

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXV, No. 51 Tuesday, August 25, 1964 Price Ten Cents

## Motor Vehicle Operator Appeal

See Page 3

### In Message To Rockefeller

# CSEA Hits Budget Vetoes As Court of Last Resort



**SIGN OF APPROVAL** — Mayor Frank M. Dulan called in members of the Oneida County Chapter, CSEA, to be on hand as he signed legislation establishing policies on vacations, sick leave and attendance for City of Utica employees. From left, seated, were Miss Carolyn

Bertolini, co-chairman of the CSEA committee; Joseph A. Mathews, president of the chapter, Mayor Dulan, Samuel Borelly, committee chairman. Standing, from the left, were Councilman Robert F. Lynch, Councilman Louis F. Tomaino and Joseph Jacksina, committee member. (Story on Page 3.)

### CSEA Scores On Grievances

## Five New Positions For Pilgrim State; Create 95 Others

ALBANY, Aug. 24—The State Division of the Budget has advised the Civil Service Employees Assn. that it is establishing four new typist positions and one new account clerk at Pilgrim State Hospital to replace five attendants who had been assigned to that work.

In addition, Deputy Budget Director Alton G. Marshall told CSEA President Joseph F. Feily, 95 other new positions in selected services are being established at various institutions in the Department of Mental Hygiene for the same purpose.

#### Effective Date

Effective date for all of the new positions is August 27.

The action by Budget is the result of a successful grievance brought before the State Grievance Appeals Board by the Employees Assn. protesting the out-of-title assignment of attendant personnel to clerical and other office duties at Pilgrim.

In May, the Appeals Board "strongly recommended" that a request from the Hospital Director for additional stenographic employees be given careful consideration by the Department of

(Continued on Page 3)

### PW Lunch Allowance

## Now You See It, Now You Don't!

(Special To The Leader)

ALBANY, August 24 — The Civil Service Employees Assn. has vigorously protested an amendment to the travel allowance rules of the State Department of Public Works which eliminates lunch allowances for a large number of field employees. The Leader learned at press time.

The Employees Assn. through its

(Continued on Page 16)

## Anger Stirred Over DE Title Appeal Denials, Revisions Are Proposed

ALBANY, Aug. 24—The latest in a series of reallocation appeals vetoed by the Director of the Budget after having been approved by the State Civil Service Commission has brought an angry reaction from the Civil Service Employees

Assn. In a letter to Governor Rockefeller, Joseph F. Feily, CSEA president, said the vetoes appeared to be part of the Governor's "own official policy" and declared that they were apparently designed to sustain the initial rulings of the Director of Classification and Compensation.

#### Wants Decision Reversed

Last week's furor began after Budget Director T. Norman Hurd vetoed title reallocations affecting the Division of Employment, even though the funds for these upgrades would have come from the Federal Government, not the State. The CSEA has asked for an immediate reconsideration and reversal of this decision.

Feily called the whole process of budgetary vetoes an interference with normal personnel practices and pointed out to Rockefeller that the majority of the Civil Service Commission membership, including the president, were his appointees and fully qualified to judge the appeals of State workers for title and salary adjustments.

In a move to eliminate the office of the Budget Director as a "court of last resort" in this

area, Feily asked for the immediate formation of a committee of State officials which would meet with CSEA representatives to prepare a new method of re-

(Continued on Page 16)

## West Conference Sets Series On 'Know Your State'

The first in a series of "Know Your State" programs will be a feature of the September 12 meeting of the Western Conference, Civil Service Employees Assn., to be held at Leonard Post, VPW, in Cheektowaga, William Rossiter, Conference president, announced last week.

Leo Bernstein, chairman of the Conference education committee, has arranged for Isaac Hungerford, administrative director of the State Retirement System, to give an address on "The Work of the Retirement System" to launch

(Continued on Page 16)

### Can Be Seen In Syracuse, Too

## 13 Win In CSEA Photo Contest

ALBANY, Aug. 24—Winners in the statewide photo contest sponsored by the Civil Service Employees Assn. were announced this week. There were three prize winners, and 10 pictures were awarded honorable mention. All 13 pictures appear on Pages 8 and 9 of this issue of The Leader.

First prize of \$75 went to Samuel Hersch, 16 East 169 St., New York City, an employee in the Division of Employment, for his portrait of an old man and an infant. Second prize of \$50 went to Joseph M. Kurung, Saranac Lake, an employee of Ray Brook T. B. Hospital, for his photograph of a spectacular fire. An unusual photo study of a praying mantis, made by Frank L. Kysor, Rensselaer, Department of Public Works, won the third prize of \$25.

Honorable mention awards of

\$15 went for pictures that displayed wit, scenic charm or unusual human warmth.

Winners in this category were Mrs. Florence Becker, 48 Nathaniel Blvd., Delmar; Fred W. Bergner, Freeport; Bruce H. Clark, 10 Vic's Ct., Albany; Cecilia M. Clark, 119 Branch St., Utica; Donald J. Gamble, 163 Audubon Dr., Synder; Philip J. Gualillo, Marcy; Mrs. Esther Hersch, 16 East 169 St., New York; Marjorie D. Huber, 134 Second Ave., Albany; Clarence E. Kelley, 4 Roe

Ave., Albany, and Francis Sheridan, 79 Mann Ave., Cohoes.

#### At Exposition

The photographs have been enlarged and mounted and will be on display in the CSEA booth at the New York State Exposition, being held in Syracuse from Sept. 1 through 7.

Judges in the contest were Paul D. Heisler, a professional photographer; Paul Kyer, editor of The Leader, and Joseph F. Feily, president of the Civil Service Employees Assn.

*Don't Repeat This!*

## State GOP's Aims--Keating Reelection, Legislature Control

WHILE such leading Republicans in the State as Rockefeller and Senators Jacob Javits and Kenneth Keating have left no doubt in the public mind that they will not be on the hustings in behalf of Sen. Barry Goldwater this Fall, little attention has been focused on where these and other important

(Continued on Page 2)



# Don't Repeat This!

(Continued from Page 1)  
 GOP figures will be placing their major campaign efforts for 1964. Senator Keating, of course, is out for re-election and the GOP throughout the State is out to get him elected. The biggest concentration of Republican power and money will be directed at local elections, however, including Congressional races.

### Major Goal

In the over all picture, the first aim of the GOP is to get its assemblymen and senators re-elected to the State Legislature and to increase Republican margins there, if possible. Republican "pros" are fully aware that this task is made more difficult when there are defections in the ranks—and among the pros, themselves—from the Presidential candidate heading their ticket. Expect, therefore, that there will be strong emphasis on local rather than national issues.

As of now, the GOP majority in the Senate is eight seats and 20 seats in the Assembly. Two danger spots—Monroe and Erie Counties—could reduce the Senate majority severely and upsets in other areas could erase it entirely. Senate Majority Leader Walter J. Mahoney has always been a strong vote-getter in Erie but this year he is faced with intra-party troubles in addition to growing Democratic strength. In Monroe, the GOP has lost power in the City of Rochester but still has a strong grip on the county. Local observers feel Monroe's Republican legislators will go back to Albany again—but that the races will be close.

Out in Nassau County, Democratic county chairman Jack English is now recognized as one of the most astute minds in the political field and his skillful tactics will be giving Republicans there a lot of trouble. Assembly Speaker Joseph F. Carlino, a first rate "pro," himself, is expected to keep the field intact for the GOP, however.

Westchester will remain a Republican fortress in general, but Democrats there under the leadership of Bill Luddy continue to make gains on the town level and

this is a worry to some GOP pros. A bigger worry is a private GOP survey that indicates strong defections to Lyndon B. Johnson.

### Hope For Split Voting

Without saying so, the Republican leadership hopes that those who are ordinarily Republicans but are planning to vote for President Johnson this year will split their tickets.

The GOP is looking at 1966 as well as 1964. Legislative reapportionment, aid to education, the problems of state financing—and the general desire of any party to stay in control—are matters that need time and more than one term in the Legislature.

Essentially, if New York Republicans do not have their eye on a national victory they are certainly intent on winning the local battles.

## Masopust To Conduct Retirement Course Under LIU Program

Joseph Masopust, assistant director of the New York City Employees' Retirement System will conduct "Planning for Retirement," a course to be given this Fall under the Long Island University Municipal Personnel Program, it was announced by the City Personnel Director, Dr. Theodore H. Lang.

This course is designed to aid the City employee in planning his retirement to make the most of this period of life and to utilize more effectively individual, group, and community resources. Consideration will be given to such topics as: selecting the retirement option, Social Security, building up retirement allowances, investments and post-retirement activities.

The course will be held on Mondays, starting September 28, from 6 to 8 p.m. at 2 Lafayette Street, Room 302. The fee is \$15 for 10 weekly sessions. Registration for this and other courses will start September 8, at the Training Division of the New York City Department of Personnel. Early registration is recommended because this popular course is usually filled up very quickly.

For further information write or call the Training Division of the New York City Department of Personnel, 40 Worth Street, New York, New York 10013. Phone 566-8816, if you want to be placed on the mailing list for a free copy of the annual training bulletin describing the 1964-65 Voluntary Evening Program.

# 'No Diploma—No Job' Roby Tells Teenagers At Stay-In-School Drive

The start of the City's annual Fall Stay-In-School drive—with industry and commerce spearheading a broad scale community effort to prevent drop-outs—was given sharp impetus at a dinner meeting last week at the Young Men's Hebrew Association, Bedford Ave., Brooklyn.

The urgency of the New York City Stay-In-School Program was emphasized in a talk by Edward Roby, vice-president of Personnel of the Equitable Life Assurance Co., before an audience of day-campers, other teenagers and their parents.

"No diploma—nothing now, is almost stock answer to job applicants," Roby said. "The odds are three to one against a drop-out when he applies for a job."

Roby is a member of the New York Personnel Management Association, composed of personnel executives of leading business firms and corporations. Members of the Association, through its Speakers' Bureau, have volunteered, through the City Inter-Agency Committee which coordinates the City's Stay-In-School Program, to make 300 speeches before civic and neighborhood groups, business, labor and religious organizations throughout the five boroughs to enlist support for the 1964-65 Stay-In-School Drive.

Speakers' appearances will be followed up by individual guidance and counselling through the facilities of the NYC Youth Board, the Board of Education, the Department of Personnel and other City and civic agencies.

The Williamsburg branch of the Y.M. & W.H.A. under direction of Murray Gunner, executive director, has been carrying out an active neighborhood program in support of the City's Stay-In-School Program. The dinner at which Roby spoke marked the end of a day-camp program conducted by the branch under the supervision of Dr. Jack Krupnick, teen-age director. Civil Court Judge Reynard S. Alter is president of the branch. Chairman of the meeting was Detective Frank Diamont, Community Relations Office, NYC Police Department.

Roby pointed out that while government aid from all sources is needed and necessary, individual efforts of civic minded citizens,

cooperating with city and civic agencies can go far in creating public awareness of the problem.

He urged all parents to impress upon their own children, their friends and their children, how vital it is to stay in school and graduate.

"Young men and young women simply can't make it today without a high school diploma," Roby pointed out. "A vast number of idle young people with time for trouble on their hands are without high school diplomas, without skills and most tragically without developed abilities to provide for their own future."

"Mayor Wagner's message,

## Lewis Resigns From Health Dept.

ALBANY, Aug. 24 — Alexander Lewis, executive assistant to State Health Commissioner Hollis S. Ingraham, has resigned to accept a position with the American Gas Association in New York City.

Lewis, a graduate of Princeton University and former reporter with the Jersey Journal, was named public relations coordinator for the firm.

Commenting on the resignation, Dr. Ingraham said: "I am extremely sorry to see Mr. Lewis leave us. There are very few people with his talent and sensitivity as a writer and fewer still with his pleasant and sincere manner. We all wish him the best of luck."

'Stay-In-School and Prevent Poverty—Your Own,' is more than a slogan," the speaker said. "It is a truism based on facts and figures. The work history of drop-outs show two to three times more unemployment than among high school graduates. A young man who drops out before completing high school will find it difficult to get and keep a job and therefore may doom his family to live in poverty. A young woman who fails to complete high school may find out too late that she lacks the basic education to make a good home for her family."

The Inter-Agency Committee coordinating the Stay-In-School Program is headed by Dr. Theodore H. Lang, Director of Personnel and Chairman of the Civil Service Commission for New York City. Members are Arthur J. Rogers, executive director of the NYC Youth Board; Mrs. Ethel Greenburg, co-chairman and also co-chairman of the Mayor's Task Force on Youth and Work of the Youth Board, and Dr. Calvin E. Gross, NYC Superintendent of Schools, Board of Education.

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**CHAMP** — The Nassau County Softball League which is sponsored by both the County of Nassau and the Nassau Chapter of the Civil Service Employees Assn., ended its first season with a victory by the Nassau County Jail Employees. The results were in doubt until the final day of the season, and in a hard fought game, Nassau County Jail prevailed over the 6th Precinct by a score of 8 to 5. Nassau Chapter, in addition to sponsoring the softball league, also sponsors two bowling leagues and a golf team. Left to right, are: Irving Flaumenbaum, president Civil Service Employees Assn., Nassau Chapter County Executive Eugene H. Nickerson, and Deputy Sheriff Robert Macho, manager of the Nassau County Jail Softball Team.

## CS Commission Gets MV Operator Appeal

ALBANY, August 24—A recent denial by the State Division of Classification and Compensation to reallocate the salary grade of Motor Vehicle Operator was appealed last week by the Civil Service Employees Association.

The operators had sought a three-step raise, from Grade 6 to Grade 9. J. Earl Kelley, director of the Division of Classification and Compensation, denied the request last June 24.

In its appeal to the State Civil Service Commission, the Employees Association said it "agreed with the appellants that they are not being paid an annual salary commensurate with their duties and responsibilities when compared with similar positions in private employment."

### The Old Arguments

The CSEA said it felt that "such inequities should not be permitted to exist based on the age-old argument pertaining to the internal alignment of State positions.

"There is no reason why an individual accepting a job with the State as a public servant should be paid at an annual rate significantly below his counterparts in private employment," CSEA told the Commission.

The Employees Association also has asked the Department of Mental Hygiene to lend its support to the appeal. The department had supported the original request.

### Irwin Friedman

OTISVILLE, Aug. 24 — Irwin B. Friedman, vice president of the Otisville State Training School Chapter and chairman of the publicity committee of the Southern Conference, Civil Service Employees Association, suffered a fatal heart attack on Thursday.

Friedman, 34, was appointed to the committee chairmanship only a week before by conference president Nicholas Puzifferri.

Friedman had been employed at Otisville for nine years, having started as a boys' supervisor. At the time of his death he was a senior institution teacher. He was the father of five children the youngest only a month old.

# CSEA & Utica Cooperate To Liberalize Leave Benefits For City Aides

(From Leader Correspondent)

UTICA, Aug. 24—A "great deal of cooperation" between city officials and the Oneida County Chapter, Civil Service Employees Assn. has resulted in the adoption of liberal leave benefits for City of Utica workers.

The benefits program, adopted by the Common Council and approved by Mayor Frank

M. Dulan, established new policies governing vacations, sick leave, holidays and overtime compensation.

Adoption of the program marked the successful end of years of work by a group of city employee members of the county CSEA chapter.

The last phase of the drive for the program began after the county chapter won Board of Supervisors approval of fringe benefits for county employees earlier this year.

Joseph A. Mathews, president of the chapter, appointed a five-member committee to work for a program for city employees.

The committee was made up of Samuel Borelly, chairman, Carolyn Bertolini, co-chairman, Rose Donaruma, Joseph DiPierro and Joseph Jacksina.

The committee met frequently with members of the city administration and the Common Council. "There was 100 per cent support from the officials and a great deal of cooperation," said Borelly.

Under the city program, employees will get paid vacations of

one week after six months of employment, two weeks for up to five years, three weeks for up to 10 years and a month after 10 years.

As was true in the county until adoption of the leave rules, city employees had received two weeks of vacation time a year regardless of length of service.

Instead of 11 paid holidays, city workers now will get 11½.

### Sick Leave

The employees now can accumulate up to 120 days of sick leave at the rate of a day a month. Under the old system, employees received 12 days of sick leave a year, with no accumulation.

Employees now also will be able to receive compensatory time off for the overtime they work, up to a total of 30 days.

The program represents the first change in the policies in about 40 years, according to Borelly.

Borelly said there never had been any definite rules governing sick leave or compensatory time. Employees had depended on department heads for decisions covering the matters "because there was nothing to go by," he said.

The new rules will be effective Sept. 1.

Borelly said the employees were "very happy" with the program.

Mathews described the program as "very good" and hailed it as a victory for the CSEA.

### County Next Goal

Mathews said the city program was more liberal than the county's.

On vacations, for example, city workers get three weeks of vacation after five years, but in the county employees receive three weeks after 12 years.

Another example, he said, was that under the city program an employee who is absent on account of illness for a period of five days or more is required to furnish a doctor's certificate as proof of illness. In the county, the certificate is required after three days of illness.

Mathews said that later this year the chapter would try to win County approval of benefits patterned after the city program.

## Social Welfare Meet Summary

ALBANY, Aug. 24—A summation of the points discussed at the recent annual meeting of Social Welfare Institution representatives and the Social Welfare Commissioner and his staff has been submitted to the Commissioner's office by the Civil Service Employees Assn.

Participating in the meeting at South Kortwright were Employees Assn., institution and headquarters representatives and Commissioner George K. Wyman, Deputy Commissioner Robert Shulman and William Sullivan, administrative officer of the department.

Points on the agenda included tests for senior principal and head children's supervisors; wall repair and coal loading at New Hampton; staff nurse item at New Hampton; meal allowance for employees working double shift; vocational shop at New Hampton; traffic light near entrance to New Hampton; public school calendar for institution teachers; home life series appeal; identification cards for supervisors on "breeze" duty.

## Retirement Dinner Set For Mrs. Feil

SCHENECTADY, Aug. 24—Mrs. Grace Feil of Selkirk, head key punch operator for the Schenectady office of the State Dept. of Taxation & Finance, will be honored Thursday, September 10, at a retirement dinner at Jamaica Inn, 1200 Troy-Schenectady Rd., Colonie at 6:30 p.m.

The cost of the dinner is \$5.50, which includes roast sirloin of beef, gratuity, and gift. Reservations must be made on or before September 3.

Anyone unable to attend, but wishing to contribute a gift, may do so. Further information may be obtained from Mrs. Vivian Godbolt, c/o NYS Tax Dept., 2910 Campbell Ave., Schenectady, New York.

## New Positions

(Continued from Page 1)

Mental Hygiene and that the request be "forcefully presented" to the Division of Budget.

### CSEA Action

CSEA immediately urged the Department and T. Norman Hurd, director of the Budget, to give immediate attention to solving the problem. Hurd assured the Employees Association that steps were being taken, and that his division would do the "utmost to correct this situation as soon as possible."

The announcement of the new clerical positions at Pilgrim and other Mental Hygiene Institutions is a result of this CSEA action

## Miriam Goodman Will Be Honored On Oct. 1

Miriam Goodman, assistant to of the Department of Motor Vehicles, will be honored with a testimonial dinner on her retirement on October 1st.

Miss Goodman has served the state of New York for over 40 years, coming to the Jamaica office in 1956.

It is expected that Motor Vehicle Commissioner William S. Hulst of Port Washington will head the list of guests who will join in paying tribute to Miss Goodman on the night of October 1st at the Bellaire Castle. Also expected to attend are Deputy Commissioner P. Vincent Sullivan, Queens District Director Morris Gimpelson, District Deputy Commissioner

Theodore Lackner, Deputy Commissioner Arthur Hirsh and many of the other deputy commissioners under whom Miss Goodman served.

District Director Morris Gimpelson described Miss Goodman as "one of the most dedicated and devoted public servants the state has ever known."

### Mildred Holliday

UTICA, Aug. 24—Mildred Laura Holliday, former assistant district supervising public health nurse for the Utica District, died recently. She had been in public health work since 1931 and retired in 1953.



## IN SERVICE TRAINING

Pictured are the St. Lawrence State Hospital employees who received certificates and congratulations from Dr. James Brown, assistant director of the hospital, upon their successful completion of the 30-hour fundamentals of supervision inservice

training course. Front row, from left: Phillip Dionne, instructor; Elizabeth Handley; Lelia Heagle; Carol Balidon, and Eloise Kroeger. Back row from left: Harold Jackson; John Kennedy, Edith Thompson, and Peggy Palmer. Absent at time were Ruth Mereau; Isobel Backus; Elizabeth Preme and David Mitchell.



# U.S. Service News Items

By ROSEMARIE VERRY



**COLOR CONQUEST** — With an expert color photograph Edward L. McQueen, letter carrier from Manhattan, took first prize and the \$500 Robert K. Christenberry—Famous Photographers' School Scholarship award in the 1964 New York Post Office Employees Photography show. From left are: Victor Keppler, director, Famous Photographers' School; Christenberry, postmaster of New York; McQueen; Harry Garfield, former president of the Professional Photographers Assn.; and Joseph Costa, chairman of the National Press Photographers Assn.

## Battle Rages Over U.S. Contracting Out Policy

Controversy continues over the boiling question of the government's contracting out Federal projects to private industry. As Congress required the Navy to assign at least 35 percent of its ships' conversion, overhaul and repair jobs to private firms, the American Federation of Government Employees called such a policy "one of the most serious threats facing the career civil service system today."

Testifying before the House Civil Service Manpower Utilization Subcommittee recently, John F. Griner, president of AFGE, claimed that work assigned to private industry was rapidly depriving the government of the skilled employees and immediate capability needed to perform many jobs necessary to national defense.

The contracting out may well force the shutdown of many naval shipyards. This will, declared Griner, ultimately destroy the Navy's ability "to maintain its several fleets in readiness for any eventuality at all times."

### Money No Object

Citing several examples, Griner stated that money seemed to be no object in the present policy of private contracting. He called for the repeal of the recent Budget Bureau directive on the issue, claiming that it "clearly encourages contracting regardless of cost to the government."

At Mather Air Force Base, Griner said, contracting to private concerns cost the government more than five times as much as it would have had Federal employees done the job. Government aides did work at White Sands Missile Base for \$28; when contracted out, the work cost \$78.

Meanwhile, a 26-member congressional committee called for the retention of all 11 Naval shipyards throughout the country, explaining that a complete closing—or even a cutback in personnel—would "only be achieved at the expense of our national security and the well-being of the communities" for which they supplied work.

### Celler Chairman

Formed in July with Representative Emanuel Celler (D-N.Y.) as

its chairman, the committee was established to work for legislation to require the Secretary of Defense to obtain the approval of both the House and the Senate Armed Services Committees before taking action to affect shipyards.

Nevertheless, a proposal to do just this, offered by Senator Jacob Javits (R-N.Y.), was killed recently by the Senate. It was given as an amendment to the Defense Department appropriation.

The Defense appropriation provision demanding the 35 percent of contracting out was attacked by Senator Strom Thurmond (D-S.C.). Two of his attempts to delete or modify this directive were killed.

Most recently, Rep. David N. Henderson (D-N.C.), chairman of the Manpower Utilization Subcommittee, admitted consideration should be given to a bill demanding that Federal agencies submit to the General Accounting Office full cost comparison figures before contracting out labor that is usually done by government employees.

Henderson was in agreement with AFGE president Griner's accusations that government organizations—particularly Defense—contract to private firms without substantial price comparisons. They have also neglected, he said, to follow up cost after the first year to insure "savings."

Joining hands with AFGE, Henderson called for a proposal—perhaps originated by unions in Federal service—to rescind Budget Directive 60-2, which encourages contracting regardless of cost.

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## Dual Compensation Structure Revised

Laws governing employment of retired military personnel holding civilian posts in Federal service were revamped recently with the passage into law of a dual compensation bill.

Briefly, the law made these revisions:

- Government civilian jobs are now permitted to regular military officers who have been retired for length of service.

- All branches of the Defense Department, however, will be off-limits to military retirees for at least six months after their retirement. The Service secretary must decide all exceptions to this.

- Regular officials who hold civilian positions after retirement must have a combined income not exceeding their full civil service salary, the first \$2,000 of their retirement pay, and 50 percent of that remaining.

- Veteran's preference cannot be claimed by retired officers during personnel outbacks unless retirement was due to combat disability.

Exempt from the new ruling are retired servicemen holding civilian jobs with the government before the law was passed, retired reserve officers, the enlisted and all regular officers facing future retirement for combat disability.

An obvious improvement over the previous outmoded laws of 1894, the law was, nevertheless, not as thorough as its sponsors had hoped.

## AID 'Selection Out' Endorsed By Senate

Career civil service employees anxiously fighting the Agency for International Development's request to "select out" unwanted personnel at will lost another battle recently. The Senate killed a proposal to delete the authorization from the foreign aid provisions.

Under the selection out clause, AID would have the power to dismiss employees they do not feel meet certain standards without recourse to the Lloyd-LaFollette Act or other civil service procedures. The employee would be permitted only an appeal to AID itself.

Senator Frank Carlson (R-Kans.), one of the sponsors of the defeated amendment, declared the proposal "denies to the employees of AID the due process of the laws passed in behalf of all Federal workers" and called it "a precedent dangerous to the employee."

## Professionals Given 'Needed' Salary Hike

It was a good week for pay raises. One of the bills signed into law by President Johnson last week was one calling for higher pay rates for 40,000 engineers and scientists in more demanding Federal positions.

The Civil Service Commission reported that the new salary rates will be in the same ratio as the new classified schedule. Most employees will have an increase comparable to the over-all 4.3 percent given classified aides, and their raises, too, will be retroactive to July.

These professional Federal employees are now above the minimum rates of their grades; the new raises will insure this high-level trend. The CSC claimed that the adjustments were not automatic but "based upon a finding that such higher rates are both needed and justified."

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# 1,200 Flights A Day Use Kennedy Airport; F.A.A. Insures Safety

By ROSEMARIE VERRY

Twelve hundred flights arrive at and leave John F. Kennedy International airport daily. Few of the millions of passengers give much thought to the myriad of operations which put these aircrafts efficiently, and safely into the air. At JFK airport, as in LaGuardia, Newark and the major airfields, across the country, the Federal Aviation Agency assumes the tremendous responsibility of supervising our skies and skyways.

"The job of the FAA is four-fold," said Wayne Hendershot, deputy director of the FAA, "It promotes air safety, insures sufficient use of air space, promotes civil aviation, and fulfills the national defense aviation program."

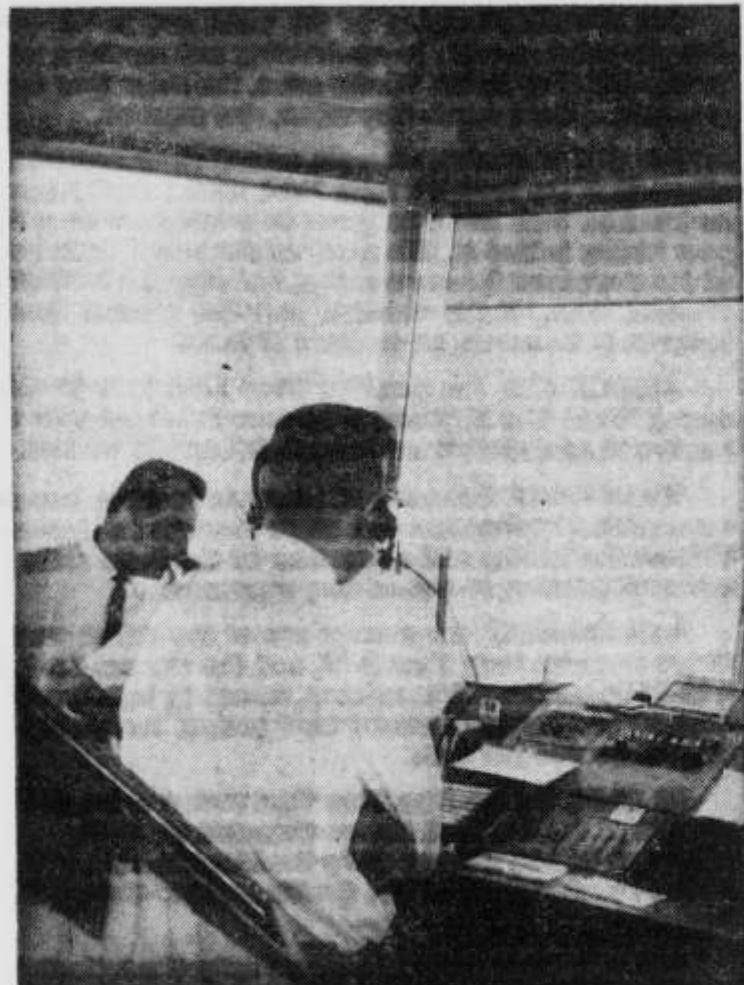
that all carrier pilots meet the high FAA standards. These men regularly accompany pilots on check rides, inspect crafts and insure general safety.

Maintenance procedures fall under their jurisdiction, also,

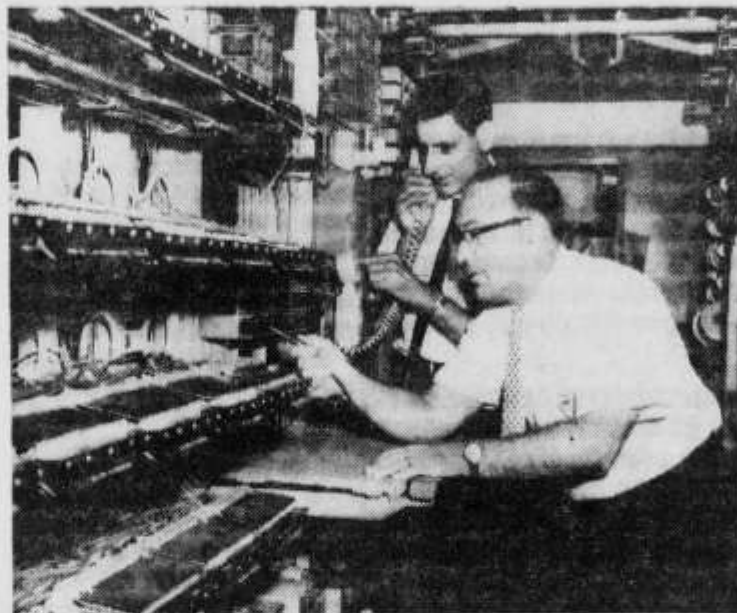
the accuracy and performance of flight facilities, and install, build  
(Continued on Page 15)



Checking Emergency Lighting



Ground Traffic Control



Adjusting Glide Path Signal

tion, and fulfills the national defense aviation program."

No one can open an airport without notifying FAA. Chiefly, requests to open a field are considered according to the amount of Federal aid necessary. However, if no funds are required, FAA will still inspect the field as to utilization of airspace and potential interference with other airways.

The northeast area is the most heavily air-travelled in the world. While the smallest geographically, it employs the largest number of personnel. In the 15 northeastern states, FAA employs 7,850 people to supervise 1,800 airports and the aircraft using them.

**Diverse Duties**

Chief among the many duties of FAA is inspection. These jobs fall to the 627 flight standards specialists who must certify planes in all categories, supervise ground and pilot personnel, and testify

They prepare violation reports, inspect alleged violations and, if necessary, suggest changes or new rules to Washington.

Also in this region, 555 material and installation employees check



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# Civil Service LEADER



America's Largest Weekly for Public Employees  
Member Audit Bureau of Circulations

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TUESDAY, AUGUST 25, 1964

## An Illegal Court

**A** growing anger among State employees over a series of salary classification appeal vetoes by the State Director of the Budget exploded into a sharp protest to Governor Rockefeller last week. This explosion is not only a reflection of frustrated workers but the concern and anxiety of the Civil Service Employees Assn. that the whole process of orderly salary appeals has broken down in the State.

The Employees Association originated numerous appeals for reclassification with the Director of Classification and Compensation. These included Correction Officers, Forest Rangers, several titles within the Division of Employment, Park Patrolmen and many others. The appeals were denied. They were then taken to the Civil Service Commission. They were approved. They were then sent to the Budget Director. They were disapproved.

Use of the office of the Budget Director as a "court of last resort" is the major cause of frustration and anger. There is no precedent for creating such an illegal tribunal and, even worse, it removes the functions of the Civil Service Department in a vital area, where judgement of these matters is made by qualified practitioners, to the political arena of administrative fiscal concerns.

This whole matter might not have reached the 100 megaton level last week were it not for two particularly inept actions—the constant refusal to give any reasons for these vetoes and the rejection of the Division of Employment appeals when it is known that Federal, not State, funds are concerned.

The CSEA did not beat around the bush in asking for action by the Governor to restore orderly personnel practices in the area of salary upgrading reviews. Joseph F. Felly, CSEA president, told Mr. Rockefeller that it was obvious most of the appeals were turned down because of budgetary reasons, which is a denial of justice to State workers, and as a device to support the initial judgements of the Director of Classification and Compensation, which robs employees of the American right of unprejudiced appeal.

It should be noted that the vetoes were a direct rejection of the judgements of the State Civil Service Commission.

There can be no doubt that the resolution of this terrible situation lies in the hands of Governor Rockefeller. The CSEA has asked for the immediate formation of a committee composed of State officials and CSEA representatives to restore the process of judicial appeal machinery.

Employee reaction throughout the State is at fever pitch. The only way to get these temperatures down is a dose of immediate reaction on the part of Governor Rockefeller to this crisis in the career service.

## College Opportunity

**T**HE Department of Personnel with City College and Long Island University are offering college courses to civil servants at nominal fees. These courses present City employees with a wide variety of subjects designed to help him improve his job skills and prepare him for promotion.

Topics range from English to foreign languages and from stenography for the executive secretary to engineering economics.

The Department of Personnel is to be cited for arranging education at reduced rates for interested employees.

## LEADER BOX 101

Letters To The Editor

### Says Rangers Suffer 'Gross Injustice'

Box 101:

New York State claims to be a progressive state. It boasts of its civil service program and the many benefits to its state employees. Yet everyone seems to have forgotten the Conservation Department's Forest Rangers. They are expected to be available seven days a week and twenty four hours a day during the spring, summer, and autumn fire seasons. There are no provisions made for relief of the Ranger force; in fact, they have even been deprived of extra pay or compensatory time for the many hours of overtime that they put in beyond the normal forty hour week. Even state holidays falling during the fire seasons and allowed to all state employees are not permissible to the Rangers who must stand by for fire calls without compensatory time or any additional pay!

When the Rangers asked for an increase in salary recently, they were turned down. Can anyone dare to say that they do not deserve this increase, already given to other branches of Conservation Department personnel?

No other field in private industry would be allowed to make men work for nothing in payment for their overtime! No industry could pay so little for hazardous work such as this! The situation is unique among civil service personnel. Neither firemen nor law enforcement officials are expected to sacrifice their very freedom for their jobs. It is a gross injustice, and it must be corrected for the welfare of these dedicated men as well as to remove this injustice from the proud heritage of our progressive state.

This branch of the conservation force must be overhauled with the demands on the lives of these men being reduced, and equitable compensation for their work being returned to them. The protection of our forest lands and the happiness of our people are at stake!

LOUIS C. CURTH  
Glens Falls



**NAMED** — James W. Gaynor, Commissioner of Housing & Community Renewal of the State of New York, has accepted the chairmanship of the state unit of the public service division, Greater New York Fund. As chairman of this unit, Gaynor will direct the 1964 Greater New York Fund appeal among employees of all state agencies in the greater New York area.

## Your Public Relations IQ

By LEO J. MARGOLIN



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

## Civil Service At Its Best

.. A MAJOR contribution to the good public relations of government is the impressive series of achievements by the civil servants of the nation's naval shipyards.

**THESE MEN** are the highly skilled American artisans, who have been welded into the best shipbuilding and ship maintenance team in the world.

**NO MARITIME** nation in the world can match these American civil servants in constructing and repairing naval vessels better or faster. What's more, the ships they build, stay built and the vessels they repair, stay repaired.

**AN OUTSTANDING** example among these government shipyards is the Brooklyn Navy Yard, more formally known as The New York Naval Shipyard in Brooklyn. With a 163-year history behind it, this naval establishment built many of America's most famous warships, including the battleships Missouri, Iowa, North Carolina and the aircraft carrier Franklin D. Roosevelt, all of World II fame.

**ALTOGETHER** the Brooklyn Navy Yard built 72 ships during World War II. These ships were fashioned with the hands and specialized know-how of civil service workers.

**TO DEVELOP** this army of expert technicians was not accomplished by the wave of a magic wand. It was achieved through the honing and sharpening of the basic skills by advanced training, as well as long experience.

**FOR EXAMPLE**, the average age of the skilled worker at the Brooklyn Navy Yard is 46, and the chances are he's a 10- to 20-year man. Management surveys by both the government and outside agencies have praised the quality of this worker and his work.

**IN FACT**, the Brooklyn Navy Yard worker is the proven example of the U.S. Civil Service Commission's hiring policy which can best be summed up by the title of a recent "Civil Service Journal" article: "The Quality Recruit—Today's Best Bargain."

**YET WITH ALL** these "pluses" going for the nation's defense, someone inside Washington's Pentagon labyrinth is lousing up the good public relations won for government by these superb civil servants.

**IT IS BEING** done by starving the Brooklyn Navy Yard and the nine other naval shipyards on Continental United States. Instead, most naval construction is going to private shipyards "because it's cheaper."

**WELL**, we wonder if it is cheaper. Or is another agency of the U.S. Government, the Treasury Department, really picking up the "cheaper costs" by the Internal Revenue Service's new faster write-offs and the seven percent investment credit for corporations?

**WHAT REALLY** disturbs us is that a crackerjack shipbuilding and repair team is being scattered to the four winds to the detriment of the nation's ability to defend itself in case of war. Teams such as are found in the Brooklyn Navy Yard are not ground out by vending machines. Hard work, top loyalty, patriotism, and impeccable workmanship make these teams.

**REPS. EMANUEL CELLAR** and Hugh L. Carey of Brooklyn, Sens. Kenneth Keating and Jacob Javits and other members of Congress have been trying to get the Federal shipyards their proper share of U.S. Navy work—but they can use a strong assist.

**ONE OF OUR** columns in the dim distant past discussed how cities or counties, no matter how far apart geographically, can unite when they have a common problem. Now is the time to use that public relations technique to save the good public relations of government.

**THE NEXT STEP** should be Seattle, Charleston, Philadelphia, Portsmouth, N.H., Boston, Long Beach and San Francisco,—locations of the other shipyards—joining with New York to get their naval shipyards off a starvation menu.



### This Week's Civil Service Television List

**Wednesday, August 26**

4 p.m.—Around the Clock—NYC Police Dept. training program: "Vice and Gambling."

5:45 p.m.—American At Work—Letters Carriers.

7:30 p.m.—On the Job—NYC Fire Dept. training course: "First Aid."

**Thursday, August 27**

3:30 p.m.—Americans At Work—Letters Carriers.

4 p.m.—Around the Clock—NYC Police Dept. training program:

"Vice and Gambling."

7:30 p.m.—On the Job—NYC Fire Dept. training course: "First Aid."

8 p.m.—The World of Medicine—"Professional Duties of the Nurse."

**Friday, August 28**

4 p.m.—Around the Clock—NYC Police Dept. training program: "Vice and Gambling."

6 p.m.—The Big Picture—U.S. Army film series.

10:15 p.m.—Americans At Work—Letter Carriers.

**Saturday, August 29**

7:30 p.m.—On the Job—NYC Fire Dept. training course: "First Aid."

8 p.m.—Airman's World—U.S. Air Force film series.

9 p.m.—The Big Picture U.S. Army film series.

**Tuesday, August 25**

2 p.m.—The Big Picture—U.S. Army film series.

4 p.m.—Around the Clock—NYC Police Dept. training program: "Vice and Gambling."

## Maintenance Electrician Job Open

Until Sept. 9, Monroe County is offering filing for the examination for maintenance electrician, paying from \$5,148 to \$6,188.

Candidates who have been residents of that county for a least four months and of New York State for a year are eligible for application.

They must also have either an elementary school education and three years of experience as an electrician, one of which must have been on a journeyman level; or an equivalent combination of training and experience sufficient to indicate job ability.

The Monroe County Civil Service Commission, 39 Exchange Street, Rochester will supply further details and application forms.

### Mantle Named

ALBANY, Aug. 24—Raymond A. Mantle of New York City has joined Governor Rockefeller's staff as a confidential law assistant.

**IT'S HERE NOW! NEW FRIGIDAIRE JET ACTION WASHER**

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Model WCDA-65  
4 colors or white!

### Has 2 speeds plus Soak cycle at a BUDGET PRICE!

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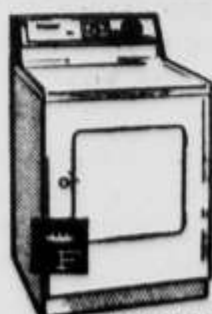
**BONUS OFFER IF YOU BUY NOW!**

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# Honorable Mention Winners In Contest



Clarence E. Kelly, Albany, Motor Vehicle Dept.

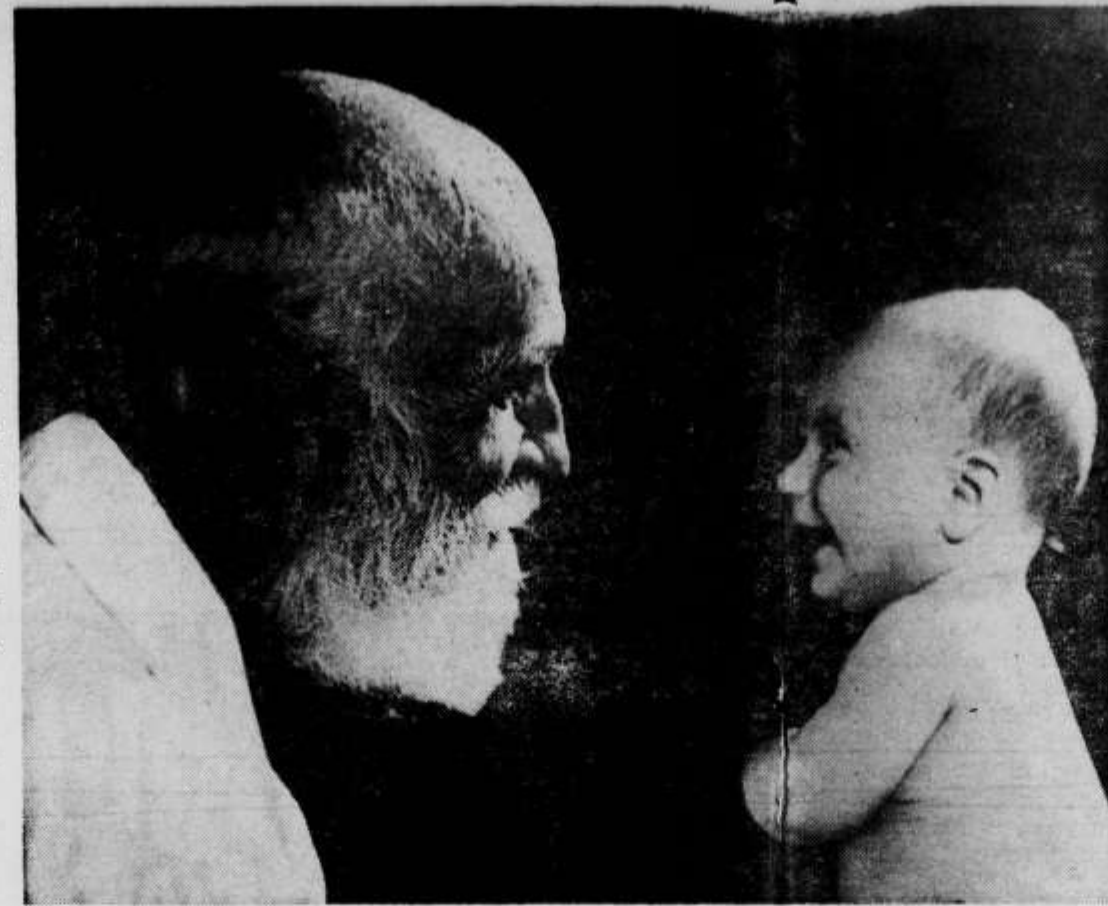


Philip J. Gualillo, Marcy, Marcy State Hospital



Mrs. Florence Becker, Delmar

**FIRST PRIZE** - The humanity and warmth of this photograph caused the judges in the state-wide contest sponsored by the Civil Service Employees Assn. to render a unanimous decision for first place to Samuel Hersch of New York City, an employee in the Division of Employment. The prize is \$75.

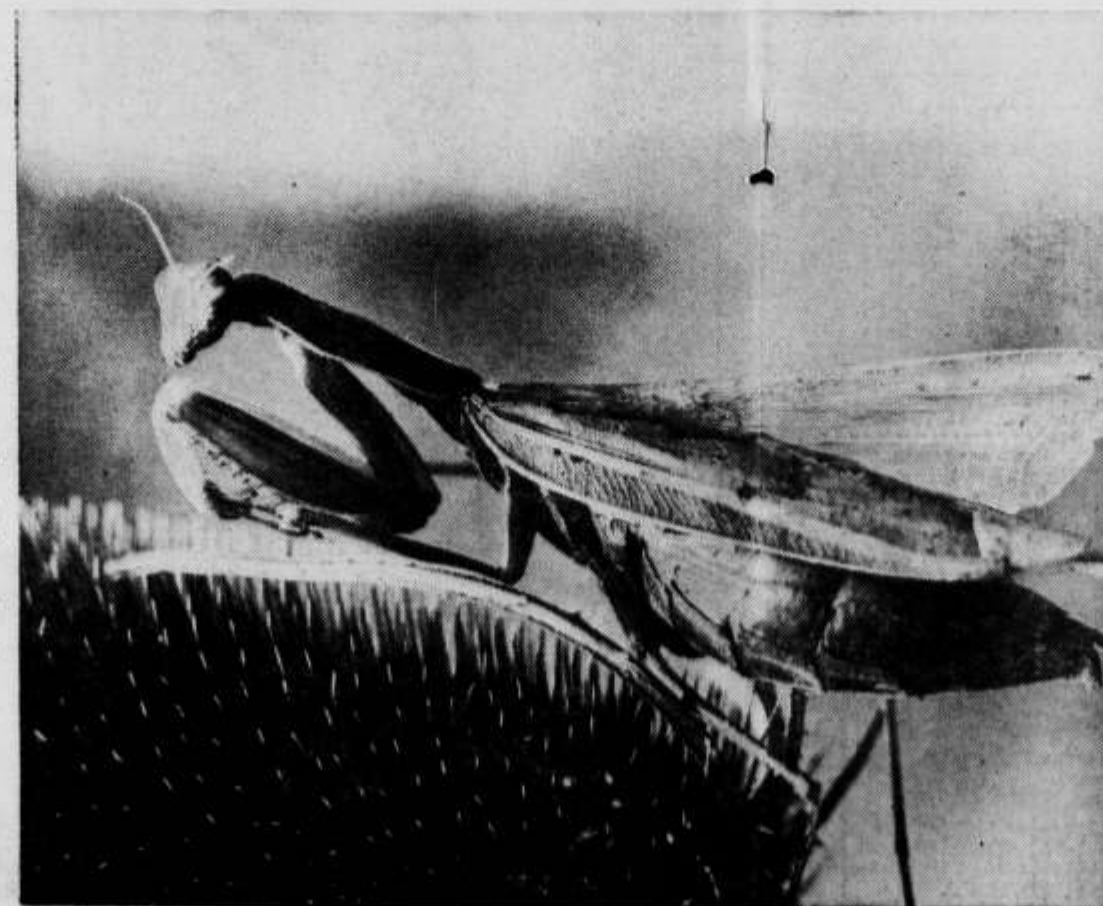


## SECOND PRIZE

- This action shot won second prize money of \$50 for Joseph M. Kurung of Saranac Lake. Mr. Kurung employed in the tuberculosis hospital at Ray Brook, operated by the State Department of Health.



**THIRD PRIZE** - This unusual nature study was unanimously rated by the judges as the top picture for the \$25 third prize of the contest. It was taken by Frank L. Kysor of Rensselaer, who is employed in the Bureau of Public Services, Department of Public Works, in Albany.



# Honorable Mention Winners In Contest



Mrs. Esther Hersch, New York City



Fred W. Bergner, Freeport, DPW



Bruce Clark, Albany



Donald J. Gamble, Synder, Erie County DPW



Francis Sherrard, Cohoes, DPW



Cecilia M. Clark, Utica, Broadacres Hospital



Marjorie D. Huber, Albany, Social Welfare Dept.



# Over 1000 Applicants Sought For December Investigator Examination

Investigators, to fill vacancies in the Department of Hospitals and various other City departments, are presently offered \$5,750 to \$7,190 annually. In grade 14, the position carries annual increments and a longevity increment of \$240 each.

Investigators have an opportunity for promotion, when eligible, to the title of senior investigator. The investigator will make inspections designed to prevent or detect violations of law with respect to tax liabilities and delinquencies, qualifications for civil service employment or various rules and regulations of the many municipal administrative agencies. He will also make investigations to determine eligibility for release on his own recognizance while awaiting trial.

More specifically, the investigator will be asked to obtain information regarding liability of taxpayers; investigate corporations and organizations soliciting funds from the public; make searches in depositories of public and private records to determine financial standings of tax debtors; apprehend violators of law governing solicitation of funds from the public, cause arrests, sign complaints, make physical inspections and diagrams at scenes of an accident; locate and interview prospective witnesses in actions in which the City or its agencies are defendants, conduct examinations under oath and serve legal process.

People in this title may also assemble and verify data pertinent to settlement or adjudication of claims; conduct investigations in hospitals and other institutions to determine the eligibility of patients for care at public expense; verify information concerning education, experience and other personal qualifications bearing upon character and fitness of applicants for employment in the municipal civil service; interview defendants at or after arraignment to determine the feasibility of release on their own recognizance when unable to provide bail; and report on the results of personal interviews or interrogation of witnesses.

All candidates must have either four years of satisfactory, full-time employment in a large industrial or governmental agency as an investigator, two years of which must have been in that title in the field; or a baccalaureate degree from an accredited college or university; or a satisfactory equivalent combination of training and experience.

To apply, candidates must have proof of a high school diploma, equivalency diploma, or G.E.D. from the Armed Forces. A written test will be given weighted 100%, 70% of which will be passing. It will test the applicant's knowledge of his field, interviewing techniques and procedures, and other areas.

Further information and application blanks can be obtained through the New York City Department of Personnel, 49 Thomas Street, New York 10007.

# Account Clerks Sought By City For Dec. Exam

More than 50 vacancies exist for account clerks in New York City, the Department of Personnel has announced. The position, in Grade 7, has a salary of \$3,750 up to and including \$4,830 annually. It also offers yearly increments and a longevity increment of \$150 each.

Employees in the title of account clerk are given promotional opportunities to the title of senior clerk. In the former title, the clerk will perform work of ordinary difficulty and responsibility related to maintaining and balancing financial records, and perform related work as required.

Candidates must have graduated from senior high school, or have a high school equivalency diploma issued by the State of New York. A G.E.D. certificate issued by the Armed Forces is acceptable also.

To perform the duties of this position, applicants must have a knowledge of bookkeeping principles and practices equivalent to that obtained after a high school course in bookkeeping. However, no formal training or experience is required.

The account clerk will perform routine computations and post or compile financial data for accounting purposes; keep general ledgers and control accounts or subsidiary records used in accounting; take trial balances and balance or adjust accounts; make journal entries; assist in processing vouchers, payrolls and fee collection reports, write statements and bills, and perform related tasks.

A written test, weighted 100%, must be passed with at least 70%. The written test will consist of objective type questions designed to evaluate candidates' knowledge of the principles and practices of bookkeeping.

Application forms and further details may be obtained after Sept. 1 from the New York City Department of Personnel, 49 Thomas Street, New York 10007.

### LEGAL NOTICE

**NOTICE OF FORMATION OF LIMITED PARTNERSHIP—MERENQUE TRAVEL AGENCY**  
Notice is hereby given that a limited partnership has been formed by Pastora Pippa, general partner, and Edward Edelmann, limited partner, for the operation of the above-named business as a travel agency, at 138 West 49 Street, New York City, and a certificate has been filed in the office of the Clerk of the County of New York to that effect. The partnership is to exist from July 16, 1964 to July 15, 1969, and to continue from year to year unless a partner gives notice of termination in writing 60 days before any July 14. Partnership is to terminate on death of either partner.  
The limited partner has contributed property of an agreed value of \$3,000 plus a contribution to be made of one-half the amount of certain accounts receivable now due and unpaid on August 15, 1964. No other property is to be contributed by the limited partner.  
The contribution of the limited partner is to be returned on dissolution or death. The limited partner is to receive 50% of the net profits after payment of \$75 weekly salary to Pastora Pippa. The limited partner may not assign or encumber his interest. The general partner may not admit additional limited partners. Upon dissolution, the limited partner shall receive payment of his interest in cash. Said certificate has been signed and acknowledged by both partners.  
Dated July 15, 1964.

## 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.

**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 565-8720.

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 twelve o'clock midnight on the day following the last day of receipt of applications.

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.

Broadway, New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616, Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

**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 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

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

## Manhattan State Chp. Sets September Meet

The first meeting of the Manhattan State Hospital Chapter, CSEA, for the Fall and Winter season will be held on Sept. 9. The meeting will be held at the Assembly Hall at 4:45 p.m. according to Miss Rose Battle, chapter president. Discussion of the chapter constitution will be on the agenda. All members have been urged to attend.

## NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY Held by THE MARINE MIDLAND TRUST COMPANY OF NEW YORK

(A member of The Federal Deposit Insurance Corp.)  
The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.  
**AMOUNTS DUE ON DEPOSITS**  
Edward D. Capell, 3 Wall Street, New York, N.Y.  
Phil M. Crow, Box 348 Lima, Ohio  
**AMOUNTS HELD OR OWING FOR THE PAYMENT OF NEGOTIABLE INSTRUMENTS OR CERTIFIED CHECKS**  
American Mercury Magazine, Inc., 509 Fifth Ave., New York 36, N.Y.  
Herbert Bell, Address Unknown  
May Gardener, 57 Lincoln Place, Brooklyn, N.Y.  
State Tax Commission, Address Unknown  
Yedits Inc., Address Unknown  
A report of unclaimed property has been made to the State Comptroller pursuant to Section 391 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the bank, located at 190 Broadway, in the City and State of New York, where such abandoned property is payable.  
Such abandoned property will be paid on or before October 31st next to persons establishing to its satisfaction their right to receive the same.  
In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt the State Comptroller and it shall thereupon cease to be liable therefor.

## Dr. Larimore Honored By Health Association

ALBANY, Aug. 24—The American Association of Health, Physical Education and Recreation has paid a special tribute to Dr. Granville W. Larimore, first deputy commissioner of the State Health Department.

The association's annual award, named after its founder, Dr. William G. Anderson, recently went to the State Health Department.

The association's annual award, named after its founder, Dr. William G. Anderson, recently went to the State Health Department official, lauding him for his:

Diversified and outstanding service to school and public health activities, on both the national and state levels and skill in communications and public information.

## Shoppers Service Guide

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Easy to attach to front bracket. requires no special holes as will smaller plate. Oval holes—top & bottom—C.S.E.A. Emblem, Assoc. name printed in Blue on White. ALL ENAMEL. \$1.00 (Postpaid). send to: SIGNS, 54 Hamilton, Auburn, N.Y. 13021.

**Cemetery Lots**  
BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

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8 HOUSES — need work. 3 acres, lake, paved road. Make offer. JOHN C. MAURL 306 Main St., Catskill, N.Y. 518-943-3037 or 518-678-3315.

### LEGAL NOTICE

JENSON, DALE W.—CITATION—File No. 463L, 1964.—The People of the State of New York, By the Grace of God Free and Independent, To Mrs. Fred Winkel, Fred Winkel, Mrs. Jessie Brown, Mrs. Lyle Cubitt, Lyle Cubitt, Mrs. Warren Richardson, Warren Richardson, Mrs. Abe Benson, Abe Benson, Paul Kuhn, Giovanni Pernicino, Mrs. Alvin Kraus, Alvin Kraus, Fritz Moravetz, Giorgio Constantino, Dorothy Baker, Sheila Short, Walter Cennani, Arno Knorr, Willi, Sidney J. Edison, A petition having been duly filed by BEVERLY J. CASSEL who resides at 3637 Duke Street, Alexandria, Virginia.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 503 in the Hall of Records in the County of New York, New York, on September 29th, 1964, at 10 A.M., why LETTERS OF ADMINISTRATION of the goods, chattels and credits which were of DALE W. JENSON, deceased, who was at the time of his death a resident of 165 MacDougal Street, New York, in the County of New York, New York, should not be granted to BEVERLY J. CASSEL, and why a certain unattested paper writing dated October 19, 1962, should not be denied probate.

Dated, Attested and Sealed, August 12th, 1964.  
HON. S. SAMUEL DI PALCO,  
C.L.E. SURROGATE, New York County,  
PHILIP A. DONAHUE,  
Clerk

LOVE, JOHN WOODMAN.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To JOSEPH WILBUR LOVE (address unknown), Send Greeting:

Upon the petition of MILDRED LUSSIER, who resides at 144 Geneva Avenue, Dorchester, Massachusetts, 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 15th day of September, 1964, at ten o'clock in the forenoon of that day, why an order should not be made authorizing and directing MILDRED LUSSIER, as Administratrix of the goods, chattels and credits of JOHN WOODMAN LOVE, deceased, (last residence 335 West 19 Street, N.Y.C.) to sell the real property of said decedent described hereinafter for the payment and distribution of their respective shares to the party, or parties, entitled thereto; and, why a decree should not be made naming MILDRED LUSSIER as sole distributee of the Estate of JOHN WOODMAN LOVE, deceased. The real estate involved is "All that certain plot, piece or parcel of land, with the buildings and improvements thereon erected, situate, lying and being in the Borough and County of Queens, City and State of New York, bounded and described as follows: BEGINNING at a point on the northwesterly side of 226th Street, 325.13 feet northeasterly from the corner formed by the intersection of the northwesterly side of 130th Avenue and the northwesterly side of 226th Street; running thence northwesterly at right angles to the northwesterly side of 226th Street, 98.09 feet to land of Montefiore Cemetery; thence northeasterly on a line forming an interior angle of 91 degrees 39 minutes 15 seconds with the last mentioned course and along land of Montefiore Cemetery, a distance of 97.86 feet; thence in a southeasterly direction along a line forming an interior angle of 57 degrees 41 minutes 10 seconds with the last mentioned course, 123.45 feet to the northerly side of said 226th Street; thence in a westerly and southwesterly direction along said northerly side of 226th Street as the same curves, 21.25 feet; thence southwesterly still along the northwesterly side of 226th Street, 15 feet to the point or place of BEGINNING."

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, Honorable Joseph A. Cox, a Surrogate of our said county, at the County of New York, the 23rd day of July in the year of our Lord one thousand nine hundred and sixty-four.  
PHILIP A. DONAHUE,  
Clerk of the Surrogate's Court

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### LEGAL NOTICE

SUPPLEMENTAL CITATION. — File No. 3824, 1964. — The People of the State of New York, By the Grace of God Free and Independent, To GRACE W. KEHAYA, DIANA KEHAYA FRANGOULIDOU, MICHAEL IOANNU KEHAYAS, STEPHANOS IOANNU KEHAYAS, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on September 16, 1964, at 10:00 A.M., why certain writings dated respectively October 4, 1960 and February 4, 1964 which have been offered for probate by Ery W. Kehaya and Myron J. Kleban, residing respectively at 954 Genoa Avenue, New Canaan, Conn. and 26 East 77th Street, New York, N.Y., should not be probated as the last Will and Testaments relating to real and personal property, of Ery Kehaya, Deceased, who was at the time of his death a resident of 875 Park Avenue, New York, in the County of New York, the Will and Testament dated October 4, 1960 to govern as to the disposition of all property in the United States, the Will and Testament dated February 4, 1964, to govern as to the disposition of all property in Greece. Dated, Attested and Sealed, July 17, 1964.  
HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk (L.S.)  
Myron J. Kleban, Attorney for proponents, Office and P.O. Address, 745 Fifth Avenue, New York 22, N.Y.

CITATION. — File No. P4815, 1964. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Frau Friedel Fae; Herbert Schott; Frau Frieda Rehberg (a/k/a Friederike Rehberg); Frau Helga Hamann; Hans Peter Dehn; Karl Dehn; Klaus - Dieter Dehn (an infant over 14 years of age).

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on September 25, 1964, at 10:00 A.M., why a certain writing dated March 9, 1962, which has been offered for probate by Chemical Bank New York Trust Company, having an office at 277 Park Avenue, New York 17, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of Marie E. C. Dehn, Deceased, who was at the time of her death a resident of Kalthbrennerstrasse 6, 24 Lubeck, German Federal Republic ("West Germany").  
Dated, Attested and Sealed, August 4, 1964.  
HON. JOSEPH A. COX,  
Surrogate, New York County,  
Philip A. Donahue,  
Clerk.

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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; The Actors' Fund of America; The Actors' Fund of America as Administrator a.t.a. of the Estate of Henry Vincent, Deceased; and to the distributees of Agnes Palmer Vincent, also known as Agnes Vincent and Agnes P. Vincent, 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 AGNES PALMER VINCENT, also known as Agnes Vincent and Agnes P. Vincent, deceased, who at the time of her death was a resident of 300 West 57th 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 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 29th day of September, 1964, 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.  
(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 27th day of July, in the year of our Lord one thousand nine hundred and sixty-four.  
Philip A. Donahue,  
Clerk of the Surrogate's Court



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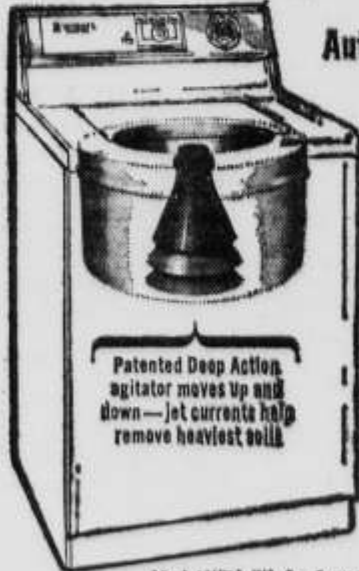


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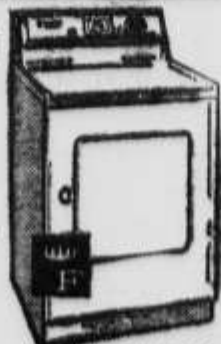
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BUFFALO, Aug. 24—Even at \$6,500-a-year, there are few takers for jobs as firemen in Buffalo.

The Buffalo Civil Service Commission staff is concerned about the paucity of candidates for the next open-competitive examination for firefighter.

May 1 was the original deadline for filing applications for a written exam scheduled on June 13. There were few applicants so the Commission extended the filing date to Aug. 28 and re-

scheduled the exam for Oct. 3.

Meanwhile, the Common Council raised the pay for firemen to the new \$6,500 maximum, a \$1,200 increase over the old salary.

But Howard J. Gleason, the Commission's exam director, said today that only 484 persons have applied and the Commission would like 700 to take the test.

The Commission wants a big eligible list because appointments will be made over a four-year

**Greene County Sets Disposal Site Study**

ALBANY, Aug. 24 — Greene County will be the first county in the state to conduct an engineering study on the location and design of refuse disposal sites to comply with the new Refuse Disposal Code, the State Health Department has announced.

A state survey in 1963 showed that there were only 80 sanitary landfills operating among the 1,546 municipalities in the state.

The Greene County study will be financed by an interest-free loan of \$4,750 from the Community Facilities Administration of the Federal Housing and Home Finance Agency.

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<b>BIOLOGY</b> Cellular Physiology, with lab (4 cr. Eve.) Prerequisite: Organic Chemistry Methods and Techniques of Research (4 cr. Eve.)	<b>ENGLISH</b> American Essayists (3 cr. Day) British Prose since 1500 (3 cr. Day) Old English (3 cr. Eve.) Studies in T. S. Eliot (3 cr. Sat.) The Short Story (3 cr. Eve.) Tudor Drama (3 cr. Eve.)
<b>EDUCATION</b> Advanced Workshop in Techniques and Methods in Art Education (3 cr. Eve.) Comparative Education (2 cr. Sat.) Current Problem in Elementary Education (2 cr. Eve.) Development of Education (2 cr. Eve.) Education of Emotionally Disturbed Children (3 cr. Eve.) Mathematics in the Elementary School (3 cr. Eve.) Methodology of Educational Research (3 cr. Eve.) Philosophical Foundations of Education (2 cr. Eve.) Science in the Elementary School (2 cr. Eve.)	<b>HEARING</b> Visual Hearing (3 cr. Eve.)
	<b>HISTORY AND POLITICAL SCIENCE</b> American Colonial History (3 cr. Eve.) **Contemporary France (3 cr. Eve.) Historiography (3 cr. Sat.) **Independent Mexico (3 cr. Eve.) Origin of Communism and its Establishment in Russia (3 cr. Eve.) **Russia in the Imperial Age (3 cr. Eve.)
	<b>MENTAL RETARDATION</b> *Curriculum Practices of the Mentally Retarded (2 cr. Eve.) *Psychology of the Mentally Retarded (2 cr. Eve.)

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 Classes begin: September 15  
 Saturdays: 9:00 to 11:30 A.M., September 12  
 Classes begin: September 19

**GRADUATE REGISTRATION: Albertus Magnus Hall, Western Avenue**  
 September 8, 9, 10: 2:00 to 4:30 P.M. and 7:00 to 9:00 P.M.  
 September 12: 9:00 to 11:30 A.M.  
 Classes begin: September 14



TEST AND LIST PROGRESS - N.Y.C.

Table with columns: Title, Last No. Certified. Lists various job titles and their certification dates and numbers.



WILLOWBROOK TEA PARTY -

A welcome tea party sponsored by the Registered Nurses Club of Willowbrook State School, Staten Island, was held recently for the school's new director and his wife, Dr. & Mrs. Jack Hammond. At-

tending the function, left to right, are: Olga Garonski; Mrs. Hammond; Harriet Wikander, chairman of the tea; Anna M. Elser, president of the Nurse Club of Willowbrook; Dr. Hammond; and Dorothy Smaesh.

14 State Promotion Exams Open For Filing Now To September 8

The New York Department of Civil Service has announced 14 competitive promotion examinations, with applications being accepted until September 8, 1964, and exams to be held on October 10, 1964.

The following departmental exams were listed:

Table listing 14 departmental exams under categories: Conservation, Labor, Correction, Motor Vehicles, Education, and Public Works. Each entry includes exam number, salary, and requirements.

The Job Market

A Survey of Opportunities In Private Industry

By V. RAIDER WEXLER

If you are over 18 and want to learn to be a GROCERY CHECKER apply for a free training course. The first of several three-week classes started yesterday. Go to the nearest office of the New York State Employment Service right away. Consult the telephone directory for the address of the State Employment Service office nearest you, and apply there for the GROCERY CHECKER course. Experienced LEGAL STENOGRAPHERS are wanted in downtown and midtown Manhattan. Legal experience and good work history are essentials. Salaries range from \$90 to \$115 a week...

There are also part-time openings at \$2.75 to \$3 an hour for women with legal experience, good skills and references, and temporary openings at \$23 a day... Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Experienced MEDICAL SECRETARIES will get \$75 to \$100 a week to do stenography, typing and reception work in medical specialists' offices... MEDICAL DOCTORS' ASSISTANT will earn \$75 to \$100 a week to do complete blood counts, EKGs and some X-ray work as well as secretarial (Continued on Page 15)



# F. A. A. Works 24 Hours A Day To Protect Public

(Continued from Page 5) and maintain airport and radar equipment.

Eighty-eight employees advise and assist the design, construction and locations of airports, in the development of the national airport plan. They consider requests for Federal funds, an increasingly weighty responsibility. Some \$20 million in Federal grants are given annually in this area alone; the annual U.S. budget for airports is \$75 million.

### Expert Guardians

More than 2,000 systems maintenance personnel guard air navigation facilities, communications and control. They are, for the most part, electronics specialists, experts in radar, air-ground communications and lighting.

Two medical officers in the northeast region supervise person-

nel health. They work with private physicians who volunteer to conduct examinations according to the stringent FAA standards. Air carrier pilots are examined every six months, others annually or bi-annually depending upon their class of license.

In this era of incredibly increasing air traffic, control has become a complex, serious field. Air transportation accounts for more passenger travel than buses and railroads combined.

In the traffic control center, vast wallboards indicate at a glance each FAA-regulated airfield in the U.S. and overseas, what facilities the FAA operates there, and which are temporarily out-of-service. There are large maps charting domestic and foreign locations for instant visual presentation, and a system of

clocks representing the six major time zones of the globe affecting the region. It is the dispatch center of the East.

### Constant Control

Overlooking the expanse of J.F.K. airport, the control tower — operated solely by FAA employees—labors 24 hours a day, seven days a week to guide each flight in and from the field without mishap. A closed-circuit television reveals the radar scope in a room below, following closely each flight. There are ground, local, and local-sequence controllers, a clearance delivery controller and cab coordinator, each working to guide pilots safely through the intricate web of aircrafts.

Responsible for communicating weather and runway conditions, wind velocity and direction for flight pilots at Kennedy International Airport, air traffic control clerk Dick Wern must also designate the proper runway to be used for the least noise inconvenience to Queens residents.

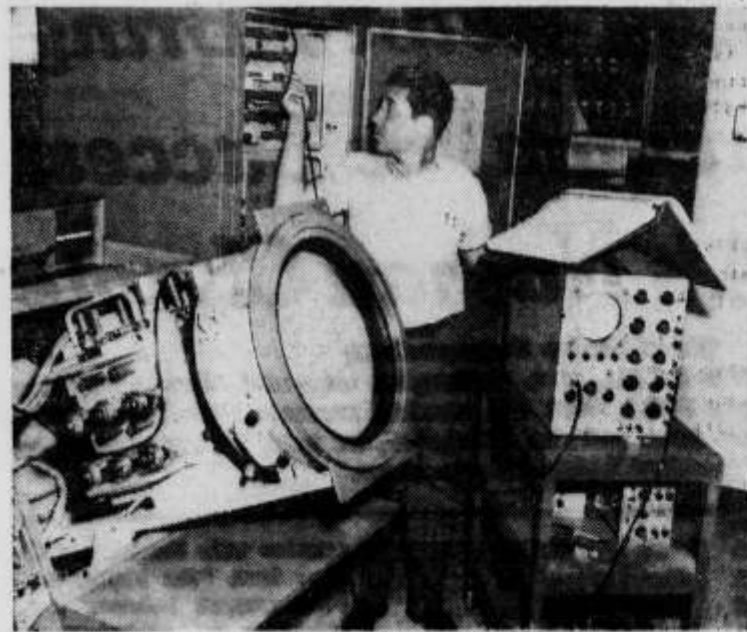
He advises the best takeoff point to relieve the surrounding towns as completely as possible from the aircraft roar of departure and arrival. Those pilots who refuse to comply must submit a report, and are penalized if their reasons for refusal are not considered sufficient. Valid reasons include weight, wind velocity and weather conditions.

In the unit radar room, 12 men sit before screens instructing flight pilots about takeoff and landing. A constantly busy crew, they must coordinate departures and arrivals throughout a 60-mile area. All FAA men, they must see that no two planes are in the same place at the same time.

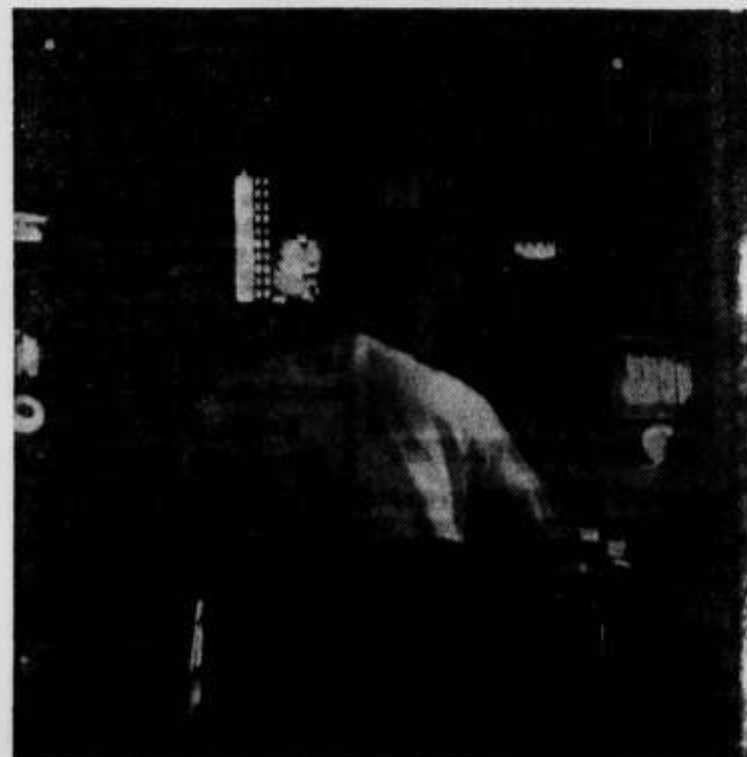
Although air transportation is perhaps the safest method of travel today, its safety record is not perfect. In the event of a crash, FAA conducts investigations to determine the cause. Was the aircraft properly certified and rated? Did air traffic control exercise maximum efficiency? From these extensive searches, FAA learns—even if the cause was not remotely their own—what may be done in the future for greater safety. In this way, they learn from the mistakes of others, to insure passengers ever increasing efficiency and safety.



Radio Communications



Electronic Engineer At Work



Working in The Darkened Radar Room

# JOB MARKET

(Continued from Page 14)

**DENTISTS' ASSISTANTS** are wanted for reception, typing and chair-side assisting at \$65 to \$90 a week . . . Licensed **DENTAL HYGIENISTS** are wanted in all boroughs and suburbs at \$75 to \$110 a week. Some openings require some chair-side assisting . . . Apply at the Professional Placement Office, 444 Madison Avenue.

Wanted in Brooklyn is a **DENTAL TECHNICIAN** with two years' experience making dentures from gold, acrylic or porcelain—orthodontic work. The pay is \$80 to \$125 a week . . . Experienced **AUTO SERVICE STATION ATTENDANTS** with New York State driver's license are wanted to service gas and oil, fix flats, make minor repairs and do car lubrication. They will get \$65 to \$85 for a 6-day week with alternate Sundays off. All shifts available . . . Apply at the Brooklyn Industrial Office, 590 Fulton Street.

**TELEVISION SERVICE AND REPAIRMEN** are wanted in Manhattan and the Bronx. They will be outside men, installing, servicing and repairing all makes of television. Must have driver's license; many jobs require applicant to have own car. The job pays \$75 to \$100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th Street.

A Brooklyn clothing manufacturer wants 100 women to start as **SEWING MACHINE OPERATOR-TRAINEES**. They will get \$1.25 an hour to start to operate any sewing machine and special machine—section work—on boys' and students' suits. Any power sewing machine experience acceptable. Must pass a physical examination and join union after training period . . . Apply at the Brooklyn Apparel Industries Office, 73 Rockwell Place.

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**SHOPPING FOR LAND OR HOMES**  
LOOK AT PAGE 11 FOR LISTINGS



# Reversal of DE Titles Appeal Wanted By Assn.

(Continued from Page 1)  
view of salary classification appeals.

## 'We've Waited Too Long'

"We feel that we have waited too long in this State to deal with this issue which requires immediate action," Feily said.

The full text of Feily's letter reads:

Dear Governor Rockefeller:

"I respectfully request an opportunity to meet with you in order to review on the broadest possible basis a most difficult problem which has continued to present a source of frustration and injustice to our members, the most recent occasion of which is evidenced by the recent decision of your Budget Director denying salary reclassifications for Unemployment Insurance Claims Examiners and Employment Interviewer titles involving the salaries of better than two thousand State employees.

## What Happened

"Briefly, the history of these proceedings is as follows: In November of 1960, the Director of Classification and Compensation, J. Earl Kelly, denied applications seeking higher allocation of the positions of Unemployment Insurance Claims Examiner, Grade 12; Senior Unemployment Insurance Claims Examiner, Grade 16; Employment Interviewer, Grade 12; and Senior Employment Interviewer, Grade 16.

"This matter was appealed, pursuant to Section 120 of the Civil Service Law, to the State Civil Service Commission. The Law provides, 'The Commission shall examine and review such appeal and make such changes in classification or allocation as may be just and equitable. Determinations of the Commission shall be transmitted to the Director of the Budget, the Director of the Classification and Compensation Division, and the employees and department heads affected thereby.'

"Pursuant to this law, the full Commission heard the appeal and rendered an opinion denying the appeal. The employees thereafter refiled their application to the Director of Classification and Compensation who again denied the appeal, and once again this matter was brought on for a hearing before the full Commission. The Commission, on June 24, 1964, found in favor of the appellants and granted in all the titles an upward reallocation of two grades. Before the new higher salaries could be implemented, the approval of the Budget Director was required.

"On Friday, August 14, 1964, the employees and this Assn. learned to their dismay that the Budget Director, almost four years after the original petition had been filed, denied the appeal and refused the necessary approval for the new salaries.

## Repeated Denial

"The denial of the appeal in question has been repeated over the past few years by similar denials for the positions of Correction Officer, Forest Ranger, Park Patrolman, and other miscellaneous positions. In each and every one of these cases the grounds for the veto by the Budget Director are a mystery to one and all.

"As you know, legal actions have been commenced by those who have sought unsuccessfully

to test the Budget Director's authority in these other titles. However, in the present case the authority for the veto by the Director raises grave legal questions wholly dissimilar to the other denials. Clearly no one can argue that the Budget Director denied this appeal because of budgetary implications since all the salaries and fringe benefits of the employees in question are paid for by the Federal Government from Federal funds.

"In addition to the questionable legal grounds for the denial, the repeated vetoes by the Director raise a most delicate and difficult political question in view of the fact that the Budget Director is a court of last resort and at the same time a member of your own immediate official family in the Executive Department. The Civil Service Commission, of which you may appoint two members from your own political party and the President of which serves at your pleasure pursuant to a recent amendment of the law, has already determined the fairness, equity, and justice of the upward salary reallocation pursuant to its responsibilities under Section 120 of the Civil Service Law.

"Now, under existing practices and law, the burden of the rejection of the salary reclassification previously favorably passed upon the Commission is transferred to your own official family.

## Personal Policy?

"Quite candidly, it cannot but appear to our members that this rejection is part of your own personal official policy executed through your own Budget Director within the Executive Department. Parenthetically, no other Budget Director within the history of this State has received any more open demonstration of the confidence of the public employees than has your Director, Dr. T. Norman Hurd. This does not mean, however, that we can accept the continued review by him of salary appeals which he rejects out of hand for reasons that we cannot know or he will not state. This practice represents the total absence of administrative orderliness and the complete absence of political responsibility in the appropriate place, and we insist that a solution should and must be found.

"We submit that there are several alternatives available to your present procedure. We believe that the Budget Director should be taken out of this picture altogether unless a manifest case of budgetary insufficiency of funds can be demonstrated. Here no such showing by the Director can possibly be made, particularly in view of the fact that your own budget has always contained a sufficient appropriation for salary reclassifications which has never been even partially utilized.

"We submit that the Budget Director has not been functioning in the area of protecting the State Treasury but rather that he has been functioning to sustain the Director of Classification and Compensation in a manner calculated, we believe, to completely destroy the effectiveness of your Chief Personal Agency and the Commission acting as appellant tribunal.

"We suggest that it is quite

possible to prepare appropriate guide lines for the rendering of decisions in this area both for the benefit of the appellant and the Commission itself, which would obviate the continued agony of this deliberate building up of the hopes of employees that a financial redress to their salary inequities will soon be granted only to be dashed by a sudden and unexplained veto action by the Director of the Division of the Budget.

## Seek Proper Methods

"We consider this matter to be of the utmost importance. We feel that we have waited too long in this state to deal with this issue which requires immediate action. We respectfully suggest that a committee should be appointed consisting of the President of the State Civil Service Commission, the Budget Director, and the Governor's secretary and counsel to meet together with this Association in order to prepare a new method of review of salary reclassification appeals.

"The merits of the appeal which were convincing to the State Civil Service Commission should and must be reviewed once again by your Budget Director. We seek this meeting, therefore, to present to you and to the Budget Director our request for a reconsideration of the disapproval. We also seek to lay the ground work for the avoidance of a repetition of this sorry story representing, in our view, almost inexcusable delay

# CSEA Gives Sharp Protest On Lunch Allowance Loss

(Continued from Page 1)

president, Joseph F. Feily, also protested that the department, in amending the rules, ignored the Governor's Executive Order on Grievances in not discussing the change in advance with its employees' representatives.

The executive order governing State Grievance Procedures provides that heads of State agencies shall hold conferences with employee representatives to discuss new rules or modifications of existing rules governing work conditions before they are established.

The basis of Feily's protests, The Leader learned, is amended rules issued July 22 by J. Burch McMorran, State superintendent of Public Works. The amendment was adopted without any notice or conference with representatives of the affected employees. The vast majority of State DPW employees are members of the Employees Association, as are most other state employees.

## Touch of Irony

Ironically, the amended rules issued by McMorran, taking away the luncheon allowances for field personnel, also increased from \$2.00 to \$4.00 per night lodging allowances given to field employees working on projects away from home. The increase came

and the repudiation of a meaningful and effective appeals procedure by action on the part of the Budget Director which, in our view, is clearly arbitrary and capricious."

about as a result of strong protests by CSEA against the inadequacy of a \$2.00 a night lodging allowance. Many of the employees receiving the \$2.00 allowance, were assigned to field work in the Lake George-Adirondack and other summer resort areas where overnight lodging charges were exceptionally high, especially during the summer vacation season.

Because of the low allowance, employees assigned to the areas had to compensate for their lodging costs out of their own pockets which, the Association contended, amounted to individual employees supporting State field activities.

# West Conference

(Continued from Page 1)

the series.

The regular Conference business session will begin at 1 p.m. and both state and county chapters will hold a joint meeting at 3 p.m.

## Mahoney, Feily Are Guests

State Senate Majority Leader Walter J. Mahoney and Joseph F. Feily, president of the CSEA, will be principal guests at a dinner that evening for which West Seneca State School chapter will be host. Toastmaster will be Paul Kyer, editor of The Leader. A dance will follow.

Tickets for the dinner are \$4.50 per person and reservations should be made by writing to Mrs. Marie Cullum, West Seneca State Chapter, 1200 East And West Rd., West Seneca, N.Y., no later than Sept. 3.

# Broken Leg Helped Bring Flaumenbaum, & Success, To CSEA's Nassau Chapter

(From Leader Correspondent)

MINEOLA, Aug. 24—If it is true, as a philosopher once said, that more things in life happen by accident than by design, then the amazing success of the Nassau Chapter of the Civil Service Employees Assn. must be attributed, in part, to an accident which changed the life of Chapter President Irving Flaumenbaum.

## Accident Took Many Lives

The accident took place on the Long Island Rail Road on Feb. 20 1950, at Rockville Centre and it claimed the lives of scores of people. Flaumenbaum, then working as a pharmacist in Queens, was aboard that train. He got out with broken legs and the need to take a new job where he could sit at a desk rather than stand at his work. He found that job as a pharmacist with the Nassau County Welfare Department.

## The Climb Up

That was almost 15 years ago and it was also the beginning of Flaumenbaum's career as a CSEA leader. He first became active in the Welfare Employees Assn., which he reorganized, serving as its president for seven years. He became president of the Nassau chapter in 1955 when the chapter membership stood at 500 and the treasury stood at \$500.

During the last nine years the chapter membership has grown to 8,799 and the annual budget to \$20,000. He attributes his vast increase in membership to "one, hard work; two the payroll deduction of dues; and three, the life insurance program." But, he



IRVING FLAUMENBAUM

points out, "in 1961, before we had payroll deduction we had the membership up to 3,500 and that was all collected by hand."

## Biggest Achievement

Flaumenbaum, who is 54 years old and whose trademark is a hearty geniality, says he thinks his main achievement during his

service with the Nassau chapter has been "the improvement in the rapport between the employees and the administration."

Flaumenbaum lives in Freeport with his wife, Ruth and three sons, David 23; Donald, 21; and Dennis 12. Asked if he had any hobbies, he said, "My hobby is the CSEA. When you have nearly 9,000 members, the CSEA is a 24 hour job." He goes to meetings nearly every night. He has been at as many as six meetings in one day. A member of many of the state CSEA committees, Flaumenbaum has watched Nassau employees' pay rise about 30 percent since he became the chapter president.

## Enough to Do In Nassau

His chapter maintains two offices, one of which has two full-time paid secretaries, to help him handle the chapter business and the 30 to 40 problems a day which pour into the office. Asked if he had any ambitions to one day become the state president of the CSEA, Flaumenbaum answered wearily, "Not me, I got enough problems, now."