant's promotion examination of June 30, 1964. The Commission denied admission to the petitioners because at the time the examination was held (June 30, 1964) they had not yet been promoted to Sergeant.

THE PETITIONERS argued successfully that if they had been permitted to participate in the Sergeant promotion examination when it was originally held, they would have been promoted in time to take the Lieutenant promotion examination.

THE COMMISSION pointed out that the Police Department was not obligated to appoint persons when reached on the list. Under the one out of three rule the women may have been bypassed for Sergeant.

JUSTICE HYMAN Korn noted that there was no reason to assume that the one out of three rule would have been utilized in this situation. He noted that such rule may have been arbitrarily utilized to pass over the petitioners after they were added to the Sergeant list, but this, of course, was not done. It follows that if the petitioners had been permitted to take the Sergeant examination when it was originally given, they would have been promoted on time to compete in the promotion examination for Lieutenant. As stated by Mr. Justice Korn in sustaining the petitioner's right to compete for the position of Lieutenant:

Consequently, through no fault of their own, they have been deprived of a valuable right which substantially affects their future as to promotion, pension, and other benefits. The least that they are entitled to, therefore, is the right to compete in a special promotional examination, as was previously ordered in *Matter of Shpritzer v. Lang, supra*.

PETITIONERS sought additional relief which was denied to them. They sought a fixation of the date of their promotion to Sergeant retroactively to the dates of promotion of the eligibles next below them on the eligible list. They claimed retroactively for other purposes as well, including seniority, back pay and salary increments.

THESE CLAIMS were not granted, because during the retroactive period their services were in the category of policewomen and not as sergeants. However, the petitioners were granted the primary relief they sought and on the authority of *Shpritzer v. Lang*, they will take a special promotion examination for the title of Lieutenant.

# Tests Being Scheduled For Substitute Clerk-Carrier Jobs With U.S. Post Office

Applications are being accepted by the United States Civil Service Commission until Jan. 12 for an examination for substitute clerk-carrier. These positions are open in various Post Office branches throughout the New York Metropolitan Area. The salary ranges from \$105 to \$144 a week.

The exam is open to all persons, men and women, who have reached the age of 17. Men or women may be appointed to substitute clerk positions at 17 but, for appointment, a substitute carrier must be 18. Substitute carriers may be men or women.

These jobs as clerks and carriers are open in the Manhattan, Bronx, Brooklyn, Flushing, Jamaica, Long Island City, Far Rockaway, and Staten Island branches of the United States Post Office. Applicants may apply for either or both of the available positions.

Substitute clerks and substitute carriers are paid \$2.64 an hour or \$105 for a 40-hour week, with six annual increments to \$3.17 an hour.

Further increases occur every three years at five intervals, making the maximum salary \$3.60

or \$144 a week. Ten percent extra is paid for overtime work.

There are no eligibility requirements for this examination. However, applicants who reside in the New York City area will receive appointment preference. This means that non-local eligibles will be appointed only for the lack of local eligibles.

The examination will consist of a written test and it will be composed of three sections. The tests should run about two and one half hours with additional time allowed for filling out needed forms. The time spent in the examination room altogether should be about three hours.

The test will determine the applicant's ability to follow orders and, generally, will include only such questions as would apply to the duties of the position. The test will be rated on a scale of

100 and all applicants must make a grade of 70 to pass.

Veterans preference will be given to those who are eligible.

Candidates must be U.S. citizens and must be able to perform the duties of the position. The position requires at least 20/30 vision in one eye, glasses permitted, for the sub-clerk job while, for sub-carrier, 20/140 in one eye and 20/100 in the other, glasses permitted, is required. Although adequate hearing is demanded for these jobs generally, some of the sub-clerk positions may be filled by deaf persons.

All sub-carrier applicants must possess a valid driver's license at the time of appointment and must

## EDITORIAL

(Continued from Page 6)

When you look at what Mayor Lindsay is trying to accomplish in New York City in what will probably be his short stay, for one reason or another, in City Hall, it is hard to disagree that the overall impetus is toward positive change. With all that has to be done in so many areas the reins of government are no doubt becoming that much more difficult to control. But one rein that must be paid more attention in the coming year is the City's dealings with its employees and their needs.

Positive change does, for the serious minded, promote hope. We hope that this virtuous attitude can be extended to all of New York's citizens in 1967.

## Putnam County Needs Police Patrolmen

Putnam County is accepting applications until Jan. 18 for a Feb. 18 examination for Police patrolman, to serve in various towns and villages. Candidates must be between the ages of 21 and 29 for appointment. They must have a high school diploma, possess a New York State driver's license, and be physically strong.

Further information may be obtained at the Putnam County Civil Service Commission Office, Room 210, County Office Building, Carmel, New York.

pass a Federal civil service road test on a truck with four speeds.

For further information contact by mail or in person, the Board of Civil Service Examiners, 1980 Broadway, at 67 Street, New York City, 10023 or the U.S. Civil Service Commission, 220 East 42 Street, New York City 10017 or in person only, any of the main Post Offices in Manhattan, The Bronx, Queens and Staten Island and ask for announcement No. NY-101-7(1966). Completed applications may be mailed to the Board of Examiners' Broadway address above.

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

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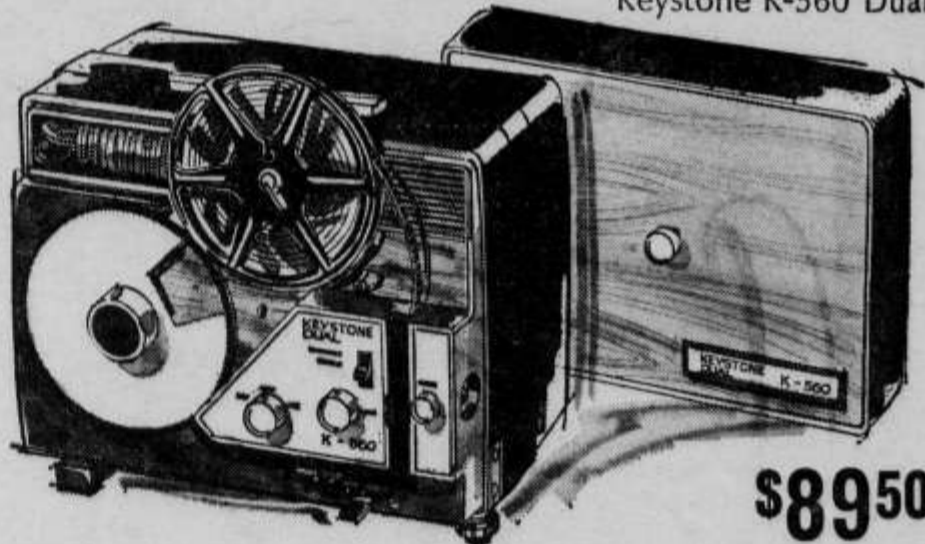
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# U.S. Service News Items

By JAMES F. O'HANLON

## House Pay Subcommittee May Soon Be Eliminated

Some leaders of the House of Representatives, most notably those who are members of the 25-man House Post Office and Civil Service Committee are moving toward the abolishment of the Civil Service Pay and Benefits subcommittee which is now headed by Rep. Morris K. Udall of Arizona. The insurgency forces feel that al-

though Udall and his subcommittee have done yeomen-like work on the pay and fringe benefits

dispersion in the past, the problem is a bit larger than that and should demand the undivided attention of a full committee holding public hearings as was once the case.

The main change, if the move is successful, will be that Federal pay negotiations and hearings will now go directly to the attention of the chairman of the full House committee and not be side tracked, for the all-important legislative drafting, to the subcommittee as it had recently.

A tax exemption for Federal civil servants currently serving in the Viet Nam battle area like the one enjoyed by U.S. military

personnel is currently being considered by the Defense Department. In addition, if the Administration casts a favorable eye on the Defense Dept. plan similar exemptions may be allowed to State Department Agency for International Development, and U.S. Information agency personnel in Viet Nam.

In the Military, an officer, for instance, can exclude up to \$500 a month of base pay from his income taxes while in a combat zone. Enlisted men are exempt from Federal taxes.

Use Zip Codes—It's faster that way.

## Laboratory Jobs Pay To \$4,775 With N.Y. State

New York State is accepting applications on a continuous basis for an examination for laboratory worker.

These positions are located on Long Island, in Brooklyn, in Syracuse, in Buffalo, and in Albany. The salary ranges from \$3,810 to \$4,775 a year in annual increases.

Candidates must be high school graduates with four years of scientific laboratory work experience or have an equivalent combination of the above training and experience.

The written exam will test the candidate's ability to understand terms related to laboratory work, his understanding of the principles of basic science, and his knowledge of routine laboratory procedures.

Opportunities for advancement are excellent: from laboratory worker to the senior, the principal, and then the head laboratory worker position, which pays up to \$8,590.

For further information, write to the New York State Department of Civil Service, 1220 Washington Ave., Albany, N.Y. 12226, and refer to exam no. 20-100.

## Putnam County Seeks Sr. Stenographers

Putnam County is accepting applications until Feb. 1 for a March 4 examination for senior stenographer. Salary ranges from \$4,548 to \$5,704. Candidates must have been legal residents of Putnam County for at least four months prior to the exam date.

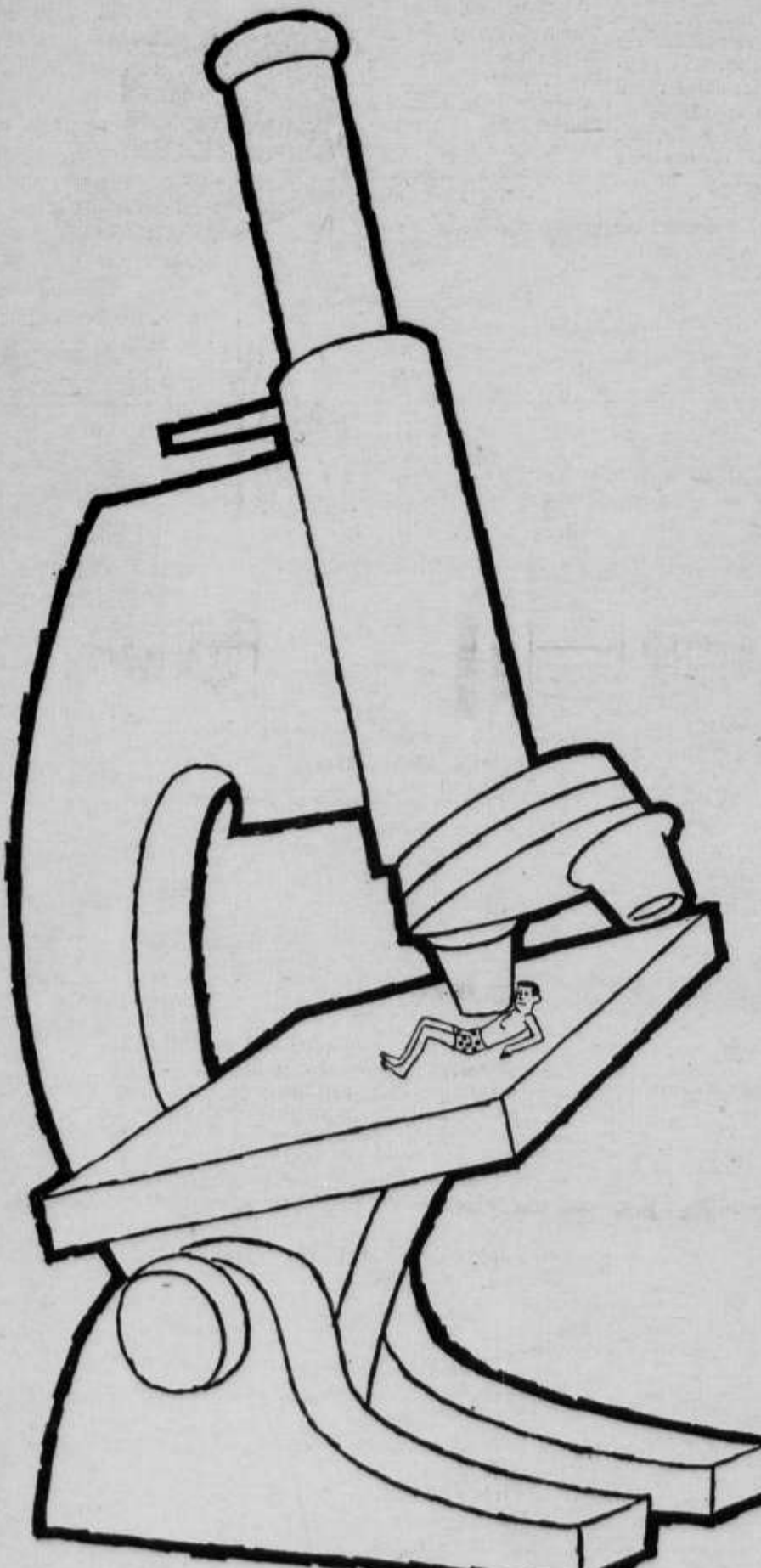
For further information, contact the Putnam County Civil Service Commission, Room 210, County Building, Carmel, N.Y. 10512.

## WHAT DOES "EARLY DIAGNOSIS" MEAN?

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

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# Summer Park Patrolman Jobs Are Now Offered By N.Y. State Last Date To File Is January 16

New York State has openings this summer for college students and teachers to work as traffic and park officers in Nassau, Queens and Suffolk Counties. Hourly pay for these summer season jobs is \$2.81.

Candidates must be 21-29 years old at the time of their appointment. By the date of the written test, they must have been legal residents of New York State for at least one year and of Nassau, Queens or Suffolk County a minimum of four months. The examination is scheduled for Feb. 18. Applications will be accepted until Jan. 16. Those appointed as a result of this test will get preference for employment in succeeding seasons without further examination.

Traffic and park officers patrol State parks and parkways to enforce laws and give assistance, information and protection to the public. They work within a specified district of a park or parkway, patrolling on foot, horseback, motorcycle or in a radio car.

Because of the extraordinary physical effort this job entails, candidates should be strong and active. They must have at least 20/20 vision, be 5' 10" tall in bare feet and weigh a minimum of 150 pounds. To be eligible for appointments, applicants must also possess a valid New York State driver's license.

For further information and applications, write Recruitment Unit No. 347, New York State Department of Civil Service, The State Campus, Albany, New York 12226.

## Estimator Jobs Pay To \$10,670

New York State Department of Civil Service has jobs for architectural estimators at two levels: assistant, with an annual salary of \$8,825 to \$10,670; and junior, with a range of \$7,065 to \$8,590. Applicants for the junior position need two years' experience and an associate degree in architecture or engineering. Candidates with three years of appropriate college credit need only one year of acceptable work experience. Those with four years' experience can qualify without college study.

All candidates for assistant architectural estimator must have at least one year's experience in preparing and checking building construction cost estimates. Applicants with an associate degree need an additional three years' experience in architecture or engineering. Those with a bachelor's degree in architecture or engineering need only a year of additional experience. Five years of appropriate work experience will be accepted in lieu of college training.

For more information and application forms, write Recruitment Unit No. 326, New York State Department of Civil Service, The State Campus, Albany, New York 12226.

**FREE BOOKLET** by U.S. Government on Social Security. **MAIL ONLY.** Leader, 97 Duane St., N.Y. City, N.Y. 10007.

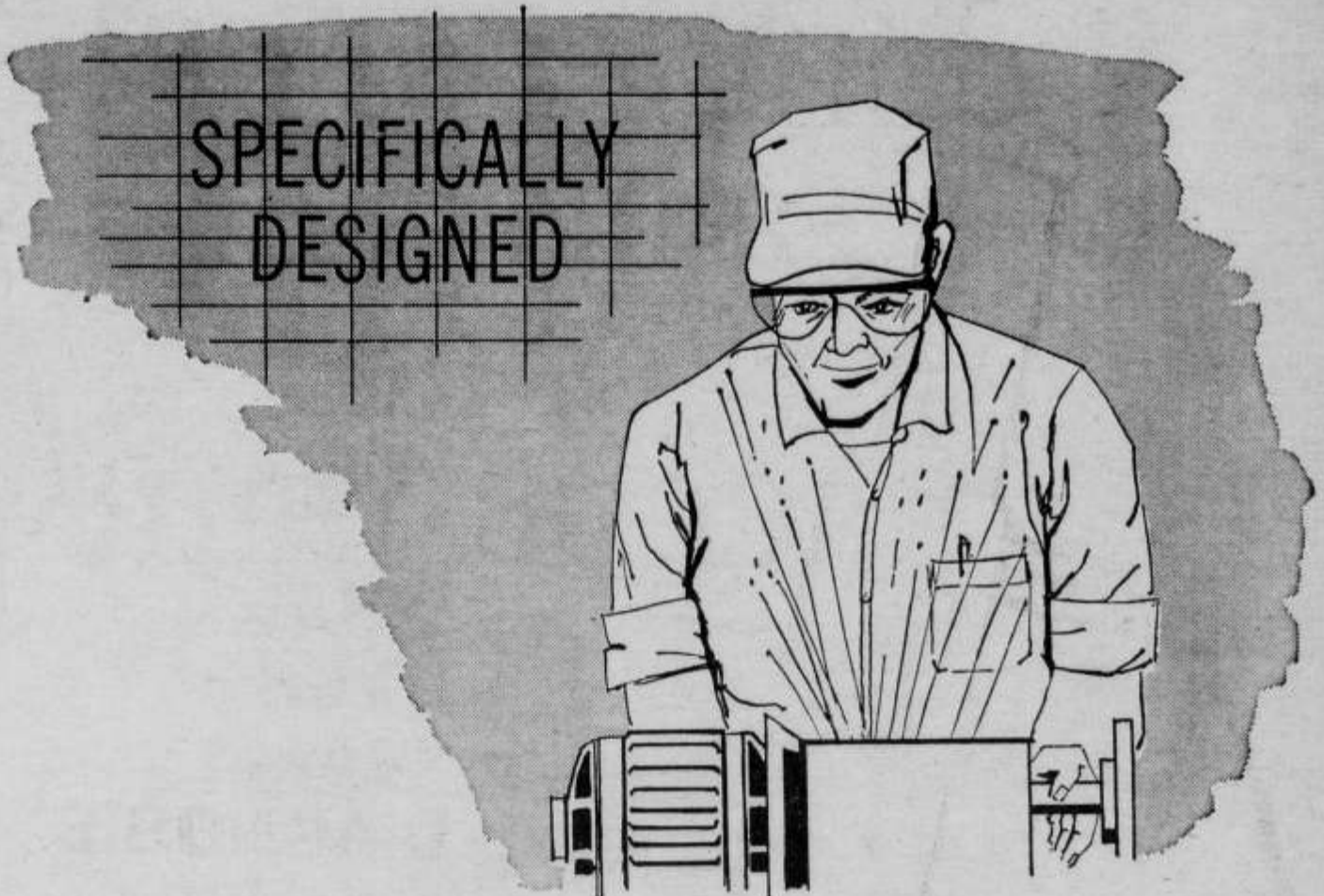
## Jobs As Computer Programmers Pay Up To \$10,125

The State department of Civil Service has announced that examinations are being held continually for computer programmers, with vacancies in Albany and New York City. The jobs are at two levels; computer programmer, paying \$6,673 yearly and increasing to \$8,135 after five years; and senior computer

programmer, with a salary range of \$8,365-10,125.

Candidates for computer programmer need one years of computer programming experience or an associate degree in electronic data processing from an accredited two year college or a bachelor's degree.

Applicants will be given the written test at a mutually convenient time and place. For more information and an application, write Recruitment Unit No. 319, New York State Department of Civil Service, State Campus, Albany, New York 12226.



### Safety Goggles

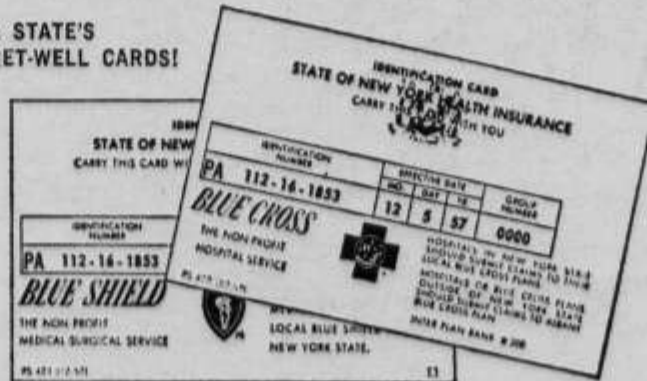
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## Variety Of Fields Offered By Army

A wide variety of civilian positions, both temporary and full-time, are being offered by the Army Pictorial Center in Long Island City.

Openings exist in the following fields: clerk-typist, sound record-

ing equipment specialist, filmPictorial Center, 35-11 35th Avenue, Long Island City, New York 11106 or phone 937-0600, ext. 588.

searcher, clerk - stenographer, sound recordist, film inspector, photographer (motion picture), writer (motion picture and TV), film editor, photographer equipment repairer, assistant director, director, and illustrator.

For further information write the Commanding Officer, Army

### Broadcast Tech.

Applications for radio broadcast technicians are being accepted continually by the United States Civil Service

Commission. Starting salaries for the job range from \$6,115 to \$7,779.

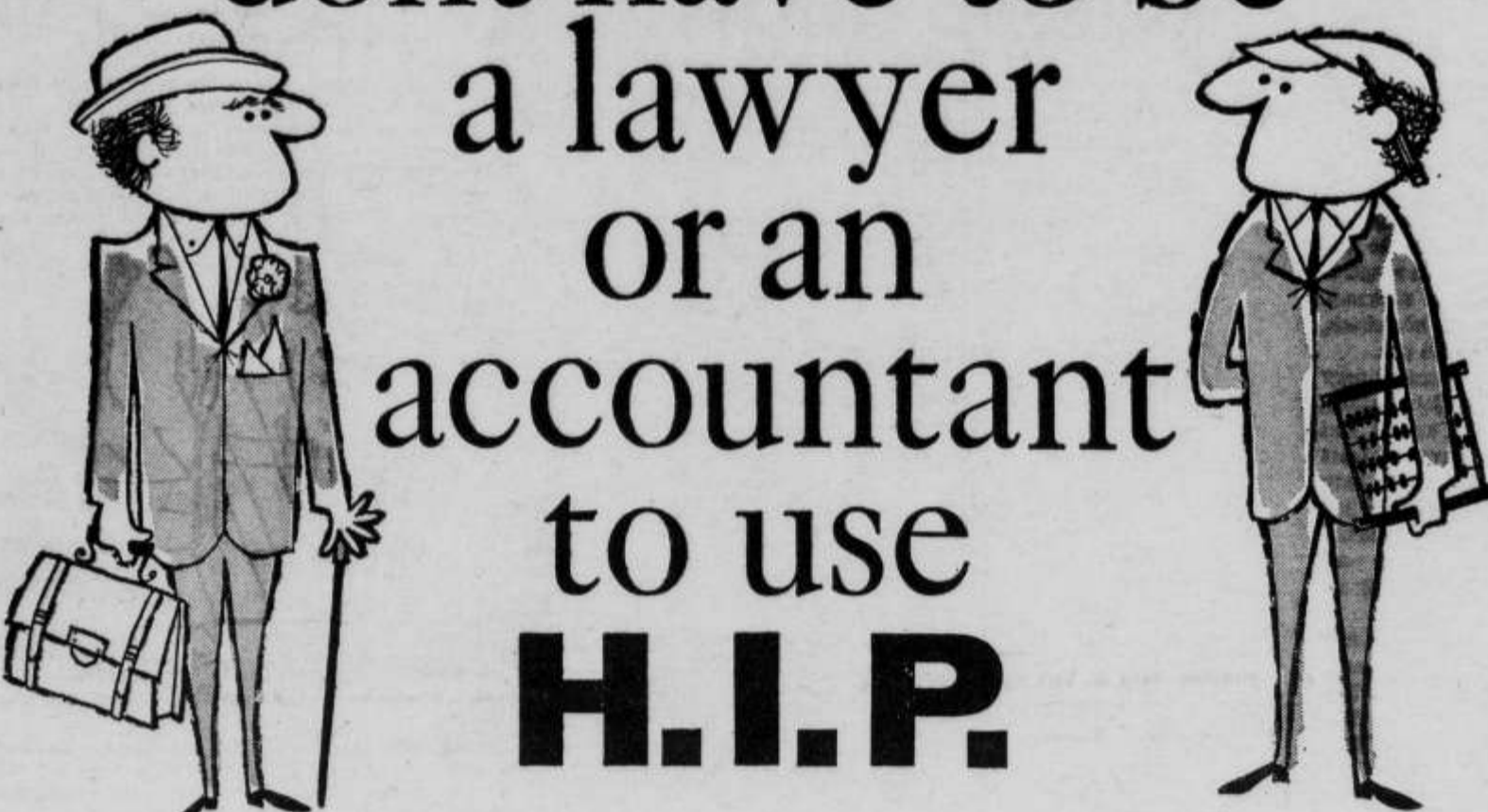
### Policemen & Firemen Needed In D.C.

The District of Columbia is offering career opportunities in law enforcement and fire protection.

Starting pay for policemen and firemen is \$6,010. Police cadets start at \$3,925 and policewomen begin at \$5,650 per year.

Further information on these openings may be obtained from the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. Phone number is (202) 343-7341.

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Stenographers and typists are urgently needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from \$3,609 to \$4,776 per year.

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

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LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Mike Goluba, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Mike Goluba, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Mike Goluba, also known as Mike Goluba, Mike J. Goluba and Michael J. Goluba, deceased, who at the time of his death was a resident of 634 East 14th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 3rd day of February, 1967, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 20th day of December, in the year of our Lord one thousand nine hundred and sixty-six.

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

File No. 7062, 1966.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. To DAVID SCHULMAN, if living; and if dead, to the Executors, Administrators, distributees and assigns of DAVID SCHULMAN, Deceased, all of whose names and post office addresses are unknown and cannot be ascertained after due diligence; and if said DAVID SCHULMAN predeceased the decedent herein, leaving no issue, then

TO: SAMUEL SHULMAN, ANNA POLLACK, SOPHIE PERSKY, ALBERT SHULMAN, LILLIAN SKORNICK, NETTIE SHULMAN, MAMIE GUROWITZ, SAUL ALTSCHULER, SAMUEL ALTSCHULER, AL ALTSCHULER, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 604 in the Hall of Records in the County of New York, New York, on January 19, 1967, at 10 A.M., why a certain writing dated October 27th, 1966, which has been offered for probate by THE CHASE MANHATTAN BANK NATIONAL ASSOCIATION, of One Chase Manhattan Plaza, New York, N.Y., and by HARRY OSTROV, residing at 323 Brower Avenue, Rockville Centre, L.I., N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of WILLIAM FORD, Deceased, who was at the time of his death a resident of 150 West End Avenue, in the County of New York, New York.

Dated, Attested and Sealed, December 8, 1966.

HON. JOSEPH A. COX, Surrogate, New York County

PHILIP A. DONAHUE, Clerk.

HARRY OSTROV, Attorney for Petitioners, 1450 Broadway, New York, N.Y. 10018, 730-2474

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LEGAL NOTICE

WYDRA, ROSA.—CITATION.—File No. 7732, 1966.—The People of the State of New York, By the Grace of God Free and Independent, To CILLY LANDAU, EVA BONDI, RACHEL OSHMIAN, JACOB SACHS, ERNA KOPPENHEIM, RECHA ABELIS, SARI NEUMANN, WOLF HEPNER, RACHEL SACHS BERLIN.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 594 in the Hall of Records in the County of New York, New York, on January 17, 1967, at 10:00 A.M., why a certain writing dated February 24, 1956, which has been offered for probate by Schoeder Trust Company, a banking corporation with offices at 57 Broadway, New York, New York, should not be probated as the last will and testament relating to real and personal property, of Rosa Wydra, Deceased, who was at the time of her death a resident of 416 Ft. Washington Ave., in the County of New York, New York.

Dated, Attested and Sealed, December 2, 1966.

HON. S. SAMUEL DI PALCO, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

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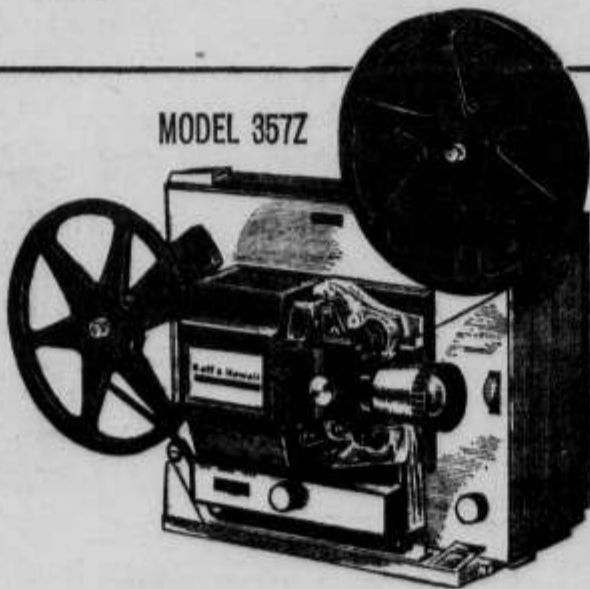


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# Walk-In Tests For State Office Workers Resume In Albany

Walk-in testing will be resumed in January for beginning office worker positions with State agencies in the Albany area, the Department of Civil Service has announced. As result of previous cycles of testing, hundreds of clerical workers have been hired by the State, but more are needed.

To qualify, applicants need no special background or education, except U.S. citizenship and New York State residence for at least a year.

Testing will be conducted on Monday and Wednesday evenings in the cafeteria, Building No. 3, on the State Office Building Campus at 1220 Washington Avenue. Exam dates are Jan. 4, 9, 11, 16, 18, 25, 30 and Feb. 1. Applicants can take the test on any of these nights. Prior applications are not required but candidates should bring their social security number with them to the test.

Testing will start no later than 6:30 p.m. Because facilities are limited, only the first 350 candidates can be tested on any one

night. Those who cannot be admitted will be given a later opportunity to take the test.

Successful candidates on these tests will be eligible for appointment to positions as clerks, file clerks, account clerks and statistics clerks, with salaries ranging from \$3,635 to \$4,755. Duties of most positions including maintaining records, processing forms, answering routine mail and maintaining files.

Physically handicapped persons needing special testing arrangements should write to Field Recruitment Unit, New York State Department of Civil Service, The State Campus, 1220 Washington Avenue, Albany, New York 12226.

Your postmaster suggests: Use ZIP code numbers to help speed your mail — Use them in all addresses.

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# Listing Of New York Metropolitan Area Legislators

Here is the official listing of State senators and assemblymen from the New York Metropolitan Area, printed each year as a service to those public employees who write to their representatives urging support for measures which would affect their jobs, pensions and rights.

Under a recent reapportionment plan, made effective last November many boundaries have changed and therefore, an assemblyman or senator who represented one area last year, may, if he was re-elected, represent a different area this year.

The asterisks (\*) indicate those who are serving for the first time. The (R) and (D) represent the political party of the office holder.

The addresses listed are where the assemblymen or senators may be contacted in their local area. You may also write to them in care of their respective Legislative Houses.

## Senate

### Suffolk County

First District—Leon E. Giuffreda (R), 15 N. Coleman Rd., Centerach. Second District—Bernard C. Smith (R), Franklin St., Northport.

### Nassau-Suffolk

Third District—Henry M. Curran (R), 66 Melbourne St., Dyster Bay.

### Nassau County

Fourth District—Edward J. Speno (R), 863 Richmond Rd., East Meadow. Fifth District—John D. Caemmerer (R), 69 Exeter St., Williston Park. Sixth District—John R. Dunne (R), 12 Mulberry Et., Garden City. Seventh District—Norman F. Lent (R), 48 Plymouth Rd., E. Rockaway.

### Queens County

Eighth District—Murray Schwartz (D), 137-23 227th St., Springfield Gdns. Ninth District—Jack E. Bronston (D), 184-37 Hovendon Rd., Jamaica. Tenth District—Seymour R. Thaler (D), 63 Groton St., Forest Hills. 11th District—Irving Mosberg (D), 141-05 228th St., Springfield Gdns. 12th District—William Brennan (D), 55-27 84th St., Elmhurst. 13th District—Nicholas Ferraro (D), 223-49 80th St., Jackson Heights

### Kings County

14th District—Edward S. Lentol (D), 152 Russell St., Brooklyn. 15th District—Simon J. Liebowitz (D), 156 Sunnyside Ave., Brooklyn. 16th District—William Rosenblatt (D), 2519 E. 29th St., Brooklyn. 17th District—Jeremiah B. Bloom (D), 350 Sterling St., Brooklyn. 18th District—William C. Thompson (D), 768 Putnam Ave., Brooklyn. 19th District—Samuel L. Greenberg (D), 1111 Ocean Ave., Brooklyn. 20th District—Albert V. Lewis (D), 123 Bay 25th St., Brooklyn. 21st District—William T. Conklin (R), 7905 Colonial Rd., Brooklyn. 22nd District—William J. Ferrall (D), 423 9th St., Brooklyn.

### Kings-Richmond

23rd District—John J. Marchi (R), 23 Haven Esplanade, Staten Island.

### New York County

24th District—Paul P. E. Bookson (D), 215 Park Row, New York City. 25th District—Manfred Ohrenstein (D), 215 W. 90th St., New York City. 26th District—Whitney North Seymour, Jr. (R), 290 W. 4th St., New York City. 27th District—Basil A. Paterson (D), 400 Manhattan Ave., New York City. 28th District—Joseph Zaretzki (D), 160 Cabrini Blvd., New York City.

### Bronx-New York

29th District—Eugene Rodriguez (D), 750 Faile St., Bronx.

### Bronx County

30th District—Harrison J. Goldin (D), 1665 Morris Ave., Bronx. 31st District—Ivan Warner (D), 748 E. 175 St., Bronx. 32nd District—Abraham Bernstein (D), 660 Thwaites Pl., Bronx. 33rd District—John D. Calandra (R), 1934 Bronxdale Ave., Bronx.

### Westchester County

34th District—John E. Flynn (R), 15 Huron Rd., Yonkers. 35th District—Anthony B. Gloffre (R), 61 Betsy Brown Rd., Port Chester.

### Westchester-Putnam

36th District—Bernard G. Gordon (R), 1420 Riverview Ave., Peekskill.

### Orange-Rockland

37th District—D. Clinton Dominick, III (R), Sloane Rd., Town of Newburgh.

## Assembly

### Suffolk County

First District—Perry B. Duryea, Jr. (R), Old Montauk Hwy., Montauk. Second District—Peter J. Costigan (R), Bob's Lane, Setauket. Third District—Charles J. Melton (D), 7 Girard Ave., Bay Shore. Fourth District—Prescott B. Hunting (R), Long Beach Road, St. James. Fifth District—William L. Burns (R), 125 Avon Place, Amityville. Sixth District—John G. McCarthy (R), 8 Pinoak Ct., Huntington Station.

### Nassau County

Seventh District—Joseph M. Reilly (R), 36 Chestnut St., Glen Cove. Eighth District—Martin Ginsberg (R), 30 Roxton Rd., Plainview. Ninth District—Francis P. McCloskey (R), 200 Twin Lane No., Wantagh. 10th District—Milton Jonas (R), 1854 Zana Ct., No. Merrick. 11th District—Stanley Harwood (D), 43 Grace Lane, Levittown. 12th District—Joseph M. Margiotta (R), 924 Hempstead Blvd., Uniondale. 13th District—John S. Thorp, Jr. (D), 92 Voorhis Ave., Rockville Centre. 14th District—Arthur J. Kremer (D), 81 Kerrigan St., Long Beach. 15th District—Ell Wager (D), 615 Woodmere Blvd., Woodmere. 16th District—George J. Farrell, Jr. (R), 10 Walnut Ave., Floral Park. 17th District—John E. Kingston (R), 97 Ward St., Westbury. 18th District—Vincent R. Balletta Jr. (R), 112 Country Club Dr., Port Washington.

### Queens County

19th District—Herbert A. Posner (D), 436 Beach 21 St., Far Rockaway. 20th District—Joseph J. Kunzeman (R), 93-12 Hollis Court Blvd., Queens Village. 21st District—Martin Rodell (D), 221-75 Manor Rd., Queens Village. 22nd District—John T. Gallagher (R), 49-14 217 St., Bayside. 23rd District—Leonard Price Stabisky (D), 166-25 Powells Cove Blvd., Blvd., Whitestone. 24th District—Seymour Boyers (D), 87-07 181st St., Flushing. 25th District—Moses

M. Weinstein (D), 138-33 78th Drive, Flushing. 26th District—Kenneth N. Browne (D), 185-19 Henderson Ave., Hollis. 27th District—Herbert J. Miller (D), 100-11 67th Road, Forest Hills. 28th District—Alfred D. Lerner (R), 155-01 90th Ave., Jamaica. 29th District—Frederick D. Schmidt (D), 94-39 Park Lane So., Woodhaven. 30th District—Stanley J. Fryor (D), 66-01 51st Road, Woodside. 31st District—Sidney Lebowitz (D), 35-50 85th St., Jackson Heights. 32nd District—Jules G. Sabbatino (D), 23-06 21st St., Long Island City. 33rd District—Thomas V. LaFauci (D), 25-52 14th St., Long Island City. 34th District—Thomas P. Cullen (D), 49-05 39th Avenue, Long Island City.

### Kings County

35th District—Chester John Straub (D), 678 Manhattan Ave., Brooklyn. 36th District—Rudolf F. DiBlasi (D), 751 Bushwick Ave., Brooklyn. 37th District—Samuel D. Wright (D), 112 Hopkinson Av., Brooklyn. 38th District—Anthony J. Travla (D), 38 Jerome St., Brooklyn. 39th District—Leonard E. Yoswein (D), 1037 Henarir St., Brooklyn. 40th District—Alfred A. Lama (D), 9029 Kings Highway, Brooklyn. 41st District—Stanley Steingut (D), 1298 resident St., Brooklyn. 42nd District—Lawrence P. Murphy (D), 4408 Flatlands Ave., Brooklyn. 43rd District—George A. Cincotta (D), 96 Maple St., Brooklyn. 44th District—Betram L. Podell (D), 153 Rugby Rd., Brooklyn. 45th District—Max M. Turshen (D), 1392 E 49th St., Brooklyn. 46th District—Leonard M. Simon (D), 2437 East 3rd St., Brooklyn. 47th District—Salvatore J. Grieco (D), 186 W 3rd St., Brooklyn. 48th District—Joseph Kottler (D), 4910 15th Ave., Brooklyn. 49th District—Dominick DiCarlo (R), 1345 83rd St., Brooklyn. 50th District—Robert F. Kelly (R), 7401 Ridge Blvd., Brooklyn. 51st District—Joseph S. Levine (D), 110 Caton Ave., Brooklyn. 52nd District—Joseph J. Dowd (D), 786 Carroll St., Brooklyn. 53rd District—William J. Giordano (D), 730 Carroll St., Brooklyn. 54th District—Gail Helenbrand (D), 50 Plaza St., Brooklyn. 55th District—Shirley Chisholm (D), 51 St. Marks Ave., Brooklyn. 56th District—Bertram L. Baker (D), 399 Jefferson Ave., Brooklyn. 57th District—Harold W. Cohn (D), 171 Heyward St., Brooklyn.

### Richmond County

58th District—Lucio F. Russo (R), 82 Romer Rd., Staten Island. 59th District—Edward J. Amann, Jr. (R), 285 Kissel Ave., Staten Island.

### New York County

60th District—Louis DeSalvio (D), 425 W. Broadway, New York City. 61st District—Jerome Marks (D), 427 F.D.R. Drive, New York City. 62nd District—William F. Larkin (R), 11 Stuyvesant Oval, New York City. 63rd District—William Passannante (D), 72 Barrow St., New York City. 64th District—John M. Burns (R), 400 East 32nd St., New York City. 65th District—Jerome Kretschmer (D), 28 W. 69th St., New York City. 66th District—William Green (R), 196 East 75th St., New York City. 67th District—Albert H. Blumenthal (D), 90 Riverside Drive, New York City. 68th District—Frank G. Rossetti (D), 2253 First Ave., New York City. 69th District—

Daniel M. Kelly (D), 924 West End Ave., New York City. 70th District—Jose Ramos-Lopez (D), 1421 Madison Ave., New York City. 71st District—Orest V. Maresca (D), 500 W 141st St., New York City. 72nd District—Charles B. Rangel (D), 74 West 132nd St., New York City. 73rd District—John J. Walsh (D), 91 Park Terrace W., New York City. 74th District—Mark T. Southall (D), 211 W. 149th St., New York City.

### Bronx County

75th District—Harry Kraf (D), 711 Walton Ave., Bronx. 76th District—Seymour Posner (D), 1220

## State Credit Union Dividend Is 5%

Solomon Bendet and Seymour Shapiro, chairman of the supervisory committee and treasurer, respectively, of the New York State Employees Federal Credit Union, have announced that the Board of Directors approved a 5% dividend for the entire year of 1966.

A vigorous program of new automobile financing as well as three convenient offices at 80 Centre Street, 270 Broadway and 50 Park Place have been instrumental in bringing about increase earnings.

Bendet and Shapiro have indicated that the Credit Union is continuing its studies to find new and better ways to service its current members and all those eligible to join.

### Civil Eng. Draftsman

Twelve candidates were expected participate in an open-competitive examination for civil engineering draftsman on Dec. 20, the Department of Personnel has announced.

## TEST AND LIST PROGRESS - N.Y.C.

### NEW CERTIFICATIONS

Architect, 5 certified, Dec. 21	19
Asst. accountant, gr. 1, 1 certified, Dec. 21	67
Asst. accountant, gr. 2, 1 certified, Dec. 21	92
Asst. bridge operator, 29 certified, Dec. 21	148
Asst. buyer, 4 certified, Dec. 21	17
Asst. civil engineer, prom. (DD), 2 certified, Dec. 20	3
Asst. resident building supt., prom. (HA), 21 certified, Dec. 20	125
Asst. roentgenologist, 2 certified, Dec. 20	10
Asst. statistician, 3 certified, Dec. 22	44
Asst. stockman, 3 certified, Dec. 22	303
Bridge operator, prom. (PW), 5 certified, Dec. 21	42
Case worker I, gr. 21, 1 certified, Dec. 20	1
Case worker I, gr. 23, 2 certified, Dec. 20	207
Case worker I, gr. 7, 1 certified, Dec. 20	264
College admin. assistant, prom. (QC), 1 certified, Dec. 22	5
College office asst. "B", prom. (QC), 30 certified, Dec. 22	30
College office asst. "A", gr. 1, 18 certified, Dec. 22	230
Department librarian, 1 certified, Dec. 21	3
Housing assistant 8 certified, Dec. 20	309
Investigator, 1 certified, Dec. 20	127.5
Locksmith, 1 certified, Dec. 21	4
Machinist, 15 certified, Dec. 21	55
Mechanical engineer, 2 certified, Dec. 21	37
Mechanical engineer (cars), prom. (BT), 5 certified, Dec. 21	5
Mechanical engineering draftsman, 6 certified, Dec. 21	23
Methods analyst, 2 certified, Dec. 20	2
Oiler, 4 certified, Dec. 19	101
Personnel assistant, prom. (DE), 5 certified, Dec. 20	5
Personnel assistant, gen. prom., 26 certified, Dec. 21	25
Personnel assistant, prom. (LE), 1 certified, Dec. 21	1
Plumbers helper, 1 certified, Dec. 21	105
Process server, 16 certified, Dec. 20	683
Public health sanitarian 28 certified, Dec. 20	34
Purchase inspector (repairs & supplies), 1 certified, Dec. 21	10
Real estate manager, 2 certified, Dec. 21	95
Sr. clerk, prom. (WD), 1 certified, Dec. 22	4
Sr. clerk, prom. (HD), 4 certified, Dec. 20	282
Sr. clerk, gen. prom., 4 certified, Dec. 22	2377
Sr. clerk, 37 certified, Dec. 22	1205
Sr. civil engineer, prom. (HD), 3 certified, Dec. 20	3
Elevator mechanic, prom. (HA), 5 certified, Dec. 20	35
Sr. mechanical engineer, prom. (HD), 1 certified, Dec. 20	3
Sr. sewage treatment worker, prom. (PW), 11 certified, Dec. 19	83
Sr. stenographer, prom. (PQ), 2 certified, Dec. 20	2
Steam fitter's helper, 15 certified, Dec. 21	50
Stenographer, gr. 211, 1 certified, Dec. 20	2
Stenographer, gr. 33, 1 certified, Dec. 20	2
Stenographer, gr. 49, 1 certified, Dec. 20	2
Stenographer, gr. 70, 3 certified, Dec. 20	5
Stenographer, gr. 73, 1 certified, Dec. 20	2
Stenographer, gr. 74, 3 certified, Dec. 20	4
Stenographer, gr. 75, 4 certified, Dec. 20	4
Stenographer, gr. 77, 1 certified, Dec. 20	1
Stenographer, gr. 78, 1 certified, Dec. 20	1
Stenographer, gr. 79, 1 certified, Dec. 19	2
Stenographer, gr. 81, 2 certified, Dec. 20	2
Stenographer, gr. 85, 1 certified, Dec. 19	3
Stenographer, gr. 86, 1 certified, Dec. 20	2
Supervising clerk, prom. (DH), 9 certified, Dec. 20	53
Surface line dispatcher, prom. (BT), 18 certified, Dec. 20	105
Water use inspector, 1 certified, Dec. 20	20

**P.R. Column**

(Continued from Page 2)

country's welfare always above their own. That is one definition of a truly good and great public servant.

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The New York State Department of Civil Service is accepting applications until Jan. 16 for the Feb. 16 open competitive examination series. Eight examinations are included in this series and one, traffic and park officer offers seasonal work.

**Capital police officer**, exam number 21-231, \$5,000 to \$8,180.

**Drafting aide**, exam number 21-218, \$3,995 to \$4,985.

**Engineering aide**, exam number 21-219, \$3,995 to \$4,985.

**\*Plant superintendent A**, exam number 21-201, \$12,140 to \$14,505.

**\*Plant superintendent B**, exam number 21-202, \$10,330 to \$12,430.

**\*Plant superintendent C**, exam number 21-202, \$8,825 to \$10,670.

**Traffic and park officer** (seasonal), exam number 21-232, at \$2.81 an hour. (Summer employment open to residents of Nassau, Queens, and Suffolk counties.)

**\*\*\*Speech therapist** (Eric County), exam number 40-227, \$5,820

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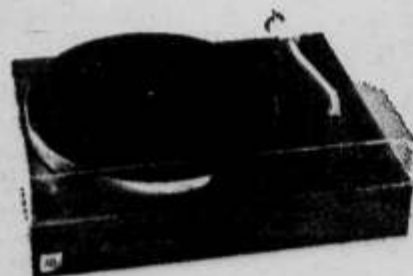
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# Names and Addresses of Upstate Legislators

Here is the official listing of State senators and assemblymen who represent areas outside of the New York City Metropolitan Area. For those in the Metropolitan Area, see story on page 14.

## Senate

- Dutchess-Ulster**  
38th District—\*Jay P. Rollson, Jr. (R), 3 Marwood Dr., Poughkeepsie.
- Columbia-Greene-Rensselaer-Saratoga**  
39th District—\*Douglas Hudson (R), 116 Green Ave., Castleton-on-Hudson.
- Albany-Schoharie**  
40th District—Julian E. Erdway (D), 37 Morris St., Albany.
- Fulton-Montgomery-Otsego-Schenectady**  
41st District—Dalwin J. Niles (R), 502 S. William St., Johnstown.
- Clinton-Essex-Franklin-Hamilton-Herkimer-Warren-Washington**  
42nd District—Ronald B. Stafford (R), Peru.
- Jefferson-Oswego**  
43rd District—H. Douglas Barclay (R), 7380 Park St. Pulaski.
- Lewis-Oneida**  
44th District—James H. Donovan (R), 51 Elm St., Chadwicks.
- Chenango-Madison-Onondaga**  
45th District—John H. Hughes (R), 311 Brookford Rd., Syracuse.
- Cortland-Onondaga**  
46th District—Tarky Lombardi, Jr. (R), 500 Wendell Terrace, Syracuse.
- Broome-Delaware-Sullivan**  
47th District—Warren M. Anderson (R), 34 Lathrop Ave., Binghamton.
- Chemung-Steuben-Tioga-Tompkins**  
48th District—William T. Smith (R), R. D. No. 1, Elmira.
- Cayuga-Ontario-Schuyler-Seneca-Wayne-Yates**  
49th District—Theodore D. Day (R), R. D. No. 2, Interlaken.
- Monroe**  
50th District—Thomas Laverne, (R), 4199 St. Paul Blvd., Rochester. 51st District—\*James E. Powers (D), 33 Sunnyside La., No. Chill.
- Orleans-Niagara**  
52nd District—Earl W. Brydges (R), 82 Lake St., Wilson.
- Erie-Genesee**  
53rd District—William E. Adams (R), 143 Doncaster Rd., Tn. of Tonawanda, Kenmore.
- Erie-Livingston-Wyoming**  
54th District—Thomas F. McGowan (R), 20 Nicholson Ave. Buffalo.
- Erie County**  
55th District—Frank J. Gliniski (D), 1913 Bailey Ave., Buffalo. 56th District—\*James D. Griffin (D) 602 So. Park Ave., Buffalo.
- Allegany-Cattaraugus-Chautauqua**  
57th District—James F. Hastings (R), 124 N. Second St., Allegany.

## Assembly

- Dutchess-Putnam**  
97th District—Willis H. Stephens (R), Brewster.
- Dutchess County**  
98th District—Victor C. Waryas (R), 18 Mildred Ave., Poughkeepsie.
- Ulster County**  
99th District—Kenneth L. Wilson (R), Woodstock.
- Albany-Columbia-Greene-Rensselaer**  
100th District—Clarence D. Lane (R), Windham.
- Rensselaer County**  
101st District—\*Neil W. Kelleher (R), 190 Secon Ave., Troy.
- Albany-Rensselaer**  
102nd District—Frank P. Cox (D), 17 Warren St., McKnownville.
- Albany County**  
103rd District—Harvey M. Lifset, (D), 380 Albany-Shaker Rd., Loudonville.
- Albany-Montgomery-Schenectady County**  
104th District—Donald A. Campbell (R), 89 Locust Ave., Amsterdam.

- Schenectady**  
105th District—Clarb C. Wemple (R), 1760 Van Antwrey Rd., Schenectady.
- Albany-Saratoga**  
106th District—\*Fred Droms, Jr. (R), Droms Rd., Town of Clifton Pk., Rexford.
- Rensselaer - Warren-Washington**  
107th District—Lawrence E. Corbett, Jr. (R), Fort Edward.
- Clinton-Essex**  
108th District—Louis E. Wolfe (D), 6 Mason Drive Plattsburgh.
- Franklin-Fulton-Hamilton**  
109th District—\*Glen H. Harris (R), Canada Lake Post Office.
- St. Lawrence County**  
110th District—\*Edward J. Keenan (R), 502 Ford St., Ogdensburg.
- Jefferson-Lewis**  
111th District—Donald L. Taylor (R), 117 Ward St., Watertown.
- Herkimer-Otsego**  
112th District—Donald J. Mitchell (R), Shells Bush Rd., Herkimer.

- Delaware-Schoharie-Sullivan**  
113th District—Edwin E. Mason (R), Hobart.
- Chenango-Madison**  
114th District—Harold I. Tyler (R), Salts Spring Rd., Chittenango.
- Oneida County**  
115th District—William R. Sears (R), Woodgate; 116th District—\*John T. Buckley (R), 13 Proctor Blvd., Utica.
- Oneida-Oswego**  
117th District—Edward F. Crawford (R), 38 East Bridge St., Oswego.
- Onondaga County**  
118th District—James J. Barry (D), 206 Helen St., North Syracuse; 119th District—\*Kenneth G. Bartlett (R), 11 Bradford Dr. DeWitt; 120th District—Mortimer P. Gallivan (D), 128 Kuhl Ave., Syracuse; 121st District—John H. Terry (R), 99 Wellesley Rd., Syracuse.

- Cayuga - Cortland**  
122nd District—Louis H. Folmer (R), 86 South Main St., Homer.
- Broome County**  
123rd District—\*Kenneth S. Leasure (R), 500 Marcella St., Endicott; 124th District—Francis J. Boland, Jr. (R), 55 Orchard Rd., Binghamton.
- Tioga-Tompkins**  
125th District—Constance E. Cook (R), 209 Coy Glen Rd., Ithaca.
- Chemung County**  
126th District—L. Richard Marshall (R), 7 Strathmont Pk., Elmira.
- Steuben County**  
127th District—Charles D. Henderson (R), 39 Church St., Hornell.
- Ontario-Schuyler-Yates**  
128th District—Frederick L. Warder (R), 100 Lewis St., Geneva.
- Seneca-Wayne**  
129th District—Joseph C. Finley (R), R.D. 1, Walworth.

# Broome CSEA's Yule Package Holds 1-60th Plan And Pay Raises

BINGHAMTON—Broome County's 1,100 employees have celebrated a merry Christmas and their most prosperous New Year with the biggest bundle of benefits ever won in a single year.

The topper in the Christmas stocking came Christmas week when the Board of Supervisors voted to give employees fully paid retirement benefits under the State's new 1/60th retirement plan.

The new program was requested by the Broome chapter of the Civil Service Employees Assn., which contains about two-thirds of the county work force.

It will mean an increase in take-home pay for many and an increase in retirement and in-service death benefits for all.

Broome was one of the first counties to take advantage of the new 1/60th plan, which will allow retirement at half pay after 30 years on the job.

The supervisors made the new system effective immediately, meaning a number of people retiring today will qualify for expanded benefits. The county will not have to make any payments for the new plan until 1968.

The measure squeaked through by one vote because 10 supervisors were absent. It needed 15 of the 29 votes for approval. It got 16. Three supervisors opposed it.

**Other Benefits**

Other presents under the 1966 Yule tree for Broome:

- A new salary schedule giving raises averaging 9.5 per cent for the majority of employees and 12.4 per cent for those at Broome Technical Community College. The schedule also provides greatly increased top salaries for nearly all workers. The top pay will be realized after five equal yearly increments.
- A liberalized list of employee rules that raised the mileage allowance from eight to ten cents

and provides reimbursement for such things as tipping on authorized county trips.

**Roberts Explained**

The vote came the day after Benjamin Roberts, CSEA field representative, explained the new plan to the supervisors. He estimated it would cost about 1 1/2 per cent of the total county payroll of about \$5,000,000.

"I was very much impressed by Mr. Roberts' presentation," Ridley said.

**CSEA Comment**

John E. Herrick, Broome CSEA chapter president, agreed with Ridley's claim that salaries will average 9.5 per cent more next year for general county employees and 12.5 per cent more for Broome Tech personnel.

But he said the raises over and above increments already promised will average only about two per cent. The raises will be bigger for some workers, such as probation department members, nurses and sheriff's deputies, he pointed out.

**Nassau Election**  
(Continued from Page 1)

new benefits in 1967 for the town's sanitation workers.

Among the benefits, which will be negotiated after the first of the year, are:

1. Increased salaries.
2. Competitive Civil Service status.
3. Full seniority.
4. 25-year retirement at half-pay.
5. Cash payment for unused sick leave upon retirement or separation from town service.

"We are very happy with the achievements of the CSEA for employees this year, and with the cooperation shown by the Broome County Board of Supervisors," he said. "We hope the cooperation continues."

"It has helped the morale of county employees and we look forward to similar success in the future."

## Tessler Wins Tenth Term

ALBANY—Issy Tessler, president of the Civil Service Employees Assn. chapter of New Hampton Training School for Boys, has been re-elected to a 10th term.

Tessler, who is also president of CSEA's Southern Conference, long has been active in Association affairs at both the State and local levels, and currently serves on the Directors Budget Committee and the State-wide Legislative Committee.

Other winning posts in the election were Joseph Cambria, vice president; William McElroy, secretary; and Clarence Bailey, treasurer.

Alexander Kropchak, chairman of the chapter's election committee, submitted the official returns.

**Promoted**

ALBANY—Dr. William S. Burnett has been named director of the new Bureau of Chronic Disease and Geriatrics in the State Health Department at a salary of \$17,560 a year.

- Monroe County**  
130th District—Donald C. Schoemaker (R), 833 Lake Rd., Webster; 131st District—\*Raymond J. Lill (D), 31 Wolfert Terrace, Rochester; 132nd District—S. William Rosenberg (R), 1866 Clover St., Rochester; 133rd District—\*Frank A. Carroll (R), 613 Elmgrove Rd., Rochester; 134th District—Charles F. Stockmeister (D) 74 Second Ave., Rochester.
- Monroe-Orleans**  
135th District—\*Don W. Cook (R), 1508 Lehigh Station Rd., Henrietta.
- Genesee-Livingston**  
136th District—James L. Emery (R), 5477 Lakeville Rd., Genesee.
- Niagara County**  
137th District—V. Sumner Carroll (R), 3057 Macklem Ave., Niagara Falls; 138th District—Gregory J. Pope (D), 619 East Ave., Lockport.
- Erie County**  
139th District—Lloyd J. Long (R), 133 W. Elmwood Park, Tonawanda; 140th District—James T. McFarland (R), 105 McKinley Ave., Tn. of Tonawanda, Kenmore; 141st District—Chester R. Hardt (R), 107 Oakgrove Drive, Williamsville; 142nd District—Stephen R. Greco, 795 Richmond Ave., Buffalo; 143rd District—\*Arthur O. Eve (D), 14 Celtic Place, Buffalo; 144th District—Albert J. Hausbeck (D), 315 Dartmouth Ave., Buffalo; 145th District—John B. Lis (D), 117 Thomas St., Buffalo; 14th District—Francis J. Griffin (D), 120 McKinley Parkway, Buffalo; 147th District—Dorothy H. Rose (D), Gold Street, Angola.
- Allegany-Erie-Wyoming**  
148th District—Frank Walkley (R), Castile.
- Cattaraugus - Chautauqua**  
149th District—\*Lloyd A. Russell (R), East Otto.
- Chautauqua County**  
150th District—Jeas J. Present (R), 41 Chestnut St., Jamestown.