

# Civil Service LEADER

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 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 runners-up 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 conditions program directly with the board's budget and finance committees.

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 Lazerony, chairman of the CSEA chapter's salary committee.

### Lack of Power

Lazerony said that although the chapter had "nothing but the highest praise for the three members of the Board's Civil Service Committee, it is of no value to the employees of Rensselaer County to meet with a committee . . . which by its very nature is powerless even to make recommendations on employee programs to other appropriate committees of the Board or to the full Board itself.

"This intermediate step," Lazerony said, "represents nothing but a waste of time and does not afford us an opportunity to meet with officials of the county who are in a position of authority to either grant or deny our requests for 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 appointed to the Civil Service Committee, ". . . thereby giving us direct access to two important and authoritative committees which can negotiate with us and make recommendations to the full Board of Supervisors on employee requests.

The letters to the chairmen of the Budget and Finance Committees contained similar requests for the joint meetings.

### Term Completed

ALBANY—Henry L. Page, director of the Division of Plant Industry in the State Department of Agriculture and Markets, recently completed his term as president of the Eastern Plant Board. The group met for its 41st convention at Virginia Beach, Va.

## High Court Decision 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 proposed for the State Division of Employment—that of employment counselor—should be given to all present employment interviewers.

Two lower courts have upheld a 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., CSEA 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.

CSEA bills on which final 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

Civil Service Travel Club has launched its 1966-67 travel program with a five-day Columbus 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.

## 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 service.

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 re-allocation of registered nursing titles in State service."

## During Subway Strike

## 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 who actually worked in agencies 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, Dr. Alan Miller, ". . . to take whatever steps are necessary to clear up this matter in the best 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, without success, to Governor Rockefeller and the president of the State Civil Service Commission, Mary Goode Krone, for equal treatment of the Rockland employees.

### Sympathy Felt

Feily 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 unfilled.

## 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 State Police Planning and Research Section.

*Don't*  
**Repeat This!**  
In Gubernatorial Race

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

AMONG leading public employee organizations in the State, the consensus is that Governor Nelson A. Rockefeller will be entering the gubernatorial campaign this Fall with what is perhaps the best civil service record in the history  
(Continued on Page 2)

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(Continued from Page 1)

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 pay-as-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 Civil Service Employees Assn., which represents the majority of state and local public employees, came to him with a bold plan that would increase the take-home pay of state workers and bring a vast improvement in Retirement System benefits, he bought the idea immediately. This scheme became known as the 5-point 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 wholly non-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 17½ 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

years and did so without causing the majority of employees to suffer any pay cuts. In most areas 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 retirement.

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 in the State Retirement System.

### For Local Employees

Rockefeller gave local government employees a stronger merit system by signing legislation that mandated grievance procedures in 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 non-contributory retirement system and, for this year, the use of

sick leave credits to pay health insurance premiums after retirement.

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 they have been able to get through the Legislature, particularly in the area of retirement benefits.

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

### Democrats' Problem

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 proposal 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 gubernatorial 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 20 per cent of the electorate, it is an edge that could return him to Albany in November.

## Toronto Employees Receive Eight Percent Average Pay Boosts

TORONTO, ONT.—Across the board pay boosts for 22,000 Ontario civil servants have been announced retroactive to Jan. 1, 1966.

Increases average out at eight percent the first year and four percent the second for clerical workers; four percent each year

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for technical workers, and 18 to 22 percent overall for maintenance 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 pay boosts will greatly aid worker recruitment. They will "put the government right back in the market," he said.

## 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, Fehling 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; Lucille 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, Tessler called for increased efforts by the Conference in the areas of 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 Felly, 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 president of the Hudson River State Hospital chapter which was the host chapter of the Conference meeting.

Dr. Herman Snow, director of



**HONORED GUEST** — Former State Senator Ernest I. Hatfield, second from left, was an honored guest at the annual meeting of the Southern Conference of the Civil Service Employees Assn. Seen with Senator Hatfield are, front left: Assemblyman Victor Waryas of Dutchess County, Sen. Hatfield; Sheriff Larry Quinlan of Dutchess County, and Southern Conference president Issy Tessler.

Hudson River State Hospital was the toastmaster. Other guests included, Mrs. Ann Bessette, a member of the CSEA board of directors; Thomas Brann, CSEA field representative; W. Reuben Goring, a field representative, and Michael Klion, associate editor of The Leader.

### Renamed

ALBANY—Bernard F. Haake of Mamaroneck has been renamed a member of the State Parent Education Committee in the State Education Department, an advisory post.

### Workmen's Comp. Ch. Plans Picnic This Wk.

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 program committee and his assistants, Gloria Flynn, Sheila Lajeunesse and Mary Ellen Meher, have planned a picnic menu and 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 243 workers.

Leaders of the Buffalo Sewer Authority unit of Erie chapter, Civil Service Employees Assn., pointed out that the new pay hike, added to a seven percent boost in 1965, adds up to a 10 percent increase over a two-year period.

### Rejects Union Demands

In a development that could have long-range importance, the Authority officers turned down demands for an election to determine an exclusive bargaining agent for employees.

The Authority, led by Board Chairman Anthony J. Naples,

turned down the demand for an election despite a strike threat by Local 1047, AFSCME.

Naples said the Board is under no legal obligation to bargain exclusively with a union.

"We prefer to follow the tradition and time-tested policy," Naples said, "that gives each and every employee the inherent right to choose his own representation in grievance matters."

"This grievance procedure has resulted in amicable and satisfactory relationships with the employees."

The Board also extended hospitalization and medical benefits and agreed to correct inequities.

## Alton Marshall Is Guest Speaker At Annual Crime Institute July 12

ALBANY — Alton G. Marshall, executive officer to Governor Nelson A. Rockefeller, 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 10-15, will come not only from New York State but from many other states and Canada, and will include representatives of law enforcement, preventive services, probation, social work, mental health, professional education, religion, police training, the judiciary, juvenile and adult institutional care and treatment, and parole.

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 university 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 delinquents and criminals—the Departments of Correction, Social Welfare and Mental Hygiene, the Division for Youth and the Division and Board of Parole—as well as the Department of Civil Service.

Marshall has been deputy secretary to Governor Rockefeller and executive officer since October 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.

The check was presented to Edward Kennell of Albany in a brief ceremony at the State Capitol by Mrs. Dorothy Steffins, vice-president of the group.

A resident of Glenmont, he holds degrees of bachelor of arts from Hillsdale (Michigan) College and master of science in public administration from Syracuse University.

## Mrs. Joyner Named Corr. Secretary By Western Conference

ROCHESTER — Gwendolyn Joyner of Rochester has been appointed corresponding secretary of the Western Conference 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 volunteer conference work for the past year. Under recent conference 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 be 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 guideline. 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 ringing victory for the White House.

The House then, still mindful of the last minute passage of the salary 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, (H.R. 14122).

The only reasonable assumption as to the cause of the delay

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or 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., corner of Chambers St., telephone 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).

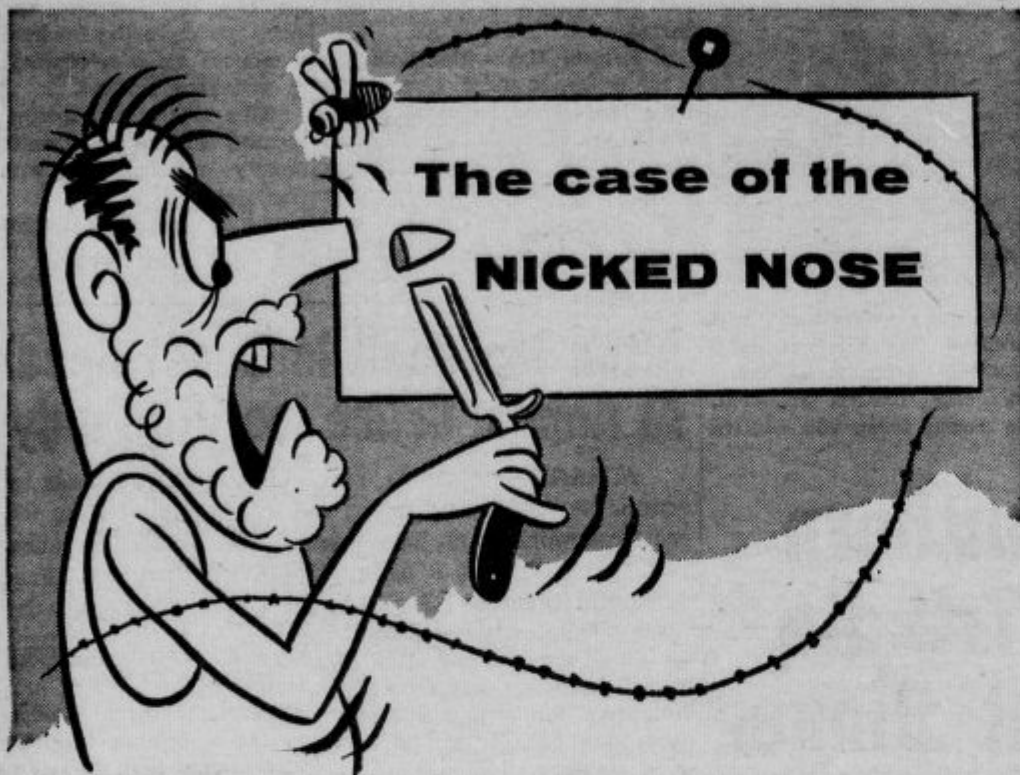
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

**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.



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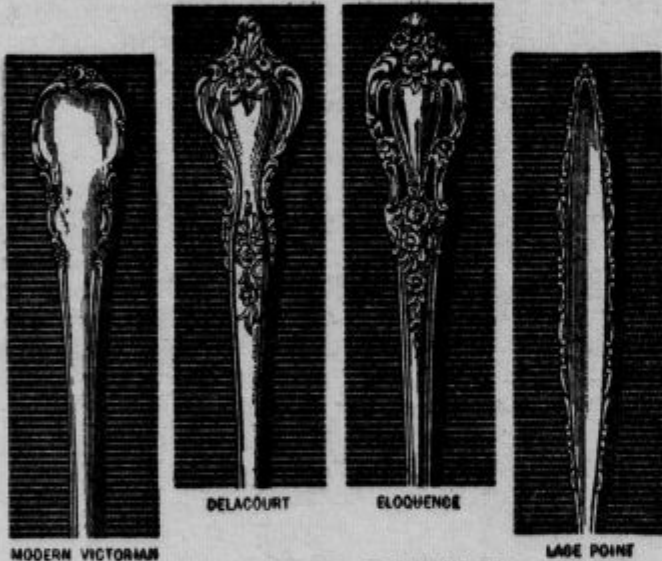
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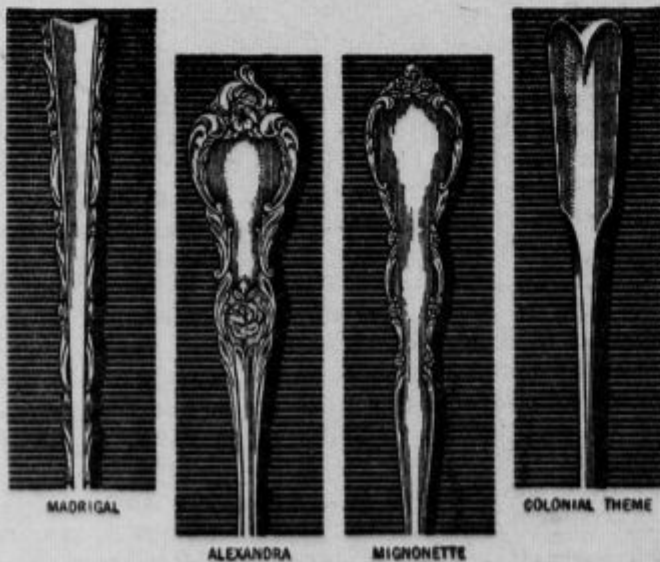


**PICK YOUR PATTERN  
... THEN SAVE \$65**

**Limited Time Offer on Lunt Sterling Silver**

Save \$65 over the open stock price on a 44-PC. "SERVICE-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



**A. JOMPOLE JEWELER**

391 Eighth Avenue (Between 29 & 30 Sts.)  
Lackawanna 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 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 be 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 Perkinville 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 Ludlum of St. James, Long Island, Allison Ebert of Lake Mohegan, Susan Stein of Floral Park and Patricia Whalen of Parkville.

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

(Continued on Page 6)



**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 Commission, Belmont.

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# Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

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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

WHAT could have been a disastrous 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-competitive appointments, approved by the State Civil Service Department have promoted 19 employees. They are:

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.

Edwin Roeder as associate business editor for Commerce; Jacob I. Hotchkiss and an associate in social studies education for Education Department and Ida M. Cohen as an associate librarian

for Education.

Abraham Weiner as an associate public building manager for Office of General Services; Martin Lanahan as a chief auditor of State contracts, Audit and Control; Laura M. Ehman as chief of the bureau of home economics education in Education.

Eleanor R. Edwards as publications editor for the Department of State; Angus W. Miller as park superintendent at Genesee State Park; Doris M. Chard as a principal editorial clerk for State Department and Ralph Marshall as a principal mathematician for Public Works.

Mary P. Armstrong as principal public health educator for Health Department; Kenneth W. Shlatte

## 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 V. Lindsay.

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 pianist, 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 dicekeys, 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 dicekeys 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 Jonathan Logan dress to her individual taste and size from the salons of her favorite department store.

as a principal transportation analyst for Public Works and James W. Montgomery as a senior librarian for the New York Psychiatric Institution.

Joseph A. Iannacito as senior purchase specifications writer for the Office of General Services; Richard Witter as senior superintendent of construction for the Conservation Department; John C. Egan as supervisor of South Mall plant operations for Office of General Services and Thornton W. Deale as a junior administrative assistant for Public Works.

## 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, the expansion of the field of promotion to lower grades opened the door to persons without supervisory, managerial or administrative 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 merely because their duties may be similar to the position sought. A clerk 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 in the duties of the various positions the Commission held eligible for participation in the promotional examination, the fact remains 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 impracticability, 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.

# Q and A

## QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western 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 daughter who is 19 but will not be continuing in school?

**A.** When your daughter is no longer eligible to continue in your family contract, you should immediately apply for an individual contract. Most likely the firm where she will be employed will have a Blue Cross-Blue Shield group and she can then transfer into its plan with no loss of continuity of coverage.

**I** 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 plan?

**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 mother 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 family coverage, then it may

# Your Public Relations IQ

By LEO J. MARGOLIN



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

## 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 government-newspaper relationships. By administering the first Ruder & Finn Award for an outstanding job of public service by a government information officer, the University added immeasurably to the knowledge civil servants must have.

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 honored. All civil servants should be 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 freedom of information
- Demonstration of good news judgment
- Initiative in providing information
- 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 and the public informed. The information 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 retirements.

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' for effort.

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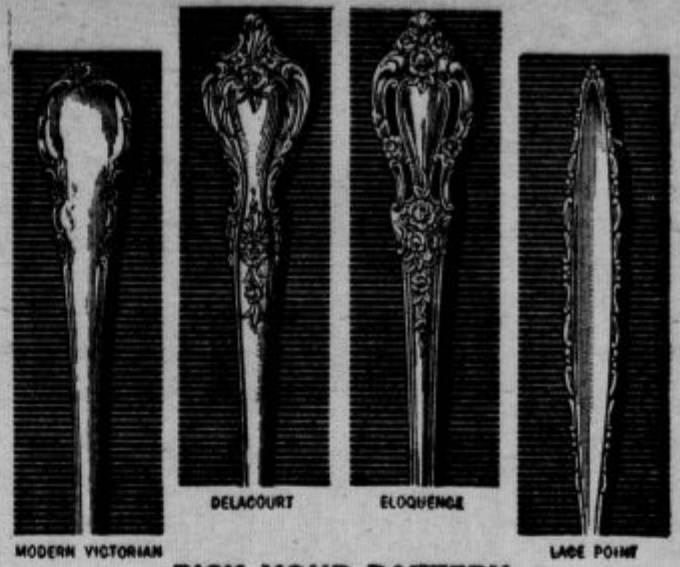
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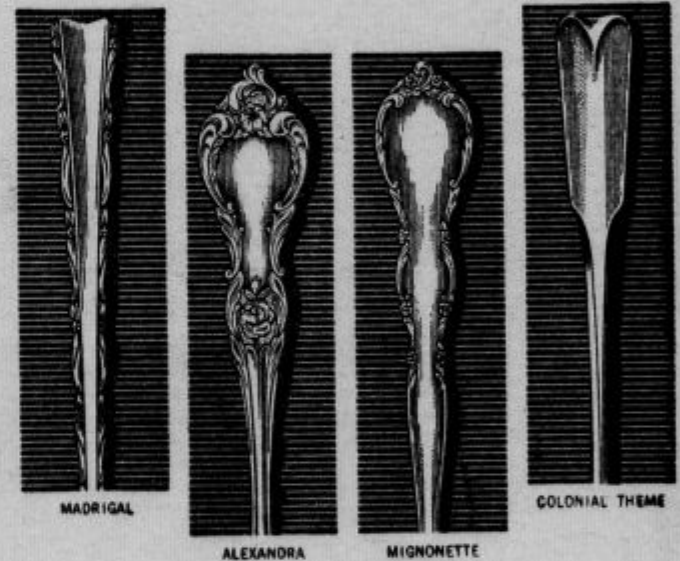
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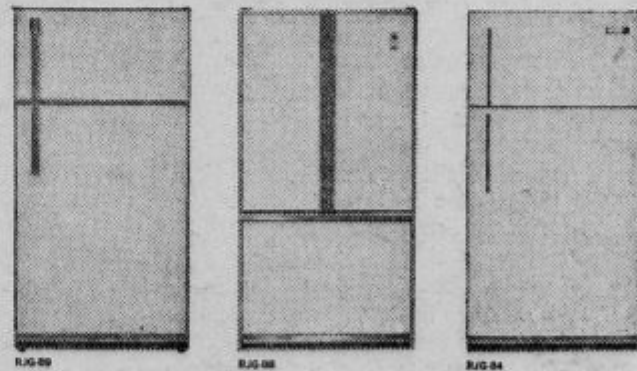
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Take your choice of three new 18 cubic foot models. Freezer on top or freezer on the bottom! Even a smartly styled French Door Continental. You will be surprised how low the prices start. See them today and find out all the things your old refrigerator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



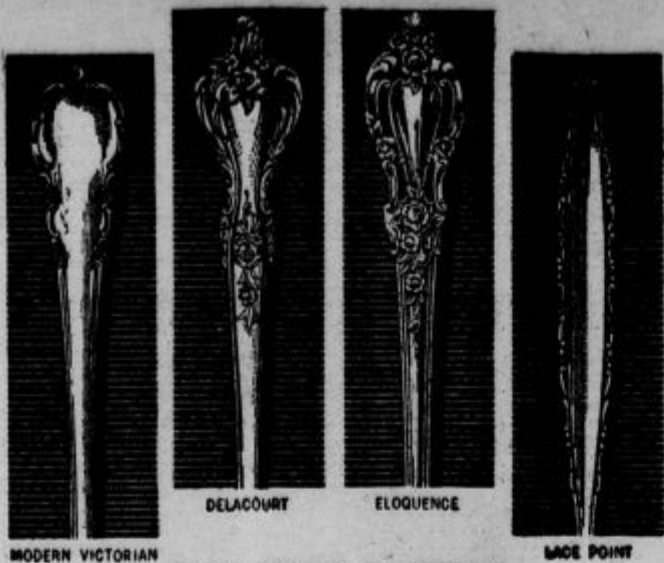
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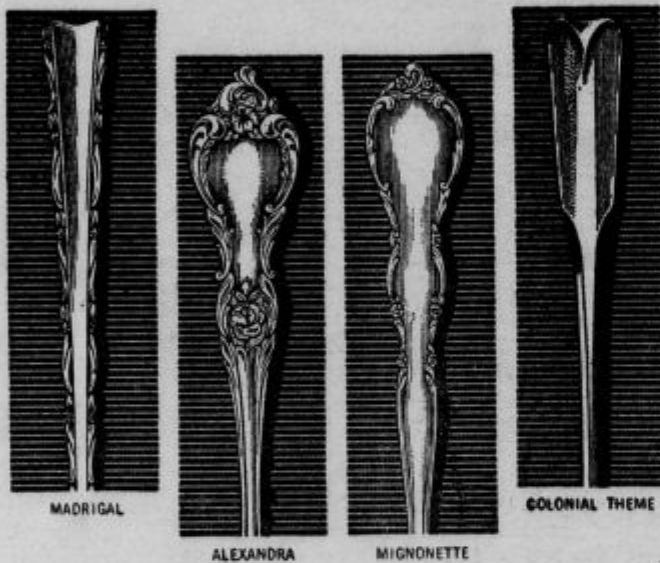


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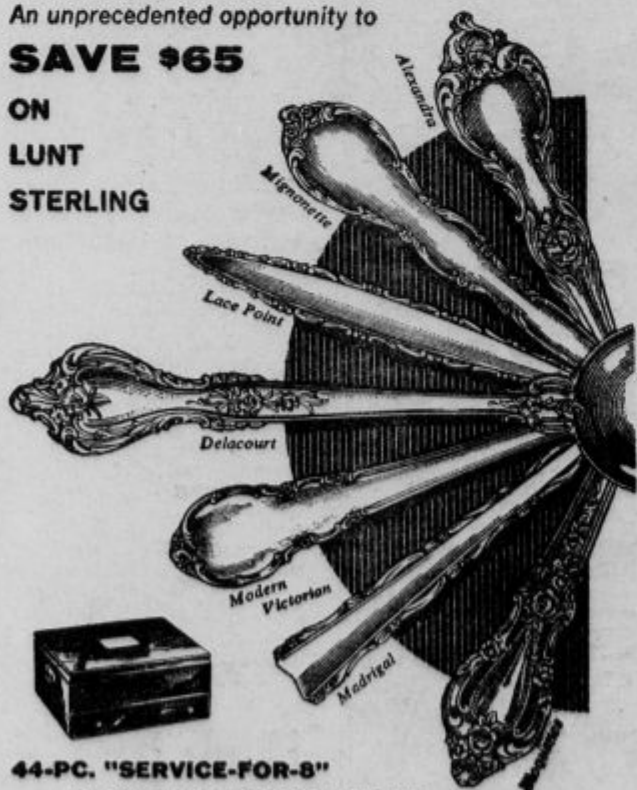
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STERLING**



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IN SOLID STERLING SILVER**

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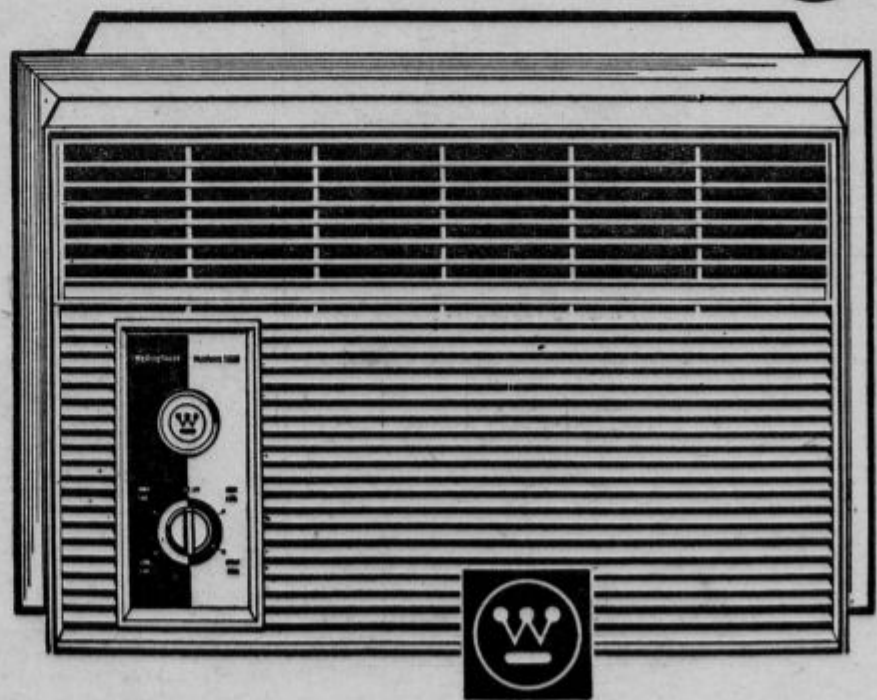
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State And County Eligible Lists

Psychiatric Senior Attendant G-7

(Continued from Last Week)

Table listing eligible candidates for Psychiatric Senior Attendant G-7, including names and addresses such as 1989 Warstaff Dover Plaid, 1981 McKay D E Brentwood, etc.

Table listing eligible candidates, including names and addresses such as 2117 Carew J E Islip, 2118 Evans H Danville, 2119 Tracey C Wassala, etc.

Table listing eligible candidates, including names and addresses such as 2190 Ceasrins B Brewster, 2191 Keeley C St James, 2192 Shanley M Florida, etc.

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Just Compare These Spec.!

Table comparing specifications of various radio models: Model, V-Vacuum Tube, S-ALL-SILICON T-Germanium Transistor, Power (IHF) 2 channels 4 ohms Watts, FM Sensitivity Microvolts, Price Dollars/Watt.

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(Continued on Page 11)

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Applications for these jobs are being accepted on a continual basis. Starting salary is \$6,269.

Character and other personal attributes will be taken into consideration as trainees will be required to perform arduous tasks, adapt to discipline and show other capacities related to such work.

Competitors will be required to take a written test to qualify for appointment. Competitors will also be interviewed by a panel of specialists. No height or weight specifications have been made but applicants must be in good physical condition and be vigorous in relation to size.

Further information may be obtained at New York Region Office of the Civil Service Commission, 220 East 42nd Street, New York City. The application number is 5000-AB.

Send applications to Executive Secretary, Board of U.S. Civil Service Examiners, United States

Penitentiary, Leavenworth, Kansas, 66048.

## Police Cadets Exam For D.C.

Walk-in tests for positions as police cadets are being given by the United States Civil Service Commission. Following a training period and when the cadet reaches the age of 21, they are promoted to the regular Washington, D.C. Police Force.

Applicants must pass the same test as candidates for the regular police force.

Tests are given in Washington and for further information, interested persons can contact the U.S. Civil Service Commission, 1900 E Street NW, Washington, D.C.

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

## 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 date, however.

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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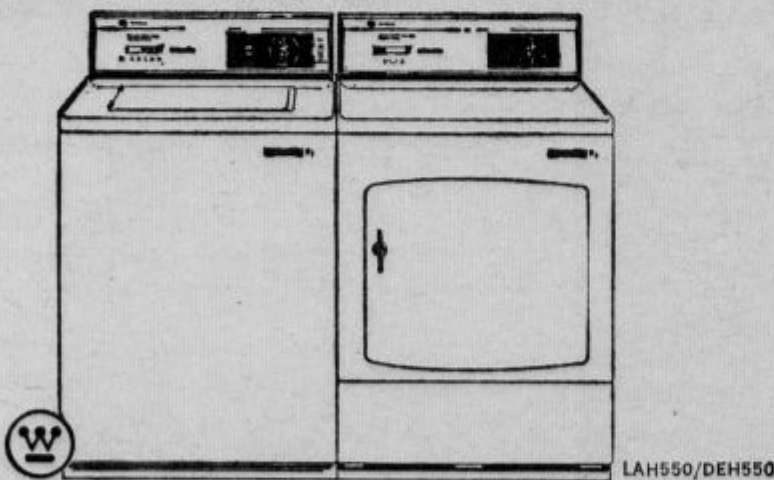
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**CANDIDATES** — The new officers and their opponents for leadership in the Capital District Conference, Civil Service Employees Assn., met prior to the balloting at the annual meeting of the conference, held at the Hidden Valley Dude Ranch, Lake Luzerne, 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 Shearer, nominated first vice president.

## 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 meeting 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 Borely, 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 Saratoga Performing Arts Center, Costa 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 employees.

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 term.

Elected to serve with Moir were: John Donahue of Glen Spey, vice president; Margaret Loucks of Livingston 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 CSEA 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 Witthoef 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 Donald 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 credit for many benefits gained

for civil service employees through efforts of CSEA units.

More than 110 members and guests attended the chapter's dinner 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, president 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 Witthoef, 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.

American Legion Elects Winkler County Commander

Robert W. Winkler, a 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 Office, until July 18 for an examination for patrolman in the various towns and villages of the County.

Salary in 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 others.

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

Oneida County Sr. Engineering Aide

Oneida 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 applications until July 18 for an examination for patrolman. Salaries vary according to location.

For further information contact the County Civil Service Commission, Wampsville.

Junior Engineering Aide in Oneida Co.

Oneida County is accepting applications until Aug. 1 for an

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 of civil engineering experience. A satisfactory equivalent combination of education and experience is acceptable.

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

Interested persons should contact Mr. Caplan at TR 6-9700.

The position pays \$9,000 a year to start effective July 1.

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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Eligibles on State and County Lists

(Continued from Page 11)

Table with 2 columns: Name and Number. Lists names of individuals and their corresponding numbers, such as 2406 Tamburino A Verona, 2407 Gwathney A Patchogue, etc.

Table with 2 columns: Name and Number. Lists names of individuals and their corresponding numbers, such as 37 Eckstein E Kenmore, 38 Race D Utica, etc.

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# Irving Flaumenbaum Installed As President Of L.I. Conference

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 to make the Nassau-Suffolk chapters, which number 45,000 of the State's 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 effort and threats and we have won improvements in salary, working conditions and in the retirement system."

"Over the years, working hand in hand with understanding officials of both counties," progress has been made, he said, "and not once in this time have we forgotten our motto 'We Serve'. And we do not believe that any public employee has a right to strike against the public", Flaumenbaum said.

"But now, new forces are being arrayed in the field of municipal employment in Nassau and Suffolk Counties. These are not forces being guided by volunteer



**NEW PRESIDENT** — Roger Chilli, 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; Chilli, and Irving Flaumenbaum, newly installed president.

workers but are hard labor organizers in a power drive. They are invading our counties, more concerned in getting money from dues, than in advancing public employees claims or protecting the public rights.

"The tactics they are employing would fragmentize municipal employees into small groups to make them more easy to influence, to persuade and actually to victimize."

"Despite these men, we fully intend to extend and increase our influence and firmly resolve to permit no one to diminish it."

"The bold and brash onslaught which they have started and which they will intensify cannot be met successfully by the hitherto mild Civil Service Employees Assn."

"Tonight it is my responsibility to notify State legislators and County officials that a change in attitude has been forced upon us by predatory, professional labor organizers. This I now do."

"It has changed our thinking on the exertion of pressure on public officials. We intend to march on, to reward our friends by staunch support and to withhold that same support from those who are not our friends."

"We recognize no neutrality. Those who are not for advancing the interests of civil service employees, we must consider as being against us."

Others installed by CSEA first vice president Theodore Wenzl, were: Julia E. Duffy, first vice-president; George Koch, second vice-president; Eve Armstrong, third vice-president; Ethel Strachan, recording secretary and Michael J. Murphy, treasurer.

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 vice-president; and John J. Hennessey, treasurer; Joseph Lochner, CSEA executive secretary; Paul Kyer, editor of The Leader; and field representatives Jack Corcoran and Arnold Moses.

## Beacon Mayor Urges Eased Residency Policy

BEACON—Beacon Mayor Wolf has requested City Council members to approve an ordinance easing 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 eliminated, none of the remainder being from Beacon. In order to get the force up to full complement, the radius needs to be extended."

# Frank Otwell Receives Public Relations Award For Tax Plan Publicity

ALBANY—Frank H. Otwell, the 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" job.

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 News Service.

Gallman, who was public relations director for the Tax Department himself for many years before his promotion, said the campaign Otwell directed was "one of the most massive public information programs that the Tax Department or any other has conducted in recent years. Our problems were complicated by



FRANK OTWELL

sheer volume of audience and by a tremendously tight time squeeze between the signing of the bill and the effective date of the tax."

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 the general public and specific audiences; preparation of a series of five articles explaining the law; drafting of more than a dozen speeches and writing countless supplemental press releases.

Besides presenting Otwell with a plaque, the Public Relations Association paid for his lunch—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. Wenzl, first vice president of CSEA, installed the following officers:

Ellen Stillhard, president; Helen 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 members, wives and friends.

Special guests included: Vernon A. Tapper, second vice-president of CSEA; Charles E. Lamb, third vice-president of CSEA; James E. Powers, CSEA field representative and Robert 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 vice-president of the Western Conference; Larry Barning, second vice-president of the Western Conference; Virginia Halbert, third vice-president of the Western Conference, and Clarence Laufer, second vice-president of the Mental Hygiene Employees Assn.

## Capital Conference Elects

(Continued from Page 14)

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

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

Guests at the conference workshop also included Emmett Durr, executive officer of the Central Conference, CSEA; Jack Carey, association 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.



**SPEAKER** — S. Samuel Borely, 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 Conference, Civil Service Employees Assn., at the Hidden Valley Dude Ranch, Lake Luzerne, recently.

### Reappointed

ALBANY—Governor Rockefeller has reappointed Alsace Cragnoia of New Hartford to the Apprenticeship Council of the State Labor Department.