Civil Service

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 43 Tuesday, June 28, 1966 Price Ten Cents

Conference Reports

See Pages 3, 14, 16

Eligible Lists

See Page 10

In Finkelstein Foundation Contest:

Judges Near Selection Of Top Ideas For \$1,000 **And Gold Medal Prizes**

Selection of the top winner for a \$1,000 prize in a contest that has stirred more than 3,000 public employees to submit posed for the State Division of ideas for making New York City a safer, happier place to live, was at the final stages as The Leader went to press last week.

The contest, created to contribute the creative thinking of public employees on all levels of government to Mayor John V. Lindsay, is being sponsored by the Jerry Finkelstein Foundation, a fund created by the publisher of The Civil Service Leader for various philanthropic purposes.

In addition to the cash prize, the top winner and three runnersup will also receive gold medals that are to be presented by Mayor Lindsay in a City Hall ceremony at 10 a.m. on Wednesday, June 29.

Out of the mountain of ideas sent in to help the new Mayor solve the pressing problems of the City, a distinguished panel of judges had narrowed the winning field to less than 50 entries at Leader press time. The winners and a full report on their contributions will appear in next week's issue of The Leader.

The "idea office" in New York City is that of the City Administrator and it is a group of these distinguished men that are performing the complex and difficult job of selecting the four winners of the contest. They included the present City Administrator, Dr. Timothy Costello, and former Administrators Dr. John B. Connorton, Maxwell Lehman, Judge Charles E. Tenney, Dr. Lyle Fitch, Charles F. Preusse and Dr. Luther Gulick. In addition, Leader publisher Jerry Finkelstein, himself a former city official who served as chairman of the New York City Planning Commission, also is participating in the judging.

All of the more than 3,000 ideas submitted in the contest will be presented to Mayor Lindsay.

Rensselaer CSEA Seeks Direct Negotiations On **Pay And Work Conditions**

TROY - The Rensselaer County Chapter of the Civil Service Employees Assn., has called on the County Board of Supervisors to realign its Civil Service Committee or to give the chapter an opportunity to negotiate its salary and work

condition program directly with the board's budget and finance

The criticisms of the board's negotiations with the chapter were in letters to Joseph L. Fitzgerald, chairman of the board, and the chairmen of the budget and finance committees, John F. Wall, and Edward D. Hanley, respectively. The letters were sent by Joseph Laberony, chairman of the CSEA chapter's salary committee

Lack of Power

highest praise for the three memto meet with a committee . . . requests. which by its very nature is powerless even to make recommendaother appropriate committees of the joint meetings. the Board or to the full Board itself.

"This intermediate step." Lazafford us an opportunity to meet of Agriculture and Marekts, refor county employees."

He said the chapter's only choice was to request a meeting with the Board's Finance and Budget Committees for the purpose of negotiating its program for county employees. He asked that such a meeting, including the Civil Service Committee, be scheduled for no later than July 8.

An Alternative

The only alternative to such a meeting, Lazerony said, would be to have the chairmen of the budget and finance committees apto the Civil Service Com-Lazerony said that although the mittee, ". . . thereby giving us chapter had "nothing but the direct access to two important authoritative committees and bers of the Board's Civil Service which can negotiate with us and Committee it is of no value to the make recommendations to the full employees of Rensselaer County Board of Supervisors on employee

The letters to the chairmen of the Budget and Finance Committions on employee programs to tees contained similar requests for

Term Completed

ALBANY-Henry L. Page, dierony said, "represents nothing rector of the Division of Plant but a waste of time and does not Industry in the State Department with officials of the county who cently completed his term as presare in a position of authority to ident of the Eastern Plant Board. either grant or deny our requests The group met for its 41st convention at Virginia Beach, Va.

Due On D of E Suit On Counselor Titles

The Court of Appeals, the State highest court, is expected to give its decision July 6 on a suit that will decide whether or not a new title pro-Employment—that of employment counselor-should be given to all present employment interviewers.

Two lower courts have upheld contention of the Civil Service Employees Assn. that the duties in the new title are the same and that interviewers and senior interviewers be given the counselor title, which is in a higher salary grade.

All arguments in the case were given by Harry W. Albright, Jr., OSEA counsel. The suit was opposed by the State Department of Civil Service and the Federal Government, which contributes funds for D of E salaries.

Legislative Delay

ALBANY - Final action on a large number of Civil Service Employees Assn. bills was again delayed as the Legislature recessed last week. The session, now the longest on record, is expected to wind up this week, however.

OSEA bills on which final action action is expected include the 1/60th retirement plan for State workers, a \$2,000 death benefit after retirement and a new supplemental pension plan that will be based on a cost-of-living index.

After the Legislature adjourns, Governor Nelson A. Rockefeller will have 30 days in which to approve or veto measures which they have passed.

Five Days - \$199

Puerto Rico And Virgin Island **Tour Now Open**

has launched its 1966-67 travel whatever steps are necessary to umbus Day trip to San Juan, Puerto Rico, and St. Thomas in the Virgin Islands at a price of only \$199.

Included in the offering is round trip jet transportation, hotel accommodations in the deluxe Condado Beach Hotel, in Puerto Rico and the Virgin Isle Hilton Hotel at St. Thomas, sightseeing tours and parties.

The tour will depart from Kennedy Airport in New York City on Oct. 12 and return there on Oct., 18.

An application blank and full details of the trip may be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y.

High Court Decision CSEA Asks Immediate 3-Grade Reallocation For All State Nurses

ALBANY-The Civil Service Employees Assn. has called on the State Administration to immediately implement salary reallocations of at least three grades for all professional nursing titles in State ser-

CSEA, which represent 96,000 of the State's 125,000 employees, called for the pay increase in separate letters from its president, Joseph F. Feily, to T. Norman Hurd. director of the budget, J. Earl Kelly, director of the Division of Classification and Compensation, and Mary Goode Krone, president of the Civil Service Commission.

Feily said that ". . . in view of the nationwide shortage of professional nurses, and in view of the increasing awareness of the part of nurses of the value of the services they perform, we feel it is now appropriate for the State to pursue a program which would result in the prompt upward reallocation of registered nursing titles in State service."

During Subway Srtike

CSEA Presses Fight For Rockland State Aides On Time Off

ALBANY - The Civil Service Employees Assn. is continuing its fight to win equal treatment for employees of Rockland State Hospital who were affected by the New York City Transit strike last January.

Employees at the downstate institution, who reside in New York City, were not given the same liberal time-off and compensatory benefits as were State employees within the five boroughs of New York.

CSEA, which represents most employees at the institution, called on the director of the State Department of Mental Hygiene, Civil Service Travel Club Dr. Alan Miller, ". . . to take interests of the employees."

> The request was in a telegram from Joseph F. Feily, president of the 137,000 member Association.

Proof Enough

Feily pointed out that "CSEA had more than adequately demonstrated that Rockland employees were as much or more inconvenienced by the strike as other employees and as deserving of fair treatment."

Earlier, CSEA had appealed. treatment of the Rookland em- civil service record in the history

Sympathy Felt

Felly said that among CSEA members in nursing titles there is " . . strong sympathetic undertones for the manner in which registered professional nurses obtained salary increases in the New York City Departments of Hospitals and Correction."

Nurses employed in those agencies received substantial pay increases recently after threatening mass resignations unless their demands were met.

Feily also pointed out that the existing shortage of nurses . . will probably become more critical as the result of Federal Medicare programs."

The State currently is recruiting staff nurses at the second 'step of salary grade 10, or \$5,541, Maximum salary in the staff nurses title, after five years of service is \$6,279. Starting salary for the three-grade reallocation would be \$6,300.

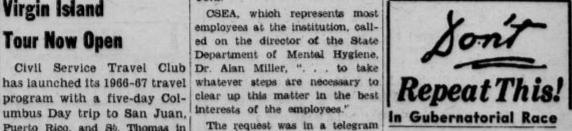
There are approximately 4,000 nursing positions in the State service, some 500 of which are un-

Career Trooper Retires

ALBANY-Lt. Col. Donald F. Lang has retired after 30 years of service with the New York State Police.

He will become district director for the National Safety Council for New York and Vermont in July.

The former executive assistant to Superintendent Arthur Cornelius. Jr. is a graduate of the Northwestern University Traffic Institute. He headed the new who actually worked in agencies State Police Planning and Research Section.



Rockefeller Has Big **Edge With The Civil** Service Voters Now

A MONG leading public employee organizations in the State, the consensus is without success, to Governor that Governor Nelson A. Rockefeller and the president of Rockefeller will be entering the the State Civil Service Commis- gubernatorial campaign this Fall sion. Mary Goode Krone, for equal with what is perhaps the best

(Continued on Page 2)

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of that office. The general opinion, at this writing, is that this record should get Rockefeller the vast majority of the civil service vote across the state.

In the nearly eight years he has been Governor, Rockefeller has placed heavy emphasis on the theme of bringing up State employee salaries as close as possible to their counterparts in private industry and this goal has been a very dear one to the hearts of rank and file civil servants.

Because of another aim-the desire to put the State on a payas-you-go basis-Rockefeller did not make any big move in this area in 1959, his first year in office. He granted all State workers one salary increment or \$200, whichever was greater.

Imagination

The following year, he was still not prepared to grant any basically large pay hikes but when the which represents the majority of state and local public employees, came to him with a bold plan that would increase the takehome pay of state workers and bring a vast improvement in Retirement System benefits, he bought the idea immediately. This scheme became known as the 5point plan. Under it, the State picked up the first five percentage points of an employee's contributions to the Retirement System. The effect was two-fold. Because these payments were made by employees after taxes were deducted the actual affect on their pay checks was approximately a seven per cent increase on their gross pay. Even more important, it paved the way for a whollynon-contributory Retirement System, now in effect since the other contribution points were picked up two years ago.

Rockefeller's biggest move in the area of salary improvements came in 1961 when he ordered a private survey of wages in public and private industry and followed it with salary increases that ranged between five and 171/2 per cent. He implemented this action further with a five per cent increase in 1962 and an eight per cent increase this year. All this did not bring total parity between State and private salaries but it went a long way toward closing the gap.

Other Actions

The Governor also shortened the work week during these past | City, N.Y. 10007.

the majority of employees to suf- insurance premiums after refer any pay cuts. In most areas tirement. of State employment he erased salary inequities and ordered wholesale salary upgradings in the Mental Hygiene and Correction Departments. He made the first move toward solving the problem of unused sick leave on retirement by permitting such credits to be used to pay for health insurance premiums after retire-

Rockefeller also made some historic actions in the field of insurance benefits. He increased the death benefit from one to two years' salary and set a precedent by creating a survivors benefit that guaranteed at least a half-years' pay for the beneficiaries of persons who had been in service at least 90 days. This minimum protection was sorely needed. And, one of the most important bills he approved was elimination of the death-gamble Civil Service Employees Assn., in the State Retirement System.

For Local Employees

Rockefeller gave local government employees a stronger merit system by signing legislation that mandated grievance procedures political subdivisions. He helped raise the quality of welfare workers throughout the State by approving legislation that mandated minimum salaries and, in general, approved other important benefits gained by State workers on a permissive basis for local governments. As a result of this, many political subdivisions were able to eventually give their employees programs similar to those enjoyed by State workers. These include adoption of health insurance programs, the noncontributory retirement system and, for this year, the use of to Albany in November.

The Governor also supported, this year, a bill that would guarantee State workers a \$2,000 death benefit after retirement, which is the equivalent of a free insurance policy.

New York City organizations have found the Governor generally sympathetic to programs have been able to get through the Legislature, particularly in the area of retirement

In essence, the Rockefeller record in civil service is formidable and has earned him considerable allegience from both Republican and Democratic voters in the rank and file of public employees.

This of course, poses a big problem to the Democratic nominee, whoever he may be. This candidate will mainly have to rely on the performance records of Assembly Speaker Anthony Travia in the Legislature; the progressive retirement proposals of Comptroller Arthur Levitt and the individual Senators and Assemblymen who have given strong support to the civil service these past years. Should Travia, who has been mentioned at various times as a possible Democratic gubernatoriai candidate, actually win the nomination, he does have a record to stand on.

In the meantime, Rockefeller certainly has the edge with the civil service and, considering that the total public employee voting population-Federal, State and Local - represents nearly per cent of the electorate, it is an edge that could return him

Toronto Employees Receive Eight Percent Average Pay Boosts

TORONTO, ONT .- Across the board pay boosts for 22,000 Ontario civil servants have been an-

percent the first year and four market," he said. percent the second for clerical workers; four percent each year

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for technical workers, and 18 to 22 percent overall for mainten ance employees.

Civil servants in 581 classifications will benefit-10,190 in clerical, 7,255 maintenance and 4,850 in technical classifications. D. J. Collins, chairman of the Civil Service Commission said that the nounced retroactive to Jan. 1, pay boosts will greatly aid worker recruitment. They will "put Increases average out at eight the government right back in the

Edward Fehling

Edward P. Fehling, treasurer of the Patrolmen's Benevolent Association for the past eight years, died of a heart attack recently at Mary Immaculate Hospital in Jamaica. He was 60 years old.

Appointed to the Police Department on December 12, 1927, Pehling was active in the PBA for more than 25 years, serving as a delegate and financial secretary prior to his being elected treasurer of the organization in 1958

He is survived by his wife Rose; two sons, James Edward and William Joseph; a daughter, Elaine Ann; a brother, Harry; and three sisters, Mary Macko, Claire Doyle, and Anna Mapelsden.

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OFFICERS - The new officers of the Southern Conference, Civil Service Employees Assn., were installed recently at the Oddo House, near Poughkeepsie. From left, they are: Howard Davies, second vice president; Werner Jacob, fourth vice

president; George Halbig, first vice president, who is standing behind Jacob; Lyman Connors, third vice president; Olin Herbold, sergeant at arms; Lucile Craig, secretary; Issy Tessler, president, who was installed for a second term, and William Wyman, treasurer.

Tessler Installed As Southern Conference President; Tribute Paid To Sen. Hatfield At Dinner

POUGHKEEPSIE - Issy Tessler, president of the Southern Conference of the Civil Service Employees Assn., was installed recently for a second term at the Oddo House near here. Honored at the dinner was former State Senator E. I. Hatfield who, while in the Senate, was a "good friend" of CSEA.

In his acceptance speech, Tesr called for increased efforts the Conference in the areas membership and participation in CSEA activities.

Other Officers

Elected with Tessler were; George Halbig of the Eastern Correctional Institution, first vice president: Howard Davies of Warwick State Training School, second vice president; Lyman Connors of the Department of Public Works, District Eight, third vice president; Werner Jacob of Eastern Correctional Institution, fourth vice president; Lucille Craig of Middletown State Hospital, secretary; William Wyman of New Hampton State Training School, treasurer, and Olin Herbold of the New York State Thruway Authority, sergeant at arms.

Speakers

Speakers at the dinner were; Charles Lamb Statewide CSEA third vice president and former Southern Conference president, who brought greetings from Joseph Feily, CSEA president; Dutchess County Sheriff Larry Quinlan; Dutchess County Assemblyman Victor Waryas and Assemblyman Willis Stevens of Putnam and East Dutchess Counties.

All of the speakers paid tribute to Senator Hatfield.

Installing officer was Mrs. Nellie Davis, former president of the Conference and presently presihost chapter of the Conference

Dr. Herman Snow, director of sory post.



HONORED GUEST - Former State Senator Ernest I. Hatfield, second from left, was an honored guest at the annual meeting as the Department of Civil of the Southern Conference of the Civil Service Employees Assn. Service. Seen with Senator Hatfield are, from left: Assemblyman Victor Waryas of Dutchess County, Sen. Hatfield; Sheriff Larry Quinlan retary to Governor Rockefeller of Dutchess County, and Southern Conference president Issy Tessler. and executive officer since Octo-

Hudson River State Hosptial was the toastmaster. Other guests in- Workmen's Comp. Ch. cluded, Mrs. Ann Bessette, a member of the CSEA board of Plans Picnic This Wk. directors; Thomas Brann, CSEA field representative: W. Reuben Goring, a field representative, and Michael Klion, associate editor of The Leader.

Renamed

dent of the Hudson River State Mamaroneck has been renamed Education Department, an advi-

ALBANY - The Workmen's Compensation Board chapter of the Civil Service Employees Assn. here will hold its annual picnic on Thursday, June 30 ,at Tawa-Senta Park, Altamont.

Michael Rizzo, chairman of the ALBANY-Bernard F. Haake of program committee and his assistants, Gloria Flynn, Sheila La-Hospital chapter which was the a member of the State Parent jeunesse and Mary Ellen Meher, sports to make this a most eventful day, it was reported.

Buffalo Sewer Authority Rejects Union Bid For Recognition Over Threats

BUFFALO - A municipal agency here has reaffirmed a policy that "gives each and every employee the inherent right to choose his own representation in grievance matters."

The agency is the Buffalo Sewer Authority which last week also granted a 3.2 percent | pay increase, effective July 1, to turned down the demand for an

243 workers.

Leaders of the Buffalo Sewer by Local 1047, AFSCME. Authority unit of Erie chapter, Civil Service Employees Assn., pointed out that the new pay clusively with a union. hike, added to a seven percent boost in 1965, adds up to a 10

Rejects Union Demands

In a development that could in grievance matters. have long-range importance, the Authority officers turned down resulted in amicable and satisdemands for an election to de- factory relationships with the termine an exclusive bargaining employees. agent for employees.

Chairman Anthony J. Naples, and agreed to correct inequities,

election despite a strike threat

Naples said the Board is under no legal obligation to bargain ex-

"We prefer to follow the tradition and time-tested policy," percent increase over a two-year Naples said, "that gives each and every employee the inherent right to choose his own representation

"This grievance procedure has

The Board also extended hos-The Authority, led by Board pitalization and medical benefits

Alton Marshall Is Guest Speaker At Annual Crime Institute July 12

ALBANY - Alton G. Marshall, executive officer to Governnor Nelson A. Rockfeller, will address more than 500 correctional workers on Tuesday, July 12, at St. Lawrence University, Canton, at a banquet of the 17th annual Frederick A. Moran Memorial Institute on Delinquency and Crime.

The faculty and participants in the week-long Institute, July 10- A resident of Glenmont, he holds 15, will come not only from New degrees of bachelor of arts from York State but from many other Hillsade (Michigan) College and states and Canada, and will in- master of science in public adclude representatives of law en- ministration from Syracuse Uniforcement, preventive services, probation, social work, mental health, professional education, religion, police training, the judiciary, juvenile and adult institutional care and treatment, and

At the banquet, Dr. Foster S. Brown, president of St. Lawrence University, will welcome the group, Correction Commissioner Paul D. Mc Ginnis will introduce the speaker and Dr. Joseph J. Romoda, vice president of the retary of the Western Conferuniversity and dean of the college, will preside.

The Institute offers a variety of courses during two morning periods, a third morning period devoted to general sessions, and afternoon workshops and seminars. The Institute is sponsored jointly by the University and State agencies dealing with delinguents and criminals-the Departments of Correction, Social Welfare and Mental Hygiene the Division for Youth and the Division and Board of Parole-as well

Marshall has been deputy secber 20, 1965. Prior to that he had been deputy director of the budget since 1961 and secretary of the State Public Service Commission between 1953 and 1961.

Donation Made

ALBANY - The Democratic Women of the Legislature, a new employee organization, has donated \$200 to the United Negro College Fund.

tol by Mrs. Dorothy Steffins, vicepresident of the group.

Corr. Secretary By **Western Conference**

ROCHESTER - Gwendolyn Joyner of Rochester has been appointed corresponding secence of the Civil Service Employees Assn., by Melba Binn, conference president.



GWENDOLYN JOYNER

Mrs. Binn announced that Mrs. Joyner, a stenographer at the Rochester District Office of the State Division of Vocational Rehabilitation, will assume the new office July 1.

Mrs. Joyner has been doing vol-The check was presented to unteer conference work for the Edward Kennell of Albany in a past year. Under recent confer-Education Committee in the State have planned a picnic menu and brief ceremony at the State Capi- ence constitutional changes, the post is appointive instead of elective.

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* U.S. Service News *

U.S. Pay Bill Lost In The Horse Latitudes As Senate Doesn't Act

A few months ago, when action on this year's Federal Pay bill was just getting under way in the House, Rep. Morris Udall, the head of the House Federal pay committee, voiced his plans to get the ball rolling quickly in order

to avoid the last minute squeeze which had illadvisedly characterized Congress' pay negotiations in the past.

As time went on and the facts of life emerged in the House hearings, it seemed that Udall's worries about timetable problems this year were somewhat unrealistic. Negotiable items in whatever pay bill would be reported from either the House or Senate committees appeared to of a minor nature. Reasoning together had paid an early dividend for the Administration forces and, almost uniquely, the Federal worker was in complete compliance with the President's concept of a fixed salary hike guidelline. The finer points of the salary raise groundrules and the reshuffling of the benefit payments deck appeared to most observers as merely academic tests in such an amiable atmosphere.

The House proposals breezed through with almost unanimous backing from that legislative branch and the Senate Post Office and Civil Service Committee, under the leadership of Sen. Mike Monroney of Oklahoma, quickly took on its part of the task. Things were really moving and even Udall must have been pleased—with the timetable at least.

The House recommendations on such matters are traditionally more liberal than what the Senators will find equitable, but this year further pruning of the pale pay bloom on the neglected bush of comparability seemed inconceivable. So the Senate hearings went on like a Warner Brothers remake of a grade B gangster picture of an earlier, and simpler day. News reports became so redundant that one of the country's top civil service reporters took a long vacation.

And the Senate committee reported out its recommendations for Federal employee compensation revisions on May 26. With minor changes—a few flicks of the shears—the Senate bill was exactly what the House ordered weeks earlier. The Administration was rumored to be unhappy with the across-the-board flat raise and one or two other aspects of the legislation but a Presidential veto seemed out of the question. Considering the comedown from the hopes held by employee representatives ,based on Administration promises of last year, the pay settlement was actually a ng victory for the Wh House.

The House then, still mindful of the last minute passage of the ealary bill last year, passed the Senate version within five days after the May 26 reporting.

Stuck

It went back to the Senate for final passage there and there it has been ever since.

At present enthusiasm for passing the bill seems to be at a confusingly low ebb. The Senate schedule for the week of June 18 showed no allowance made for any official action on the bill, (HR. 14122).

The only reasonable assumption as to the cause of the delay

(Centinued on Page 13)

Where to Apply For Public Jobs

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

CITY

NEW FORK 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, ane block west of Broadway.

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

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

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

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

STATE

STATE—Room 1100 at 27
Broadway, New York 7, N.Y.,
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BArclay 7-1616; Governor Alfred
F. Smith State Office Building and
The State Campus, Albany; State
Office Building, Buffalo; State
Office Building, Syracuse; and
500 Midtown Tower, Rochester
(Wednesdays only).

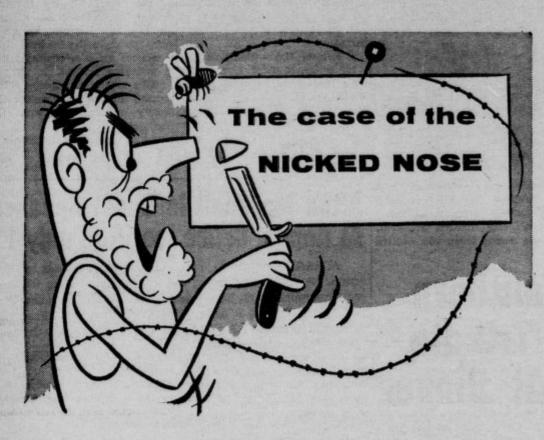
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

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

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

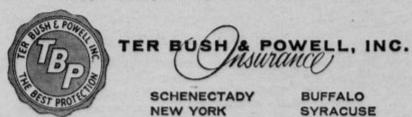


A noisy and extremely nosy fly was molesting an Accident Insurance policyholder while the latter was shaving. The irritated shaver made a pass at the fly with his straight-edge razor, missed the fly and nicked off the tip of his own nose. A check from the insurance company took much of the sting out of the unfortunate incident.

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

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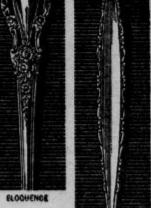


Save \$65 over the open stock price. Choose from any of Lunt's eighteen beautiful designs. Set includes: 16 tea-spoons, 8 place knives, 8 place forks, 8 salad forks, 2 tablespoons, butter knife, sugar apoon. Plus solid mahogany shest.

OFFER EXPIRES JUNE 30, 1966



MODERN VICTORIAN

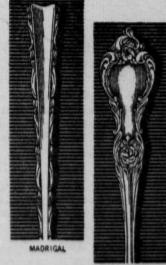


PICK YOUR PATTERN ... THEN SAVE SOS

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Save \$65 over the open stock price on a 44-pc. "Senvice-FOR-8", including solid mahogany chest. Set includes: 16 teaspoons, 8 place knives, 8 place forks, 8 salad forks, 2 tablespoons, butter knife, sugar spoon. Choose from eighteen designs. Budget plan if desired.

OFFER EXPIRES JUNE 30, 1966









JOMPOLE JEWELER

391 Eighth Avenue (Between 29 & 30 Sts.) LAckawana 4-1828 - 9 **New York City**



(Official Fire Department Photo)

CITY EDITOR CITED — Joe Deasy, Jr., city editor of The Leader, was appointed honorary deputy chief of the New York City Fire Department last week by Fire Commissioner Robert O. Lowery. Shown following the installation ceremonies, are, left to right: Battalion Chief Charles T. Robinson of the department's medical office; First Deputy

Commissioner James Hackett; Deputy Commissioner Raymond Nolan; Commissioner Lowery; Deasy; Deputy Assistant Chief Thomas Ryan of the Bureau of Fire and Assistant Chief of Department Thomas J. Hartnett, chief-in-charge of the Bureau of Personnel and Administration.

This Week —

Judges To Select Miss Civil Service Winners

Who will be Miss Civil Service? This question will be answered Wednesday, June 29 when the final judging in The Leader's annual contest will be held.

The four winners, one each from State, Local, New York sion, Belmont.

City and Federal employ, will be | chosen by a panel of judges. They will then be taken to City Hall's Blue Room where they will oe introduced to Mayor John Lindsay.

Finalists are, in the State category, Kathleen Myers of Troy, Mrs. Mary Welti of Queens Village, Anita Apostolatos of New York City, Lynda Mitchell of Perkinsville and Gladys Lescanec of Brooklyn.

The City finalists are: Barbara Cassano of Brooklyn, Joanne Donnelly of Brooklyn, Marita Mullin of Brooklyn, Carol Weinbrecht of Manhattan and Mildred Hamm of Queens Village.

Local finalists are: Patricia Seyffart of West Islip, Elizabeth Ludium of St. James, Long Island, Allison Ebert of Lake Mohegan, Susan Stein of Floral Park and Patricia Whalen of Parksville.

The Federal finalists are: Candi Antes of Baldwin, Patricia Mc-



FOR MISS CS -

This two piece sleeveless Arnel knit is among the most popular designs in the Jonathan Logan collection and may be selected by the four winners of the Miss Civil Service Contest.

Allegany County **Police Positions**

Allegany County is accepting applications until July 18 for an examination for police patrolman in various towns and villages of the County.

Salary in the position is \$4,200 to \$5,000 a year.

For further information contact the County Civil Service Commis-

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Civil Service



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TUESDAY, JUNE 28, 1966



State Nurses

NEW York State can practice some sensible preventive medicine right now in order to keep its corps of dedicated professional nurses on the job and to attract young men and women to State service in that position in the future by acting at once on a salary reallocation for this vital profession.

The Civil Service Employees Assn. has called on the State Administration for a minimum salary reallocation of at least three grades for all professional nurses in State service Its arguments, mainly, are that the title is sorely underpaid, that the new demands on hospitals that Medicare is expected to cause will increase the need for even more nurses and that action is needed at the present to protect the future.

While nurses in the State service have not yet expressed any intention to prove their salary needs by a threatened walk-out, as nearly occurred in New York City, it is foolish to assume that this state of mind will prevail for any lengthy period of time.

Nursing is one of the noblest of professions and deserves to be nobly rewarded. This is not a matter to be decided in terms of statistics, charts and current supply but in terms of the kind of wisdom that will eventually build to full and complete nursing service, for those that so desperately depend upon such service.

Settlement

W HAT could have been a disasterous situation in New York City was averted last week when the City Administration and employee unions agreed to binding arbitration in the dispute over the summer hours schedule.

Both the Administration and the unions should be congratulated for their agreeing to use and accept a harmonious form of labor dispute settlement. It could be a harbinger of things to come.

Governor Names 19 To Non-Competitive Posts

ALBANY-Recent non-compe- | for Education. titive appointments, approved by

James E. Wilkinson to assistant civil engineer for the East Hudson Parkway Authority; Cameron Goode as assistant director of electronic data processing for the Office of General Services; Murray Janis as assistant director of labor standards for Labor Department.

ness editor for Commerce; Jacob as a principal mathematician for Mall plant operations for Office I. Hotchkiss and an associate in Public Works. social studies education for Education Department and Ida M. Cohen as an associate librarian Department; Kenneth W. Shiatte Works.

Abraham Weiner as an assothe State Civil Service Depart- clate public building manager for ment have promoted 19 employees. Office of General Services; Martin Lanahan as a chief auditor as Control; Laura M. Ehman as chief of the bureau of home economics education in Education chiatric Institution.

Eleanor R. Edwars as publications editor for the Department of State; Angus W. Miller as park the Office of General Services; superintendent at Genesee State Richard Witter as senior super-Park; Doris M. Chard as a principal editorial clerk for State Conservation Department; John Edwin Roeder as associate busi- Department and Ralph Marshall C. Egan as supervisor of South

public health educator for Health istrative assistant for Public

City Editor Honored By Fire Dept.

Joe Deasy, Jr., city editor of The Leader and author of "Fireflies" - a column for members of the New York City Fire Department - was appointed honorary deputy chief of department by Fire Commissioner Robert O. Lowery last week.

The appointment is the first by Commissioner Lowery since his designation by Mayor John Lndsay.

The citation, presented during the swearing-in ceremonies in the commissioner's office, notes, in part: ". . . in consideration of his interest in the traditions of the fire service, the welfare of its members and in his zealous advocacy of the principles of fire prevention . . ."

In accepting the plaque, Deasy replied that without the dedication of members of the department to their jobs and fellow citizens of the city, it would have been difficult to maintain interest in the department.

Deasy, city editor of The Leader since 1961, had served with New York City daily newspapers as a police reporter prior to joining The Leader staff.

Miss Civil Service

(Continued from Page 5)

Namee of Manhattan, Rose Marie Beades of Brooklyn, Margo Hollingsworth of Flushing and Pamela Sperling of the Bronx.

Judges for the contest are: Anthony Mauriello, New York City Civil Service Commissioner; Carson Zausmer, assistant administrative director of the State Civil Service Commission; Lawrence Baer, United States Civil Service Commission Regional Director; Peter Duchin, noted planist, and Jerry Finkelstein, publisher of the Civil Service Leader and New York Law Journal.

Prizes

Prizes for the winners include a weekend for two at the fabulous Grossinger's in Liberty, N.Y.; Handsome natural mink dickeys, designed in Paris from an original creation by Lilly Dache, will be presented by Wells Triester, internationally known fur couturieres, of 345 Seventh Avenue. These dickeys are the ideal filler for scoop necklines and are accessories for the coat, suit or dress, and gifts from Faberge' and Schraft's.

From the largest dress manufacturers in the world, Jonathan Logan, comes the opportunity to own one of these famous-name dresses. The winner in each category is invited to choose a Joanthan Logan dress to her instore.

principal transportation of State contracts, Audit and analyst for Public Works and James W. Montgomery as a senior librarian for the New York Psy-

Joseph A. Iannacito as senior purchase specifications writer for intendent of construction for the of General Services and Thorn-Mary P. Armstrong as principal ton W. Deale as a junior admin-

Civil Service Law & You By WILLIAM GOFFEN



Promotions

IT HAS long been the contention of Civil Service Commissions that promotional opportunities should be open to employees on a broad basis. The Civil Service Law, Section 52, presently provides, however, that vacancies must be filled from among persons in a lower grade in the department in which the vacancies occur. Moreover, the candidates must occupy positions in a direct line of promotion. If it is impracticable to limit eligibility for promotion to persons holding lower grade positions in the direct line of promotion. the statute empowers the Commission to extend eligibility to lower grades in related or collateral lines of promotion.

IN THE recent case of Valdes v. Krone, Justice Pennock fully sustained the clear language of the Civil Service Law as against the contentions of the State Civil Service Commission that the promotion field should be freely broadened to assure the selection of the best qualified employees for advancement.

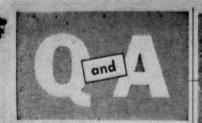
THE VALDES petitioners, holders of managerial titles in the Division of Employment of the Department of Labor, instituted an Article 78 proceeding to annul a determination of the State Civil Service Commission allowing employees in non-managerial positions to compete in an examination for certain higher positions. Such positions comprised Assistant Employment Security Superintendent (Grade 22) and Associate Employment Manager (Grade 23).

AT THE time the notices of examination were posted, the petitioners requested the Commission to eliminate certain titles from the promotion field. The Commission assented to the elimination of some such titles, including Senior Budget Analyst, Senior Personnel Administrator and Senior Administrative Analyst, but the present proceeding was instituted because the Commission failed to confine eligibility to incumbents with the title of Associate Employment Services Representative (Grade 21) and three other titles in the same grouping class. The petitioners claim there was no need for expanding the field of eligibles because there was an adequate pool of candidates meeting the statutory requirements. According to the petitioners, th expansion of the field of promotion to lower grades open the door to persons without supervisory, managerial or a ministrative experience.

IN JUSTIFICATION of its refusal to restrict eligibility as requested by the petitioners, the Commission argued that a broadened promotion field assures the selection of the best qualified employees for advancement. It further argued that there are many employees in lower and collateral positions who had demonstrated managerial potential. The Commission also contended that many competent employees are in dead end positions or would have to wait unduly long for promotional opportunities unless granted such opportunities.

THE COURT observed that the Commission's contentions did not establish that it was impracticable to limit eligibility because of an insufficient number of candidates. Moreover, there is no justification under the statute for admitting employees to the promotion examination mer because their duties may be similar to the position sour may have duties similar to a manager, but a scintilla of similarity would not qualify the clerk to jump several grades for purposes of participation in a promotional examination. Although there may be a scintilla of similarity 1 the duties of the various positions the Commission held eligible for dividual taste and size from the participation in the promotional examination, the fact resalons of her favorite department mains that the Commission did classify the positions into different titles and grades. The Court reasoned that if the duties and responsibilities of these positions are so dissimilar as to require different titles and grades, then it is unreasonable of the Commission in the same breath to claim that the lower grades and titles are so like the higher ones that no distinction should be made as to eligibility for promotion-

> WHILE SECTION 52 does not specify that the restriction be to employees in the "next" lower grade, the legislative intent is that the statute be so interpreted. The intent is clear that going below the next lower grade is not permissible unless it is impracticable to restrict eligibility. As the Commission failed to establish such impracticabilty, the Court held it was arbitrary to expand the field of competition below titles in the next lower grade and beyond those in the direct line of promotion.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

William G. O'Brien

Blue Cross-Blue Shield Manager,





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

- Q. I've read in your column that children over 19 going to college can be covered under a special student contract. But how do I continue coverage for my school?
- A. When your daughter is no longer eligible to continue in your family contract, you should immediately apply for n Individual contract. Most kely the firm where she will employed will have a Blue ss-Blue Shield group and can then transfer into its • Demonstration of good news p with no loss of conty of coverage
 - am a State employee. I have to carry an individual Blue Cross-Blue Shield contract for my dependent mother. Why can't I cover her under my Statewide
- A. One reason is that rates for group employee coverage are based upon the employees, their spouses and children, if any. They are not based upon the inclusion of other dependents because such dependents are an unknown quantity and factor. Some people would wish to cover them; others would not; so it would be difficult to establish correct rates. However, when your dependent and the public informed. The inmother is 65, she will be eligible for Medicare and you should enroll her as soon as she becomes eligible.
- Q. Both my wife and I work where we are eligible to enroll in the Statewide Plan. Would it be better for me to continue my family coverage or should my wife and I take out individual contracts?
- A. That would depend on your particular circumstances If you have no dependents other than your wife and don't need amily coverage, then it may

Your Public Relations IO

By LEO J. MARGOLIN



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

The PR Pattern

IT ISN'T often that civil service people get a chance to find out what is on the minds of the newspapermen with whom they must deal. It isn't that newsmen are enigmas: it is simply that too often they're in such a hurry, there's no time to find out.

WE ARE indebted to The American University, Washington, D.C., for helping cast some light on a shadowy area of governmentnewspaper relationships. By administering the first Ruder & Finn Award for an outstanding job of public service by a government information office, the University added immeasurably to the knowledge civil servants must

THE PUBLIC Information Office of the U.S. Department of Justice won the award on votes by 139 reporters covering Federal agencies. We congratulate the information officers who were hondaughter who is 19 but will ored. All civil servants should be not be continuing in equally pleased by the facts revealed by the voting.

THE 10 considerations which formed the basis on which newsmen were asked to vote comprise a valuable checklist for all civil servants who deal with the press. Here are the considerations:

- · Service in the public interest
- · A guiding philosophy of fresdom of information
- judgment
- · Initiative in providing informa-
- · Well-written stories
- · Prompt answers to Inquiries
- · Honest and forthright answers regardless of subject matter
- · Helpfulness and diligence
- · Providing access to top officials Being available during off hours

THESE 10 items should be printed in big black type and hung in the offices of all public information operations in government. They provide a key to good public relations.

AND HERE are some of the comments made by the voting newsmen:

· When the chief information officer is an active participant in the Department's policy-making procedure, this contributes most to his ability to keep the press formation officer who's always on the outside, looking in, doesn't

Hanon Reappointed

ALBANY-James E. Hannon of Staten Island has been reappointed to the Board of Visitors of Willowbrook State School.

be to your advantage to enroll as individuals. Your total cost would be less as your employer or employers would be contributing toward the cost of your Statewide Plan coverage and you would be protecting both of your retire-

have a chance.

- · A good government information officer must be able to serve his boss, his government, country, the public and the press with equal diligence.
- · No public information office can rise above the quality of the agency head.
- The public information officer who tries, "if to no great end result," is given 'A' fo reffort.

AS WITH any group, there will always be a sour note. One reporter insisted he saw no evidence anywhere of any real concern for the public's "right to know" and the preservation of that right.

ALL TOO frequently the one who plays this tune is the newsman who wants everything spoon-fed to him. Civil service people have met this type again and again. No matter what is done to help him, he still feels that all this service is his just due.

CIVIL SERVANTS assigned to help the press will achieve better public relations if they help this journalistic type just the correct distance. Then let him fend for himself. That's what he's being paid for.

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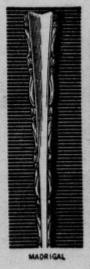


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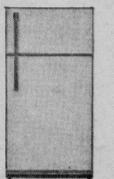
If you only have room for an old-style 12 cubic foot refrigerator, buy a new Slim-Wall 18 cubic foot Westinghouse.

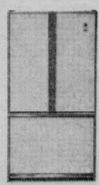


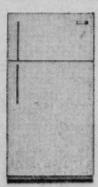
We've slimmed down the walls of our refrigerators with a new kind of foam insulation. And put the bigness where you need it—inside! You actually get 50 percent more food storage space than old-fashioned refrigerators without foam insulation. The big 18 cubic foot models pictured here can fit into the same 33" wide space as a 12 cubic foot old refrigerator.

All the features you want. Seven-Day Meat Keeper. Its special temperature zone lets you store a week's supply of meat without freezing. Automatic Ice Maker. Automatically keeps making ice cubes as you use them. Adjustable Shelves. They snap-in for every kind of convenient food arrangement. Frost-Free. In both the fresh food section and the big capacity freezers.

Take your choice of three new 18 cubic foot models. Freezer on top or freezer on the bottom! Even a smartly styled French Door Continental. You will be surprised how low the prices start. See them today and find out all the things your old refrigerator won't do.







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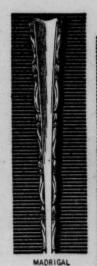
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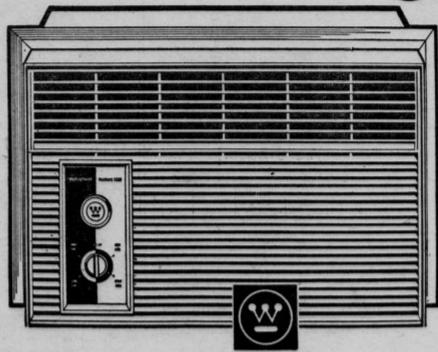
ditioning in a compact unit that cools rooms 12 x 16 or smaller. cools them all over.

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Altec 711A	S	100	2.2	378.00	3.78
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Fisher 600T	V&T	120†	1.8	459.50	3.82
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Harman-Kardon SR-900B	T	100	1.85	449.00	4.49
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Marantz 8B 7, & 10B	V	75*	2.0	1170.00	115.60
Scott 348	V&T	120	1.9	479.95	4.00
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The 1100-acre mountain-lake property was formerly the estate of Captain Richard Jones, steel tycoon of the mid-century. His 15room lakeside lodge-mansion now serves as the community clubhouse for property owners.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.
ROY E. BUTLER and FLORENCE T. CROOKER, as Surviving Administrators of FLORENCE T. BUTLER, Deceased, Plaintiffs, against EDNA WEAVER, WILLIAM HENRY WEAVER, CLAYTON FERRIS WEAVER, KENNETH THOMAS WEAVER, PEOPLE OF THE STATE OF NEW YORK, Defendants.—REAL PROPERTY IS SITUATED IN BRONX COUNTY.—SUMMONS.
To the above-named Defendants:

TY. — SUMMONS.

To the above-named Defendants:
YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summone, to serve a notice of appearance, on the plaintiff's attorneys within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, New York, December 14, 1965.

NASS & NASS

Attorneys for Plaintiffs
Office and Post Office
Address

Address
369 East 149th Street
New York 55, New York
ME 5-1569
TO KENNETH THOMAS WEAVER, Defendant:
The foregoing summons is served upon
you by publication nursuant to an or-

The foregoing summons is served upon you by publication pursuant to an order of HON. JACOB MARKOWITZ, Justice of the Supreme Court of the State of New York, dated the 7th day of June, 1966, and filed with the complaint in the Office of the Clerk of Broax County. This action is brought to foreclose a mortings covering premises known as 285 Minneford Avenue, Bronx. New York, known and designated as part of Lot No. 78, Block 5643, Section 18 on the Tax Map of Bronx County.

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Attorneys for Plaintiffs

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> Tests are given in Washington and for further information, in-

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U.S. News

(Continued from Page 4) is that the President is still exerting pressure to win a later effective date for the pay raise. Official excuses for the lag refer largely to the pressure of business now before the Senate but in the past few days there have been more-or-less unofficial hints at "other reasons".

There is no doubt that the White House is very serious about keeping a tight reign on budgeting procedures this year and the Administration spokesmen have been very forceful about a Jan. 1, 1967 effective date right from the beginning. Neither the House or the Senate gave much consideration to the later effective

In any case the Senate begins a two-week recess this week and if the bill is not passed before then a compromise effective date of October 1 may become the final pay victory for the Administration in this Congressional session

Some people really think the minute hand makes the hour hand move.

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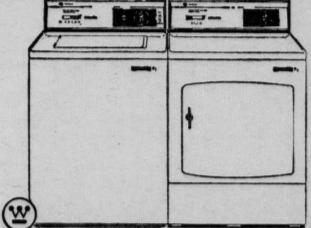
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CANDIDATES - The new officers and their opponents for leadership in the Capital District Conference, Civil Service Employees Assn., met prior to the balloting at the annual meeting of the conference, held at the Hidden Valley Dude Ranch, Lake Luzerne, recently. Left to right, second row, are: Max Benko, first vice president; Ann Carney, nominated for second vice president; Benjamin

Everingham, nominated for treasurer; Ernest Strobel, nominated for first vice president; and Janet Cohen, nominated for secretary. Front row, left to right, are: Marion Farrelly, re-elected secretary; Dorothy Honeywell, nominated for second vice president; Margaret Fleming, re-elected second vice president; A. Victor Costa, re-elected president; John Raymond, nominated for president and Thomas

Capital Conference Returns Costa And Entire Slate To Office; Feily Cited For Dedication To Association

LAKE LUZERNE - A. Victor Costa of the Workmen's Compensation Board has been re-elected president of the Capital District Conference, Civil Service Employees Assn. Costa and the incumbent slate of officers were returned to office during the annual meting of the conference at the Hidden Valley Dude Ranch, here.

Some 200 delegates and guests attended the annual affair which included three days of workshops and meetings. Principal speaker at the workshop on "Employee-Management Relationship' theme of the meeting - was Henry Shemin of New York City.

Tracing the problems faced by employees in political subdivisions was S. Samuel Borelly, assistant city engineer for the City of Utica and chairman of the Central Counties Workshop.

Following a presentation on the progress being made at the Sartoga Performing Arts Center, sta presented Mrs. Anne Bedel, coordinator of the center with a check for \$1,000 as the conference's gift to the project. Also speaking about the project were Duane LaFleche, editor of the Albany Knickerbocker News and Lew Swire, builder of the center.

Peter Mesey of the American Express Company described the Montreal World's Fair - Expo. 67 - which will open next Summer, and covered all phases of the exposition, including boats, availability of lodging and exhibitions.

Guest speaker for the session on membership was Irving Flaumenbaum, president of the Long Island Conference, CSEA. Warning against the passive attitude, he called for the adoption of a more



DISCUSSION - The problems facing Conference officers were discussed during the annual meeting of the Capital District Conference, Civil Service Employees Assn. Left to right are: Irving Flaumenbaum, president of the Long Island Conference; A. Victor Costa, president of the Capital District Conference; Emmett J. Durr, past president and executive officer of the Central Conference and Vernon Tapper, second vice president, of the State Association.

militant attitude by members and urged members to strive for the designation of the CSEA as the sole bargaining agent for all State

Elected with Costa were Max Benko, first vice president; Margaret Fleming, second vice president; Marion Farrelly, secretary and Edgar Troidle, treasurer.

The officers were installed by CSEA president Joseph F. Feily who was cited by the conference during the installation dinner which closed the session. Feily was presented with a plaque noting his dedication to the cause

(Continued on Page 16)

Moir Elected By Sullivan Co. Chapter

ELDRED-The Sullivan chapter. Civil Service Employees Assn., has elected Douglas Moir of Glen Spey as president of the County chapter for the 1966-67

Elected to serve with Moir were: John Donahue of Glen Spey, vice president; Margaret Loucks of Livingson Manor, secretary; Richard Kearney of Glen Spey, treasurer and Marvin Smith of Monticello, representative. William Warden of Yulan was named to the board of directors.



WELCOME - A. Victor Costa, right, president of the Capital District Conference, Civil Service Employees Assn., greets State OSEA president Joseph F. Feily and Mrs. Feily at the annual installation dinner-dance of the Conference at the Hidden Valley Dude Ranch, Lake Luzerne. Feily was honored during the dinner with a plaque describing his dedication to the cause of public employees in New York State and political subdivisions.

Syracuse State University Chapter Installs Officers

SYRACUSE - Mrs. Kemsie Witthoeft has been elected to her second two-year term as president of the Syracuse State University chapter, Civil Service Employees Assn.

Elected with her were two new vice presidents of the chapter, James Solinske and Don-

ald Owen, Mrs. Hazel Ranger was re-elected secretary and Albert Sabozzi, treasurer.

Results of the election were announced at the chapter's annual dinner where Randolph Jacobs, chairman of the CSEA grievance committee, warned chapter members against "infiltration" of state institutions by unions who would try to take over bargaining from CSEA units.

Jacobs, who is also president of CSEA's Metro Conference, told the Syracuse dinner, "They are coming - be prepared for them."

He said that, not only would unions seek to take over bargaining, but they would seek to take

for civil service employees through efforts of CSEA units.

More than 110 members and guests attended the chapter's dinne8r June 18 in Hotel Yates. The chapter's membership includes more than 1,200 members among employees of the State College of Forestry at Syracuse University, the Upstate Medical Center and Syracuse Psychiatric Hospital,

Honored at the dinner was Albert Bregard, a former president of the chapter, who is retiring after 34 years of service with the State. He is a principal clerk at the Psychiatric Hospital.

Guests included Theodore Wenzl, first CSEA State vice president, and Mrs. Clara Boone, presicredit for many benefits gained dent of the Central Conference.



SYRACUSE DINNER - Guests at the annual dinner of the Syracuse State University chapter, Civil Service Employees Assn., take part in informal discussion following the dinner. Left to right, seated, are: Kemsie Witthoeft, chapter president; Randolph Jacobs, president of the Metropolitan Conference, CSEA; and Mrs. Clara Boone, president of the Central Conference, CSEA. Standing, same order, are: Theodore Wenzl, first vice president of the Statewide Association; Donald Owen, chapter vice president and Albert Bregard, former president of the chapter and guest of honor at the dinner.

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American Legion Elects Winkler County Commander Robert W. Winkler, & member

of the Police Department of the City of New York, was unanimously elected as New York County Commander of the American Legion's 25,000 Manhattan members, at the 1966 County Convention held at the Statler Hilton Hotel recently.

Elected as vice-commanders were Abraham Barnett, an assistant corporation counsel of the City: Christopher Jenkins, a civic leader in Harlem; William F. Lewis, Jr., of the Department of Welfare; George W. Mast, of the Police Department; Stanley Nason, an Attorney,

Also elected were Alfred H Faeder, vice-president of the Trade Bank & Trust Company as treasurer: Vincent J. Velella, attorney, as judge advocate; Joseph E. Schortemeyer, New York City Director of Salvage, as adjutant.

Rockland County Police Jobs Open

Applications are being accepted by the Rockland County Personnel Officer until July 18 for an examination for patrolman in the various towns and villages of the County

Salary is these positions varies according to location.

For further information and applications contact the County Personnel Officer, New City.

Watertown Police Jobs Are Open

The City of Watertown will accept applications until July 18 for an examination for police patrolmen. Salary in the position is \$4,930 to \$5,830 with additional uniform allowance, health insurance, retirement benefits and

For further information contact the Municipal Civil Service Commission, Watertown.

Oneida County Sr. **Engineering Aide**

Oncida County is accepting applications until Aug. 1 for an examination for senior engineering aide. Salary is in grade 13 with a pay range of \$4,668 to \$5,602.

For further information contact the County Department of Personnel. Utica.

Madison County Patrolman Jobs

Madison County is accepting apexamination for patrolman. Salaries vary according to location, tion of education and experience

For further information contact is acceptable. the County Civil Service Commission. Wampsville

Junior Engineering Aide In Oneida Co.

Oneida County is accepting applications until Aug. 1 for an to start effective July 1.

examination for junior engineering aide. Salary is \$3,840 to \$4,608

For further information contact the County Department of Personnel, Utica.

Buildings & Grounds Supervisor Needed By City of Watertown

The Watertown Civil Service Commission is accepting applications until July 13 for an examination for supervisor of buildings and grounds. Annual salary is \$8,300 at present.

For further information contact the Municipal Civil Service Commission, Watertown.

Asst. Civil Engineer Provisional Job Open

There is an immediate provisional opening for an assistant civil engineer in the Tri-Borough Bridge and Tunnel Authority. The requirements for this position are either a bachelor's degree in civil engineering and two years of experience in the field; or, high school graduation and six years plications until July 18 for an of civil engineering experience. A satisfactory equivalent combina-

> The Authority is seeking someone who has had some experience in highway planning and rightof-way acquisition and design.

> Interested persons should contact Mr. Caplan at TR 6-9700. The position pays \$9,000 a year

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	(Continued Next Week)

Civil Service Aides Eligible For Discount At Jones Beach Theatre

The Jones Beach Theatre has announced that civil service employees will be able to purchase tickets at a 20 percent discount, Sunday through Thursday. This year's attraction ,Mardi Gras!", a musical spectacular based on New Orleans legend, will include Louis Armstrong and his band as well as Guy Lombardo and his Royal Canadians in person.

Lombardo's advertisement of the show will appear in a subsequent issue of The Leader and will include a mail order form for civil service employees to use in ordering tickets at a discount. Additional information may be obtained by calling 516-CA-1-2070.

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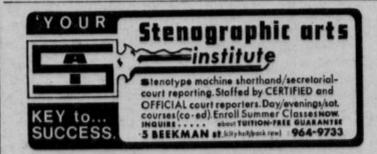
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Irving Flaumenbaum Installed | Frank Otwell Receives As President Of L.I. Conference Public Relations Award

HUNTINGTON - Irving Flaumenbaum, of Freeport, president of the Nassau County chapter, Civil Service Employees Assn., was installed as president of the Long Island Conference, CSEA, at the Huntington Town House, here, recently.

Flaumenbaum promised make the Nassau-Suffolk chapters, which number 45,000 of the States 145,000 members, into a militant and aggressive body in fighting both labor unions attempts to organize government workers and local and State officials who fail to support benefits sought by the local and State CSEA groups through legislation.

"I realize full well," Flaumenbaum told the chapter representatives and dozens of local and State Officials who attended the installation, "that I have been elected not only to further cooperation among Long Island chapter presidents and members of the conference but to solidify them into a militant Employees Association which is not going to be pushed around by anybody."

Union officials have recently requested conferences with officials of both counties. Flaumenbaum said, "and even intimidations have been made".

"Up until now," the new president observed, "policy pursuits of the Civil Service Employees Assn. have been effective without ef- ployees into small groups to make the interests of civil service emfrontry and threats and we have them more easy to influence, to ployees ,we must consider as bewon improvements in salary, persuade and actually to victi- ing against us." working conditions and in the re- mize. birement system.

"Over the years, working hand in hand with understanding of- influence and firmly resolve to president; George Koch, second ficials of both counties," pro- permit no one to diminish it. gress has been made, he said, we forgotten our motto 'We which they will intensify cannot chael J. Murphy, treasurer. Serve'. And we do not believe that be met successfully by the hitherany public employee has a right to mild Civil Service Employees to strike against the public". Assn. Flaumenbaum said.

forces being guided by volunteer organizers. This I now do.



NEW PRESIDENT - Roger Cilli, chairman of the Long Island Conference, Civil Service Employees Assn. dinner-dance, shares the spotlight with the new and old presidents of the Conference during the annual installation banquet recently. Left to right, are: Arthur Miller, past president; Cilli, and Irving Flaumenbaum, newly installed president.

public rights.

"The tactics they are employing would fragmentize municipal em- Those who are not for advancing

"Despite these men, we fully intend to extend and increase our

"The bold and brash onslaught "and not once in this time have which they have started and an, recording secretary and Mi-

"Tonight it is my responsibility "But now, new forces are be- to notify State legislators and ing arrayed in the field of muni- County officials that a change in cipal employment in Nassau and attitude has been forced upon us Suffolk Counties. These are not by predatory, professional labor

workers but are hard labor or- | "It has changed our thinking ganizers in a power drive. They on the exertion of pressure on are invading our countles, more public officials. We intend to concerned in getting money from march on, to reward our friends dues, than in advancing public by staunch support and to withemployees claims or protecting the hold that same support from those who are not our friends.

"We recognize no neutrality

Others installed by CSEA first vice president Theodore Wenzi, the most massive public informa- less supplemental press releases. were: Julia E. Duffy, first vicevice-president; Eve Armstrong, third vice-president; Ethel Strach-

Guests included State Senator Edward Speno: Assemblymen Charles J. Melton, Martin Ginsberg, Prescott Huntington, Stanley Harwood, Eli Wager, John Kingston, Joseph M. Reilly, and Richard DiNapoli; Deputy Nassau County Executive Dan Sweeney; and George Simmons, executive director of the Nassau County Civil Service Commission.

Other guests present included statewide CSEA officers Vernon Tapper, second vice-president: Charles Lamb, third vice-president; William Rossiter, fourth vicepresident; and John J. Hennessey, treasurer; Joseph Lochner, CSEA executive secretary; Paul Kyer, editor of The Leader; and field representatives Jack Corcoran and Arnold Moses.

Capital Conference Elects

(Continued from Page 14)

of public employese in New York State. Mrs. Feily was presented with a personal gift for "her assistance to her husband's work for public employees."

Mary Hart, social chairman of conference, was presented with the conference's annual award for outstanding service durng the year. She was selected after a secret poll of the unit's executive board prior to the meet-

Guests at the conference workshop also included Emmett Durr, executive officer of the Central Conference, OSEA; Jack Carey, asociation field representative; William O'Brien of Blue Cross-Blue Shield; George Wachob of Ter Bush and Powell and Joe Deasy, Jr., city editor of The Leader.

Reappointed

ALBANY-Governor Rockefeller has reappointed Alsace Cragnotin of New Hartford to the Ap-Labor Department.



SPEAKER - S. Samuel Borelly, chairman of the Central Counties Workshop, discussed the problems municipal employees encounter in dealing with political subdivisions during the annual meeting of the Capital District eliminated, none of the remaind-Conference, Civil Service Employ- er being from Beacon. In order ese Assn., at the Hidden Valley prenticeship Council of the State Dude Ranch, Lake Luzerue, re- pliment, the radius needs to be cently.

Beacon Mayor Urges Eased Residency Policy

BEACON-Beacon Mayor Wolf has requested City Council members to approve an ordinance employees on "the clean appeareasing residency requirements for City police force applicants.

The mayor explained the ordinance was necessary to bring the force up to full complement. "About 45 applicants took the last civil service examination for policeman," the mayor said. "After the physical and written examinations, 40 of these were to get the force up to full comextended."

For Tax Plan Publicity

man in charge of publicizing the sales tax is the recipient of the first annual award of the New York State Government Public Relations Association.

The award, a plaque, was presented by State Tax Commissioner Joseph H. Murphy at a luncheon meeting in the Petit Paris Restaurant in Albany.

Robert Longood of the State Department of Health, association president, said the new award was established to honor the State employee who has done the most outstanding work in winning public understanding and acceptance of a State program.

Otwell, director of public relations for the State Department of Taxation and Finance, was nominated by Deputy Tax Commissioner Norman Gallman, who said Otwell's sales tax public relations program was a "superb"

Three Capital District news executives judged the competition. They were J. Lansing Christman, news editor of WGY and WRGB; Robert G. Fichenber, executive editor of The Knickerbocker News, and Emmet N. O'Brien, Albany bureau chief for Gannett

ment himself for many years before his promotion ,said the camtion programs that the Tax Department or any other has con-



FRANK OTWELL

sheer volume of audience and by a tremendously tight time squeezs between the signing of the bill and the effective date of the

Otwell and his staff worked far into the night for more than five months and travelled all over the state to explain the tax to more than 60,000 business leaders at more than 200 meetings. Their work also entailed publishing a series of five booklets directed to Gallman, who was public rela- the general public and specific tions director for the Tax Depart- audiences; preparation of a series of five articles explaining the law; drafting of more than a paign Otwell directed was "one of dozen speeches and writing count-

Besides presenting Otwell with a plaque, the Public Relations ducted in recent years. Our Association paid for his lunchproblems were complicated by plus six cents for its sales tax.

Rochester State Hospital Honors Mrs. Hadden As Psychiatric Aide

ROCHESTER - Mrs. Winifred Hadden was honored as Rochester State Hospital psychiatric aide of the year at the annual dinner dance of the hospital's Civil Service Employees Assn. chapter recently at the Party House in nearby Chill.

Mrs. Hadden, a staff aide at the 3,500-patient hospital, has worked there for 29 years.

Two special awards for outstanding service to the hospital's CSEA chapter during the past year were given to Jacqueline Moore and Gardner Mildfelt.

Theodore C. Wenzi, first vice president of CSEA, installed the following officers:

Attorney General Cites members, wives and friends.

POUGHKEEPSIE-State Attorney General Louis Lefkowitz has Hudson River complimented State Hospital staff members and ance and pleasant atmosphere which prevails at this hospital."

He made these remarks to approximately 250 employees after a tour of the grounds and buildings. Lefkowitz said he was impressed by the courtesy of attendants and the general good appearance of most patients.

employees Lefkowitz reviewed ence; Virginia Halbert, third vice-Law and efforts being made by ence, and Clarence Laufer, secthe State government on behalf ond vice-president of the Mental of civil service employees.

Ellen Stillhard, president; Heien Heagney, first vice-president; Edna McNair, second vice-president; Pearl Miles, recording secretary, and Edward Chamberlain, treasurer.

Chosen delegates were William Rossiter, Mrs. Moore and Claude E. Rowell, who was dinner chairman and toastmaster.

Assemblyman James M. White of the 146th District was speaker at the dinner, attended by 162

Special guests included: Vernon A. Tapper, second vicepresident of CSEA; Charles E. Lamb, third vice-president of CSEA; James E. Powers, CSEA field representative and Robers Benedict, president of the hospital's board of visitors.

Also, Guy M. Walters, hospital director; Patrick J. McCormack, senior hospital business manager: Melba Binn, president of the CSEA's Western Conference; Pauline Fitchpatrick, first vicepresident of the Western Conference; Larry Barning, second vice-In an informal talk to the president of the Western Confersome aspects of the Civil Service president of the Western Confer-Hygiene Employees Assn.