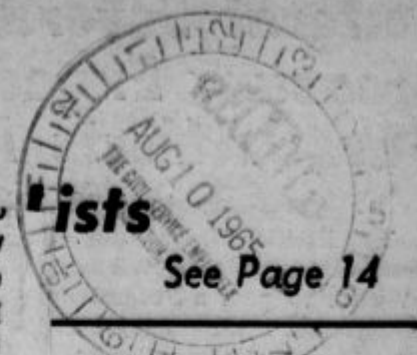


# Civil Service LEADER

America's Largest Weekly for Public Employees

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ALBANY  
CAPITOL STATION  
P O BOX 125  
C S E A INC  
GARY J PERKINSON

## CSEA Group Life Plan Conversion Now Open

Any actively employed insurance member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after January 1, 1965, or whose 55th or 60th birthday is during 1965, may convert \$1,000 or \$2,000 of this Group Life Insurance to a permanent form of individual Life Insurance, which contains cash and paid-up values, without medical examination. Group Insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly. The amount of insurance an insured member is entitled to in the

future under the Group Plan would be reduced by the amount converted.  
Premium waiver is available to female employees who attain age 50 and male employees who attain age 50 or 55 during 1965. Double indemnity is also available.  
(Continued on Page 3)

## Jerry Finkelstein Scholarship To Aid Public Employees

New York Law School has announced the establishment of a unique scholarship program designed to assist certain public service employees or their children in attaining law degrees.

Dean Daniel Gutman said the award, to be known as the Jerry Finkelstein Scholarship Award, will be presented annually to a civil service employee engaged in legal or law enforcement work or to a son or daughter of the employee. The \$3,000 annual award will be made for studies leading to a law degree with the nominee to be selected by a distinguished Awards Committee.

The award was established by Jerry Finkelstein, publisher of the New York Law Journal and

## Willard State Working On PKU Research Plan

WILLARD, Aug. 9 — Willard State Hospital and its Sampson Division is taking part in a research program for Phenylketonuria (PKU), which is being conducted in various New York institutions, according to Dr. Anthony Mustille, hospital director. Willard's program is under the guidance of Dr. Robert Guthrie of the Department of Pediatrics, School of Medicine, State University of New York at Buffalo.

PKU is a metabolic disease in which there is a hereditary tendency. When these cases are detected in infancy the widespread neurological degeneration can be avoided by a special diet given during the first several years of life. Governor Rockefeller recently signed a law making the test for PKU mandatory for all newborn infants.  
At Willard a survey of all types of patients is being made, the mentally ill as well as the retardates.

## Long Beach School Dist. Is First Local Unit To Pay All On Retirement

(Special To The Leader)

LONG BEACH, Aug. 9—Long Beach School District appears to be the first local government unit to give its employees a non-contributory retirement system. The school board's action was made possible under permissive legislation sponsored this year in the Legislature by the Civil Service Employees Assn.

Earl F. Soper, superintendent of schools here, announced recently that the non-contributory plan resolution will, in effect, "pay the retirement contributions of each employee even those these contributions may exceed the eight percent which is presently being assumed by the Board of Education.

"An employee's waiver of the suspension of contribution is possible. In effect, this means that the employee may continue to pay toward his retirement in like amount while Board . . . pays his retirement contribution. This per-

mits the employee to be credited with a double contribution, one of which adds to his retirement and the second contributes to his annuity. Forms of waivers will be available in the business office as soon as they have been received from Albany," Soper declared.

Employees in the school district are represented by the Nassau chapter of the Employees Assn.

Irving Flaumenbaum, president of the Nassau chapter, declared that "Manny Zisser, president of the Board of Education, and his fellow members have shown they have the interests of their employees truly at heart by adopting this forward-looking plan so quickly."

## CSEA Streamlines Mailing Operation; Ballots, New Membership Cards Coming

ALBANY, Aug. 9 — Ballots for the bi-annual statewide elections of the Civil Service Employees Assn. will be mailed to all members beginning the week of September 7, CSEA headquarters announced today. For the first time, the balloting will be conducted on data processing equipment. In order to accomplish this, headquarters is in the process of converting its entire mailing list of 135,000-plus to data processing cards.

Another significant change in this year's procedures is that CSEA membership cards will be distributed with the ballots to members utilizing the payroll deduction method of dues payment. This innovation will do away with the time-consuming and often confusing method of the past when membership cards were mailed in bulk to chapters, and the chapters, in turn, were re-

quired to distribute the cards to individuals.

### For Direct Payers

The small percentage of members who pay their dues directly to the Association will not receive membership cards with their election ballot. Their cards will be distributed as in the past, upon payment of annual dues for the year beginning October 1.

Headquarters is asking all members who find incorrect information on their membership cards to correct them on the back of the card forms and to return them to CSEA headquarters, along with their election ballots, in the return envelope supplied by headquarters.

### No Secrecy Violation

Headquarters has emphasized that by using the return envelope provided for this use, the secrecy of a member's ballot will in no way be violated. It has been

pointed out also, that the data already punched into the ballot when it is received by members will signify only the payroll a member is on and the chapter he belongs to and will in no way identify the member himself.

CSEA also advised that should a ballot be undeliverable at the address used by CSEA, it will be returned to headquarters by the Post Office and CSEA will immediately repost it to the member's work address.

### Other Material

State employee members of CSEA will receive four pieces of material in the envelopes mailed from headquarters during the week of September 7. This will include a ballot for state-wide officers; a ballot for the member's respective departmental representative; a 1965-66 membership card on a die-punched card for easy detachment, and a postage-paid return envelope for the ballots and corrected membership card, if necessary.

County division members will receive three pieces of material in their envelopes—one ballot, for state-wide offices only; a membership card, and a return envelope.

### Some Delay

Because of the task of converting its mailing list to data processing equipment, there will be some delay in accomplishing normal address and other changes submitted by members and chapters. Once the change-over has been completed, it is expected that the process of membership corrections will be greatly expedited over the past.

## CSEA Committee Digs In On Backlog of Mental Hygiene Dept. Problems

ALBANY, Aug. 9—In a day-long session between Dr. G. Christopher Terence, acting commissioner, and Granvill Hills, personnel director of the State Mental Hygiene Dept., and the Special Mental Hygiene Committee of the Civil Service Employees Assn., a vast number of employee problems were discussed, reported on, solved and explained.

Chairman of the CSEA Committee is Arnold Moses of Brooklyn State Hospital.

Because the items under discussion affect so wide a range of employees in the department, The Leader this week presents the condensed minutes of the meeting in this issue. Topics reviewed are in bold type and the action taken in light face type.

Adoption of a uniform policy by the Commissioner to provide "relief on level" for supervisory attendant and nursing positions.

CSEA staff members informed Dr. Terence that the Association had requested the establishment of additional positions to provide for "relief on level" for supervisory attendants and nursing positions. CSEA's requests were made directly to the Director of Classification and Compensation and the Director of the Budget. Dr. Terence indicated that he should have been kept informed with re-

(Continued on Page 16)

## 10 Mental Hygiene Appeals Rejected

ALBANY, Aug. 9—The State Civil Service Commission has denied reallocation appeals submitted by the Civil Service Employees Assn. on behalf of ten titles within the Department of Mental Hygiene. It was announced last week.

The appeals were for:

Industrial shop worker, Grade 7-9; head industrial shop worker, Grade 10-12; chief industrial shop worker, Grade 12-14; Seamstress, Grade 2-4; supervising seamstress, Grade 6-8; head seamstress, Grade 9-11; shoemaker, Grade 7-9; tailor, Grade 8-10; supervising tailor, Grade 9-11; upholsterer, Grade 9-10.

The reallocation requests originally had been denied by the State Division of Classification and Compensation and subsequently appealed to the Commission. They were initiated by CSEA in March, 1964.

## CSEA Directors Meet Aug. 19

A regular meeting of the board of directors of the Civil Service Employees Assn., will be held August 19 in the Ambassador Restaurant, Albany. Joseph F. Feily, CSEA president, announced last week.

Feily reminded all directors that the evening meeting will start at 5 p.m.

*Don't Repeat This!*

Is Goldberg LBJ's Answer To Javits?

WHY did President Lyndon B. Johnson name Supreme Court Justice Arthur Goldberg as ambassador to the United Nations? The fact of the appointment has been acclaimed almost everywhere—but the reasons behind the President's assignment have not yet been explained fully to everyone's understanding.

LBJ's selection of Goldberg for the highly-sensitive UN post produced not one but several shock waves. First of all, Goldberg never at any time figured in the specu-

(Continued on Page 13)



# Federal Severance Pay Measure Expected To Pass; Affects Navy Yard

By MIKE KLION

WASHINGTON, D.C. Aug. 9—The House of Representatives' Post Office and Civil Service Committee was expected last week to pass a Federal Severance Pay measure which provides that if an employee is involuntarily separated from service because of automation or relocation of his job, he could receive up to a years salary, depending on length of service.

### Other Action

In other action on Capitol Hill, the House of Representatives passed by a 389 to 0 vote the compromise Military Construction Bill. This version of the bill did not have the provision which called for Congressional veto of military base closures.

At Leader press time, the Senate, it was learned, had also passed the bill.

Both bills affect workers at the Brooklyn Navy Yard. The first, the Severance Pay Bill, will offer the men at the Brooklyn facility,

something to make the closing a little easier to take.

The Military Construction Bill would have kept the yard open.

## Personnel Tech. Closes Aug. 11 In Nassau County

The Nassau County Civil Service Commission will accept applications until Aug. 11 for its personnel technician examination.

Salary in this job is \$8,068 to start. Candidates must have been legal residents of the County for at least 12 months prior to the examination date.

For further information and applications contact the County Civil Service Commission, Mineola.

### Postpone Deckhand Test

The New York City Department of Personnel has postponed indefinitely the written examination for deckhand (examination number 1397). The test was scheduled for Oct. 9.

# Onondaga Clambake Sept. 26

(From Leader Correspondent)

SYRACUSE, Aug. 9—Arthur W. Kasson Jr. and J. Vall Griffin have been named co-chairmen for the annual clambake of Onondaga chapter Civil Service Employees Assn.

Leona Appel, chapter president, said the social event will be held Sept. 26 at Hinerwadel's Grove, north of Syracuse.

### Helpers

Aiding the co-chairmen will be: Tickets — Mrs. Hilda Young, chairman, and Mrs. Arlene Brady and Mrs. Jean Wackerle.

Prizes—James Carr, chairman, and Lee Smith, Miss Genevieve Paul, Mrs. Norine Barry, Mrs. Genevieve Viau, Frank Reynolds and Miss Edith Schrader.

Games—Raymond Schumacher, chairman, and Robert McEwen, Mrs. Maryell Guider, Mrs. Helen DeMore, Mrs. Margaret Carter and Miss Rae Scharfeld.

Publicity — Miss Florentine Smith and Robert Clift.

Entertainment—Van Harris.

### Many Invited


Mrs. Florence Barnes and Joan Snigg will handle mailings of letters inviting members and guests to the clambake.

Kasson said CSEA officers and representatives, local assemblymen and state senators and city and county officials will be invited to the event.

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## Your Public Relations IQ

By LEO J. MARGOLIN



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

## PR Closes The Water Tap

**PUBLIC RELATIONS** has gone to war against water waste with remarkably good results. Everyone knows there's a water shortage, and most people are doing something about it.

**JUST ABOUT** every media of communication has been mobilized. By and large, most media outlets are cooperating, although there are some glaring exceptions.

**NEW YORK CITY'S** Water Commissioner, Armand D'Angelo, and his department, are doing a valiant job of stemming the wasteful flow of water. The Commissioner and his team remind one of the Dutch boy who saved the dike from breaking by holding back the water with his bare arm.

**THERE'S NO STOPPING** Commissioner D'Angelo's anti-water waste army. They have invaded the sacred precincts of private and public bathrooms to get their messages right to the water tap and the flushometer.

**ONE OF THE** most effective items we've seen is the plain black and white poster showing a leaking water faucet. The message gains power by the simplicity of its art work and the succinctness of its message: "Save Water."

**IN THE PUBLIC** washrooms of most office buildings are gallon-by-gallon descriptions of how anyone can save water by changing a simple habit. For example: "Take a shower (8 to 10 gallons)

instead of a bath (20 to 40 gallons)."

**THIS AND SCORES** of other messages can be found every day as "fillers" at the end of columns in "The New York Times," the publication which leads all other newspapers in New York City by far as the most cooperative among the print media.

**HERE ARE SOME** of the messages which the "Times" repeats over and over again:

- "Save Water Now!"
- "Water conservation is your concern. During the present emergency, please save water."
- "Don't let water run to get it cold. Keep a bottle in the refrigerator."
- "Obey the regulations on watering of lawns and washing of cars."
- "Don't let water run while brushing teeth, shaving or washing dishes."

**TELEVISION AND** radio have been most cooperative—in truth more cooperative than the print media. We are not downgrading the tens of thousands of dollars which "The New York Times" has contributed in free space. But TV and radio have more than matched and far outdone the newspapers.

**THIS LACK OF** newspaper cooperation—with the outstanding exception of the "Times" is almost an admission by newspapers that they are not as effective as the broadcast media. If we owned a daily newspaper, we would want to show our airborne competitors that our newspaper was every bit as powerful in communicating critical public service messages as the transistor radio and the TV picture tube.

**WE'RE GLAD** that Commissioner D'Angelo's team has tapped other media outlets such as subway and bus cards, truck posters, restaurant menus, company bulletin boards, government building lobbies, automobile bumpers, and cooperative department store advertisers.

**FIGHTING THE** water shortage is an all-out war, in which the enemy—waste—must be given no quarter. We get the shivers thinking about what would happen to New York City if the water taps and the fire hydrants ran dry.

**COMMISSIONER D'Angelo** and his team will soon have to invoke the power of public opinion to shame those who refuse to cooperate into the simple action of turning off the faucet.

**THERE'S A GRAVE** warning in the radio spot which we've heard a few hundred times in recent months: "Waste Not; Want Not!"

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Civil Service Employees Know!

- GHI MEANS** free choice of doctor—anywhere
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# MONTAUK YACHT CLUB

MONTAUK, LONG ISLAND, NEW YORK





**ACCEPTS GAVEL** — Al Bozza, center, is seen accepting gavel from North Hempstead Town Supervisor Sol Wachtler. Bozza is the new president of the North Hempstead unit, Nassau County chapter, Civil Service Employees Assn. Looking on at left is Nassau chapter president, Irving Flaumenbaum.

# Levitt Reports First Beneficiary of CSEA Survivor Payment Bill

ALBANY, Aug. 9—State Comptroller Arthur Levitt reports that a Castleton, N. Y., family, survivors of a deceased New York State employee, will be the first to benefit from a little-known amendment to the New York State Decedent Law. The law, which becomes effective September 1, 1965, applies to scores of families who will be able to collect such

have had to spend. This meant these sums had to be abandoned, even though the money was rightfully theirs." Levitt explained that unclaimed funds reverted to the General Fund after a period of six years without further State liability.

Legislation making this possible was sponsored by the Civil Service Employees Assn. and introduced by Sen. Bertrand Hoak (D-Buffalo) and Assemblywoman Dorothy Rose (D-Erie). "Since January 1, 1965, families of 15 persons who died while in the employ of the State have lost nearly \$6,000 due them as survivors because of an antiquated State Decedent Law," said Levitt.

**Old Law**  
"Under the old law, survivors could claim only up to \$1,000 in cash moneys due the deceased. Amounts in excess of the \$1,000 went into a special fund and could be obtained only through probate procedures in Surrogate Court," Comptroller Levitt stated. "In most instances, sums exceeding the \$1,000 limits were less than the cost of court and legal fees which the claimant would

have had to spend. This meant these sums had to be abandoned, even though the money was rightfully theirs."

Levitt explained that unclaimed funds reverted to the General Fund after a period of six years without further State liability.

**Starts Sept. 1**  
"Fortunately," said the Comptroller, "this situation will be eased as of September 1, when the new amendment—prompted by action of the Conference of Mayors—will permit qualified persons to claim by affidavit up to \$3,000 in cash entitlements which were due a deceased employee of the State."

"Following the death of any State employee," said Levitt,

"there are certain amounts of cash accumulated by the decedent, including the final paycheck, accumulated leave payments, income tax refunds and certain license refunds. These moneys rightfully belong to the deceased employee's survivors, and inequities which have long existed under the old law have been corrected by the new amendment," the Comptroller said.

Levitt interpreted the amendment as one which would permit qualified persons to file a supplemental claim, by affidavit, with his department for the decedent's entitlements for amounts previously prohibited above the \$1,000 limit.

## Group Life Conversion

(Continued from Page 1)  
able. These benefits can be obtained only at additional cost.

Requests for this conversion, on forms furnished by the Civil Service Employees Assn., must be received by the Association at its headquarters, 8 Elk Street, Albany, New York 12224 prior to September 1, 1965. The effective date of the converted insurance will be November 1, 1965, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Company.

Any insured member interested

should secure information and the required form for conversion from CSEA.

Listed below are the current premiums being charged by the Travelers Insurance Company at certain ages for those whose occupations do not require extra premiums. These premiums are for a plan of individual life insurance which will be paid up at age 70.

Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member who requests same.

Age Nearest Birthday	MALE			
	Annual \$1000	Annual \$2000	Quarterly \$1000	Quarterly \$2000
50	\$ 45.98	\$ 91.96	\$11.98	\$23.96
51*	48.48	96.96	12.62	25.24
55	61.58	123.16	15.95	31.90
56*	66.83	133.66	17.30	34.60
60	93.50	187.00	24.10	48.20
61*	103.11	206.22	26.54	53.08

Age Nearest Birthday	FEMALE			
	Annual \$1000	Annual \$2000	Quarterly \$1000	Quarterly \$2000
50	\$42.60	\$ 85.20	\$11.12	\$22.24
51*	45.03	90.06	11.74	23.48
55	57.89	115.38	14.96	29.92
56*	62.53	125.06	16.21	32.42
60	87.18	174.36	22.49	44.98
61*	96.50	193.00	24.86	49.72

\*If date of birth prior to May 1st. Rates will apply when confirmed by the converted insurance contract.

Premiums for the converted insurance must be paid on at least a quarterly basis.

Any insured member of the CSEA Group Life Insurance Plan who on or after January 1, 1966 reaches 50, 55 or 60, may, during the calendar year in which he attains such age, convert the same amounts of insurance, \$1,000 or \$2,000, by filing a request form prior to September 1 of such year with the Association. The converted policy would become effective as of November 1 of such year. Accordingly, the amount of insurance the member is entitled to under the group plan is reduced by the amount of insurance converted.

### Benefits Grow

During the 36 years the CSEA Group Life Plan has operated, it has been underwritten by The Travelers Insurance Company, Hartford, Connecticut and the agent has been Ter Bush and Powell, Inc. The plan has grown to cover more than 66,000 CSEA members. Thirty per cent additional insurance has been provided without increase in cost—premium costs have been reduced—double indemnity for accidental death has been added—and a premium waiver in the event of total disability prior to age 60

has been added—without additional cost.

Insured members interested in this new conversion privilege should write to CSEA Headquarters promptly to secure the necessary information and request forms which they can use to apply for the converted insurance. Remember—such request forms must be filed with the Association's Albany Headquarters prior to September 1, 1965, for the converted insurance to take effect on the following November 1.

### Buffalo Chap. to Play Host to Western Conf. September 11 Meeting

BUFFALO, Aug. 9 — Buffalo chapter will play host to the September 11 meeting of the Western Conference, Civil Service Employees Assn., according to Melba R. Binn, conference president.

Complete details on the conference meeting will be reported in forthcoming editions of The Leader.

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

## Harlem Valley Accepts Second Safety Plaque

WINGDALE, Aug. 9 — For the second year in succession, Harlem Valley State Hospital has been awarded a plaque from The State Insurance Fund of New York citing their accident control program. The award was made by the New York State Department of Mental Hygiene for first place among mental hospitals for 1964-1965.

Harlem Valley State Hospital was first with the lowest rate for lost time accidents during this period among Group II State hospitals. This group covers the larger State hospitals and schools in New York State. A similar plaque was awarded to Harlem Valley State Hospital last year for the 1963-1964 period.

The plaque was presented to the hospital by Joseph M. Goewey, Director of the Office of Safety Services, Department of Mental Hygiene, Albany. The award was received by Dr. Richard L. Francis, assistant director, and Harold Stock, chief safety supervisor at the Hospital who supervises the program at Harlem Valley.

### Two Pass Exam For Technician

POUGHKEEPSIE, Aug. 9—Fred E. Zimmer and Gerald O'Shea have passed a recent New York State civil service examination for senior engineering technician.

The post has a starting salary of \$5,200 and five annual increments raise the maximum for the title to \$6,385. Of the 308 persons who applied, 62 qualified.

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

## State University's Central Personnel Office Receives National Achievement Award

ALBANY, Aug. 9—The Central Personnel Office of the State University of New York has received national recognition for "outstanding contributions to personnel administration and management in higher education," its president, Samuel B. Gould, announced today.

The personnel office won the 1965 achievement award of the College and University Personnel Association, the first award made by that organization to an institution of higher education. The association's annual conference, at which the award was made, was held last week at Salt Lake City, Utah. Gould listed the principal accomplishment of the university's personnel office in the past years:

Development of an optional retirement program for faculty

members; preparation of groundwork for legislation resulting in greater flexibility in personnel management; development of guidelines for personnel decisions to be made by chief administrative officers at each of the university's campuses, and negotiation of streamlined budget procedures.

Dr. David S. Price is the university's assistant vice president for personnel. Harvey Randall, director of personnel accepted the award at the conference in Salt Lake City on behalf of the Central Personnel Office.



**THIRD PLACE** — The Auburn Prison chapter, Civil Service Employees Assn., bowling team finished in third place in the Cooper John Bowling League. There were 13 teams in the league. The team members are; front row, left to right; John Mullaney and Ralph Casbarro. Back row, same order; Bill Churchill, Mike Bayus and Woody Dayton.



# U.S. Service News Items

By JAMES F. O'HANLON

## Federal Trade Commission Presents 39 Awards

Thirty-nine awards have been granted by the Federal Trade Commission since December 15, 1964, to June 30, 1965. Four of the recipients shared \$700 in cash awards, and eighteen quality increases.

The recipients are as follows:

### Distinguished Service Awards

Hilburn P. Covington, San Francisco office; Daniel J. Murphy, Boston, Mass.; Joseph E. Sheehy, Mystic, Conn.

### Superior Service Award

Mrs. Thelma L. Dreifus, Glenn Dale, Md.; Mrs. Mildred A. Kelley, Greenfield, Mo.; Mrs. Ruth A. Miller, Springfield, Mo.; Roy C. Palmer, Chicago Ill.; Rilla Q. Pyle, Des Moines, Iowa; Robert S. Scott, New York Office, and Mrs. Helen W. Soleau, Fairfax, Va.

### Superior Service & Cash Awards

Mrs. Elizabeth C. Fogarty, Greensboro, N.C., and Mrs. Beesie M. Parks, Lawrence, Kans.

### Superior Service Award With

#### Quality Increase

Martin J. Dolan, Jr., Boston Office.

### Meritorious Service and Cash

#### Awards

Mrs. Elaine C. Beneke, Gillette, Wyo.

### Cash Award for Meritorious

#### Service

Nathaniel Manning, Washington, D.C.

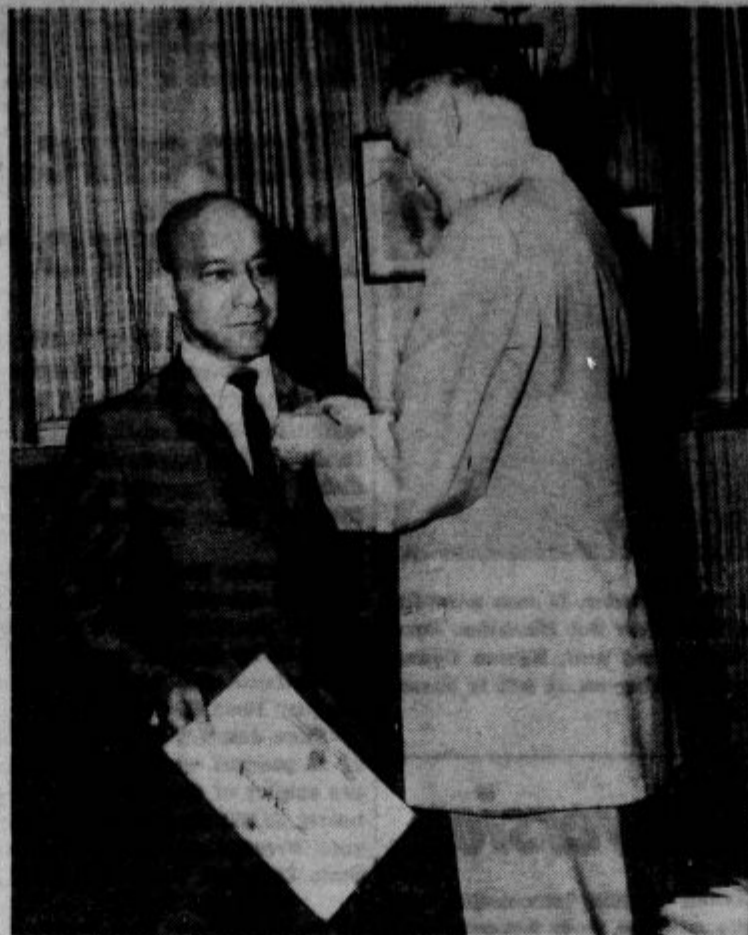
### Meritorious Service Awards with Quality Increases

Mrs. Sally Genevieve Bible, Scottdale, Pa.; Althea M. Bradner, New Orleans Office; Mrs. Ruth N. Braxton, New York Office; Theresa M. Guglielmo, New York Office; Mrs. Margaret L. Henderson, Birmingham, Ala.; Irene E. LaFreniere, West Brookfield, Mass.; Mrs. Zoe Ann Leweleh, Melbourne, Fla.; Mrs. Vera R. McClain, Cambridge, Md. and Mrs. Joyce A. Mills, Washington, D.C.

Anne V. Nixon, New York Office; Mrs. Edna M. O'Callaghan, Washington, D.C.; Mrs. Barbara M. Parker, Washington, D.C.; Thomas Odell Shepherd, Troy Va.; Mrs. Frances T. Staub, Washington, D.C.; Carl L. Swanson, Jr., Cleveland Office; Mrs. Betty Jane Warring, Oxon Hill, Md.; and Mrs. Margaret P. Wert, Baltimore Md.

### Length-of-Service Awards

Hilburn P. Covington, San Francisco Office, 45 years; Mrs. Thelma L. Dreifus, Glenn Dale, Md., 40 years; Mrs. Elizabeth C. Fogarty, Greensboro, N.C., 27 years; Mrs. Mildred A. Kelley,



**CS AIDE HONORED**—High honor was accorded a native New Yorker recently when Victor K. Onorato, Director of Industrial Relations at Brooklyn's Defense Medical Supply Center, was awarded the Meritorious Civilian Service Award for "Outstanding" service during the period from January 1, 1962 through March 31, 1965. Making the presentation in special ceremonies at the Center recently was Brigadier General Charles H. Ginglas.

Greenfield, Mo., 18 years; Mrs. Ruth A. Miller, Springfield, Mo., 18 years; Daniel J. Murphy, Boston, Mass., 29 years, and Robert S. Scott, New York Office, 19 years.

### New MTMTS Chief

Colonel Gay Campbell has been named the Chief of Staff of the Eastern Area, Military Traffic Management and Terminal Service by Brig. Gen. A.J. Montgomery, Commander of the Eastern Area, MTMTS. His office is located at the Military Ocean Terminal, formerly known as the Brooklyn Army Terminal, the largest military terminal in the United States.

Col. Campbell was the former commander of the Hampton Roads Army Terminal, Norfolk, Va., which was deactivate on June 20, 1965. At a retreat ceremony marking the close of the 47 years old terminal, Brig. Gen. Montgomery presented Col. Campbell with the first oak leaf cluster to the Army Commendation Medal. His citation read in part: "His extensive technical knowledge and his extraordinary ability to apply sound management techniques combined to result in an exceptionally efficient operation, with substantial savings to the Government."

### Program Extended

Termination date of the current contracts with the 38 plans participating in the Federal Employees Health Benefits program has been extended to Dec. 31 of this year. The contracts, which went into effect last Nov. 1, would have terminated Oct. 31.

Purpose of the change is to put the contracts on a calendar year basis to provide for easier administration of the program, the Federal Civil Service Commission announced.

Extending the termination date of the contracts has the effect of continuing present benefits and premiums to Dec. 31.

### New Rochelle Seeks Relocation Aide

The City of New Rochelle will accept applications until Oct. 20 for its examination for family relocation aide. The salary in this position is \$5,275 to \$6,800 per year.

This examination is open to residents of Westchester County who have lived in the County at least four months prior to the examination date.

For further information and applications contact the Municipal Civil Service Commission, New Rochelle.

### CSC Club Outing

Some 600 underprivileged children from Washington area institutions were guests of the Civil Service Commission employees' club Aug. 7 for a cruise down the Potomac to Marshall Hall, rides at the amusement park, and a luncheon aboard the Wilson Line cruise ship on the way back to Washington.

In previous years, the CSC Club has held an all-day picnic in Rock Creek Park for underprivileged children. This year a more ambitious program was undertaken.

Youngsters from two institutions were guests of the club at a baseball game between the Washington Senators and the Chicago White Sox on June 13. The game was played for the benefit of Children's Hospital.

This was the 16th consecutive year the CSC Club has sponsored entertainment for underprivileged children.

— SAVE WATER NOW —

## THREE SYMBOLS OF SECURITY



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# REVISED LIST OF U.S. JOBS

Numerous positions in many different fields with the U.S. Government are currently being offered on a continuous basis. The jobs exist throughout the U.S. and overseas. Further information and application announcements are available from the U.S. Civil Service Commission regional office at 220 W. 42nd St., Manhattan.

Examinations marked with a star (\*) may be used for filling jobs in foreign countries.

## Agricultural

**Agricultural Commodity Grader** (fresh fruits and vegetables), \$6,050 and \$7,220 (grain), \$5,000 and \$6,050.—Announcement 214B.

**Agricultural extension specialist** (program leadership educational research and training) \$10,250 to \$16,460; Subject-matter specialization, educational media, \$10,250 to \$14,170. Jobs are in the Washington, D.C., area. Extensive travel throughout the United States. Announcement 4 B

**Agricultural marketing specialist, fishery marketing specialist,** \$5,505 to \$14,170; **agricultural market reporter,** \$6,050 to \$8,650.—Announcement 147 B.

**Agricultural Research Scientist** \$5,000 to \$14,170. Announcement 58 B.

**Agricultural Statistician,** 5,000 to \$6,050.—Most jobs are with the U.S. Department of Agriculture. Announcement 305 B

**ASC program specialist,** \$6,050 to \$10,250; **ASC operations assistant,** \$6,050 to \$7,220.—Jobs are in the State offices of the Agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement No. SL-142-1 (64).

**Crop insurance fieldman,** \$5,000; **crop insurance supervisor,** \$6,050 and \$7,220.—Jobs are in the Department of Agriculture in 37 States. Announcement 325 B.

**Farmers,** \$2.85 to \$4.09 an hour.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-3 (1965).

**Farm management supervisor,** \$5,000 and \$6,050.—Most jobs are with the Department of Agriculture. Announcement DE-10-11 (63).

**Plant quarantine inspector,** \$5,000 and \$6,050.—Jobs are in the Agricultural Research Service

of the Department of Agriculture. Announcement 298 B.

**Rail freight rate specialist,** \$6,050 to \$8,650.—Jobs are in the Agricultural Stabilization and Conservation Service Commodity Offices in New Orleans, La., Evanston, Ill., Kansas City, Mo., and Minneapolis, Minn. Announcement SL-142-2 (64).

**Warehouse examiner,** \$5,000 to \$6,050.—Jobs are with the Department of Agriculture. Announcement 249 B.

## Business and Economics

**Accountant and auditor,** \$5,000 and \$6,050.—Announcement 188 (Revised).

**Auditor,** \$7,220 and \$8,650.—Jobs are in General Accounting Office. Announcement 150 B.

**Accounting technician,** \$4,480 and \$5,000.—Jobs are in the Washington, D.C. area. Announcement No. 320 B.

**Actuary,** \$5,990 to \$16,460.—Announcement 192.

**Auditor,** \$7,220 to \$10,250.—Jobs are with the U.S. Army Audit Agency, U.S. Navy Audit Organization, and Auditor General Field Office, U.S. Air Force. Announcement 275 B.

**Digital computer programmer, digital computer systems analyst,** \$7,220 to \$10,250; \$6,050 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 348

**Economist,** \$7,220 to \$16,460.—Announcement 303 B.

**Farm credit examiner,** \$7,220 and \$8,650.—Announcement 195 B.

**Fishery marketing specialist,** \$5,000 Announcement 156 B.

**Fishery methods and equipment specialist,** \$5,000 to \$10,250.—Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.

**Mineral specialist,** \$5,000 to \$10,250.—Jobs are with the Bureau of Mines, in Washington, D.C. Announcement 350 B.

**Right of Way Appraiser,** \$8,650 and \$10,250.—Most positions are

with the Bureau of Public Roads. Announcement 322 B.

**Field representative** (telephone operations and loans), \$7,220 and \$8,650.—Jobs are with the Rural Electrification Administration. Announcement 137 B.

**Savings and loan examiner,** \$6,050 and \$7,220.—Jobs are in the Federal Home Loan & Bank Board. Announcement 132 B.

**Securities investigator,** \$7,220 and \$8,650.—Jobs are with the Securities and Exchange Commission. Announcement 248 B.

**Transportation tariff examiner** (freight), \$6,630.—Jobs are in the Washington, D.C., area. Announcement 270 B

## Engineering and Scientific

**Aero-space technology positions,** \$5,990 to \$16,440. Announcement 347 B.

**Architect,** \$5,990 to \$14,170.—Jobs are in the Washington, D.C., area. Announcement 299 B.

**Astronomer,** \$5,990 to \$16,460.—Jobs are in the Washington, D.C., area. Announcement 330 B.

**Bacteriologist serologist,** \$6,050 to \$12,075.—Positions are with Veterans Administration. Announcement 163 B.

**Biochemist,** \$7,050 to \$14,170.—Positions are with Veterans Administration. Announcement 301 B.

**Biological research assistant** \$5,000.—Jobs are in the Washington, D.C. area. Announcement 203 B.

**Biologist,** \$7,220 to \$14,170; **bi-chemist, physicist,** \$7,050 to \$14,170 (In the field of Radiosotopes).—Positions are with the Veterans Administration. Announcement 159 B.

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**Biologist microbiologist, physiologist,** \$6,050 to \$16,450.—Jobs are in the Washington, D.C. area. Announcement 204 B.

**Biologist—aquatic and general,** \$6,050 to \$14,170 a year.—Most positions are with the U.S. Public Health Service. Announcement No. OH-65-1 (64).

**Cartographer,** \$5,000 to \$12,075. Jobs are in Washington, D.C. area—Announcement 328 B. **Cartographer** \$5,000 to \$7,220.—Jobs are with Hq., Aeronautical Chart and Information Center, St. Louis, Mo. Announcement No. SL-56-1 (64).

**Chemist, mathematician, metallurgist, physicist,** \$5,990 to \$16,450.—Jobs are in the Potomac River Naval Command in and near Washington D.C., and in the U.S. Army, Fort Belvoir, Va. Announcement 226 B.

**Cartographic aid,** \$3,680 to \$6,050; **Cartographic draftsman,** \$3,680 to \$6,050.—Jobs are in the Washington, D.C., area. Announcement 237 B

**Engineer** (various branches), \$5,990 to \$16,460.—Most jobs are in Washington, D.C. area. Announcement 332 B.

**Engineer,** \$5,990 to \$8,945.—Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska. Announcement DE-1-1 (64).

**Fishery and wildlife biologist,** \$5,000 to \$16,460.—Announcement 285 B.

**Forester,** \$5,000 and 6,050.—Announcement 218 B.

**Geodesist** \$5,990 to \$16,460.—Announcement 168 B.

**Geologist,** \$7,220 to \$16,460 \$16,460.—Announcement 353.

**Geophysicist,** \$5,495 to \$16,460.—Announcement 232 B.

**Health physicist,** \$7,050 to \$12,075.—Announcement 12-14-2 (60).

**Hydrologist,** \$5,990 to \$16,460.—Announcement No. 343 B.

**Industrial Hygienist,** \$5,990 to \$16,460.—Jobs are principally in the Navy Department. Announcement 230 B.

**Landscape Architect,** \$5,990 to \$16,460.—Announcement 224.

**Meteorologist,** \$5,990 to \$16,460.—Announcement 346 B.

**Navigational scientist,** \$5,990 to \$16,460.—Jobs are in the (Continued on Page 7)

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TUESDAY, AUGUST 10, 1965

## Good Wishes & Success To Dr. Theodore Lang

AFTER serving over five years as New York City's Director of Personnel and Civil Service Commission Chairman, Dr. Theodore H. Lang is resigning to assume his new post and new challenges as Deputy Superintendent of Schools in charge of the Office of Personnel for the City's Board of Education on September 1.

Dr. Lang has been with the Department of Personnel since 1954, originally as a civil service employee. During his tenure as its director many innovations and procedures have been put into effect to meet increasingly difficult problems of recruitment and administration.

Innovations in examining procedures developed by Lang include the use of walk-in tests and intensified examination schedules.

New traineeships in City service have been initiated by him and many new career opportunities have been opened to high school graduates with the creation of apprenticeships in operation and maintenance jobs and police trainees.

During this period, New York City's public employees also have benefited in their pocketbooks.

Other notable developments under his leadership include; Decentralization of the City's Performance Evaluation Program; The growth of suggestion and awards programs; The emergence of the Personnel Council as a highly constructive force in the formation and implementation of personnel programs and the successful growth of formal training programs for City employees at all levels.

In November, 1964, a City-wide Blood Credit Program was instituted under the leadership of the Department of Personnel. The Municipal Cooperative Education and Work Program was developed under Dr. Lang to combat the high school drop-out problem and at present employs 1,450 potential high school drop-outs in 70 agencies.

Although we are gratified to see Dr. Lang assume a new position which may be regarded as a deserving promotion, we recognize that public employees in City service are losing a good friend.

We join with all those who wish Dr. Lang good wishes and success in his new job.

## Battle of The Bulge

WITH all the knotty problems facing New York City Traffic Commissioner Henry Barnes it comes as a surprise that he has added the "Battle of the Bulge" with Meter Maids to his many headaches.

It appears that Commissioner Barnes feels that hefty Meter Maids are such a weighty problem he wants them reduced from the force and has ordered all extra fat to be trimmed from the ranks.

Herbert Bauch, president of the Terminal Employees Union, which represents the Meter Maids, feels very strongly that Barnes is walking on thin ice in presenting such slim reasons for dismissing these girls from their duties.

Of the hefty arguments in behalf of his members, we think the most pertinent of Bauch's is the fact "not everyone's taste runs to skinny women. These girls are attractive, pretty and personable and do a good job. I consider Barnes' reasoning here capricious, arbitrary, unconstitutional, high handed, silly, inane, unprecedented and all the adjectives in Pages 342 to 451 in Webster's New and Revised Dictionary."

At any rate, we feel a woman's weight problem is her own concern and not that of the Traffic Commissioner and that these women have had their job rights and their female vanity unnecessarily injured

## What's Doing In City Departments

The New York City Housing Authority began a \$4 million rehabilitation program involving 36 brownstones in the West Side Urban Renewal area last week.

The brownstone houses will contain 237 apartments ranging in size from 2½ to 5½ rooms with rents between \$16 and \$18 per room per month.

The project is expected to be completed by November, 1966.

The Police Department will begin a program of providing greater channels of communications between precinct captains and community groups on Sept. 1.

The experiment embodies the assignment of lieutenants in seven patrol precincts as administrative aides to the precinct commanding officer. Among the duties of these men will be to represent the captain at meetings of community, fraternal and civic groups and to coordinate the precinct's human relations program.

"Operation Reclaim," a project intended to train teachers who have been displaced, was announced recently by the Board of Education.

With the help of Federal and private grants, approximately 500 Negro teachers from the South, will be trained for taking the New York City examination for licensing as instructors in the school system.

Flowers are blooming in school yards and empty lots this summer, tended by 55,000 children of the New York City School System.

Pupils from 195 elementary and junior high schools started the work on July 1 under the supervision of 87 summer garden teachers and are maintaining 195 summer gardens in the schools.

Would you like to buy a ferry boat? The Department of Purchase will shortly offer two of them, formerly used on the run between Manhattan and Staten Island.

Both ferries are completely operable and equipped.

For further information contact the Department at 2217 Municipal Building, New York City.

The annual Teacher Exchange Program with the United Kingdom, inaugurated in 1955, will take place again during the coming school year.

The British teachers will arrive in New York on Aug. 10 and from Aug. 16 to 20 they will participate in orientation classes in Washington, D.C.

## Police Science School Conference

A conference of leading police administrators and persons prominent in the fields of human and community relations was held recently at the College of Police Science of the City University of New York.

Michael J. Murphy, acting president of the College of Police Science, said the objective of the conference was to develop guidelines for the every day conduct of police officers in their contact with the community.

## Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

## Orals Lack Objectivity

IT IS REASONABLY questionable whether the qualifying oral examination can ever meet the constitutional requirement that appointments in the Civil Service be according to merit and fitness ascertained by competitive examinations. Yet, Civil Service Departments apparently proceed in the utilization of oral examinations, and Court decisions do not always discourage such use.

A RECENT SUCH decision is *Lieberman v. The Department of Civil Service of the City of New York*. Justice T. Paul Kane's opinion of June 23, 1965 sustained a qualifying oral examination given in connection with promotion to the position of Unemployment Insurance Manager.

LIEBERMAN, A disabled veteran, with Bachelor of Arts and Master of Arts degrees, earned a mark of 91.8% on the written examination. He was marked failed, however, on the qualifying oral test. However, he was given a new oral test as a result of the third Department's decision in *Bregstein v. Kaplan* (see my column of October 20, 1964). Again, he was marked failed.

ON BOTH OCCASIONS, the oral test encompassed the subjects of "potential supervisory skill or managerial ability" and "skill in interpersonal relationships."

THE RESPONDENT'S answer revealed that actually the three examiners conducting the oral examination all passed the petitioner on the factor of skill in interpersonal relationships. However, he was a fraction short of attaining a passable evaluation on the factor of "potential supervisory ability."

THE RESPONDENT did not rebut Lieberman's contention that supervisory leadership qualities are not subject to valid measurement by examination in the opinion of the accepted authorities. A typical view is that of Professors Ghiselli and Brown who have written in their book *Personnel and Industrial Psychology*, in the chapter entitled "Rating":

"On the other hand, a measurement of the leadership ability of a worker may be desired. Here is an intangible kind of behavior, complex in nature, having few manifestations which can be clearly recognized and noted on successive occasions. In this area the validity of the instruments (for measurement) has been low."

THE RELIABILITY of the oral test was demonstrated in the Lieberman case by the fact that on annual departmental evaluations of his services, he was consistently credited with superior qualifications in the very area of supervisory ability in which he was rated "somewhat inadequate" on the second oral examination.

IN ANALYZING the applicable law, Justice Kane wrote:

Realizing that it is an impossibility to eliminate the subjective elements of any oral grading system, the Court is only in the position to determine whether or not the examination in question meets the standards of competitiveness as required by Article V, Section 6, of the State Constitution and as set forth in *Fink v. Finegan*, 270 NY 356 and more recently in *Donohue v. Cornelius*, 22AD 1000. The record discloses that the rating sheets were separated into two main factors, potential supervisory ability and skill in inter-personal relations. Alone these factors fail to meet the standard of competitiveness (*Bregstein v. Kaplan*, 19 AD 2d 478).

YET, THE JURIST denied the petition because, unlike the *Bregstein* case, the factors tested were this time particularized into eight separate rating components. The Court specifically found that these components establish measures and standards intelligible to other competent examiners so that the minimal requirements of objectivity were met.

WITH RESPECT TO "potential supervisory ability," the standards were:

- ability to grasp the important elements in a supervisory or managerial problem
- initiative, resourcefulness, and ability to plan a course of action
- decisiveness, perseverance and leadership
- adequacy of his force and energy at the managerial level to control, evaluate and develop staff.

WITH RESPECT TO "skill in interpersonal relationship," the standards were:

- ability to relate to others and freedom from objectionable mannerisms
- tactfulness and regard for others.

(Continued on Page 13)



# U. S. Job Opportunities

(Continued from Page 5)

Washington, D.C. area. Announcement No. 335 B.

Oceanographer, \$5,990 to \$16,460.—Announcement 121 B.

\*Patent Advisor, \$7,050 to \$10,250.—Jobs are in the Washington D.C. area. Announcement 185 B.

\*Operations research analyst, \$7,710 to \$16,460.—Announcement 193 B.

\*Patent examiner, \$5,990 and \$12,075.—Jobs are in the Washington, D.C. area. Announcement 329 B.

\*Pharmacologist \$6,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 202 B.

\*Public health scientist, \$7,220 to \$16,460.—Jobs are with the Communicable Disease Center at Atlanta, Georgia, and throughout the country. Announcement AT-82-2 (63).

\*Research and development positions for chemists, mathematicians, metallurgists, physicists, \$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. For positions paying \$7,710 to \$16,460, Announcement 209 B (Revised). For positions paying \$5,990 and \$7,050, Announcement 210 B (Revised).

\*Scientist administrator, \$6,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 227 B.

Technical aide in science and engineering, \$3,680 and \$4,005.—Jobs are in the Washington, D.C. area. Announcement 360 B.

## General

Apprenticeship and training representative, \$7,220 to \$10,250.—Positions are with the Department of Labor. Announcement 361 B.

\*Federal administrative and management examination \$12,075 to \$16,460.—Announcement 167.

Foreign language specialist (writer and editor, \$6,050 to \$12,075; radio adapter, \$5,000 to \$8,850; radio announcer, \$5,000 to \$7,220; radio producer, \$6,050 to \$10,250).—Jobs are with the U.S. Information Agency in Washington, D.C. and New York, N.Y. Announcement 186 B.

\*Geodetic aid, \$4,005 and \$4,480 geodetic technician, \$5,000 to \$8,650.—Jobs are in the Washington, D.C. area. Announcement 229 B.

Helicopter pilot, \$8,650.—Jobs are at Fort Rucker, Alabama. Announcement AT-106-31 (62).

Labor Management relations examiner, \$7,220 to \$10,250.—Jobs are with the National Labor Relations Board throughout the

United States and Puerto Rico. Announcement No. 340 B.

Food service supervisor, \$2.72 to \$3.84 per hour.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement SL-14-3 (64).

Hearing examiner, \$14,170 to \$18,935.—Announcement 318.

Immigration patrol inspector, \$6,050.—Jobs are in the Immigration and Naturalization Service. Closing date: July 8, 1965. Announcement 359 B.

Labor management relations examiner, \$7,220 to \$10,250.—Jobs are with the National Labor Relations Board throughout the United States and Puerto Rico. Announcement 340 B.

\*Librarian, \$5,000 to \$16,460.—Jobs are in the Washington D.C. area. Announcement 277.

Librarian, \$6,050.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 197 B.

\*\*Museum Technician, \$5,000 and \$6,050; Museum Specialist, \$7,220 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 357 B.

Prison industrial supervisor, \$2.36 to \$3.53 an hour.—Announcement 9-14-1 (58).

Radio broadcast technician, \$2.94 to \$3.74 an hour.—Jobs are in the Washington, D.C. area. Announcement 235 B.

\*Recreation resource specialist, \$7,220 to \$16,460.—Announcement 308 B.

Safety inspection, \$5,000 to \$6,500.—Positions are with Interstate Commerce Commission. Announcement No. 302 B.

\*\*Statistician, survey statistician, \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 316 B.

\*Statistician (mathematical), \$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 200 B.

## Medical

Corrective therapist, occupational therapist, physical therapist, \$5,505 to \$7,220.—Announcement 290 B.

Dietitian, \$5,000 to \$7,900.—Jobs are with the Veterans Administration. Announcement 221 B.

\*Dietitian, \$6,050 to \$10,250; the Veterans Administration, public health nutritionist, \$7,220 to \$16,460.—Announcement 286 B.

Illustrator (medical), \$5,000 to \$7,220; medical photographer, \$4,480 to \$6,050.—Jobs are with the Veterans Administration. Announcement 338 B.

\*\*Laboratory and clinical technicians in health research, \$5,000 to \$7,220.—Most positions are at the National Institutes of Health, Bethesda, Md. Announcement 307 B.

\*Medical officer, \$10,420 to \$17,030.—Announcement 312 B.

Medical officer (rotating intern; \$3,800; psychiatric resident, \$4,800 to \$5,600).—Jobs are in St. Elizabeth's Hospital, Washington, D.C. Announcement 219 B.

\*Medical record librarian, \$5,000 to \$10,250.—Announcement 331 B.

Medical technical assistant, 5,505.—Jobs are with the Public Health Service in Federal penal and correctional institutions. Announcement 355 B.

\*Medical technologist in health research, \$5,000 to \$8,650.—Most positions are at National Institutes of Health, Bethesda, Md. Announcement 310 B.

Medical technologist, \$5,000 to \$8,650.—Jobs are with the Veterans Administration. Announcement 323 B.

\*Occupational therapist, \$5,505 to \$7,220.—Announcement 294 B.

\*Pharmacist, \$6,050 and \$7,220.—Positions are with the Veterans Administration. Announcement 212 B.

\*Physical therapist, \$5,505 to \$8,650.—Annct. 295 B.

Professional nurse, \$5,000 to \$12,075.—Annct. 128.

Resident in hospital administration, \$4,000.—Jobs are with the Veterans Administration. Annct. 88 B.

Speech pathologist, audiologist, audiologist-speech pathologist, \$8,650 to \$12,075.—Jobs are with Announcement 280 B.

Staff nurse, head nurse, public health nurse, \$5,000 to \$6,630.—Jobs are with the Indian Health

Program on reservations west of the Mississippi River and in Alaska. Announcement 100 B.

\*Veterinarian, \$7,710 to \$16,460.—Announcement 313 B.

## Social and Educational

Correctional officer, \$5,505.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement SL-14-5(64).

Correctional treatment specialist, \$6,050 to \$7,220.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2(65).

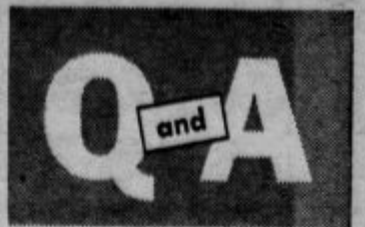
\*Education specialist and supervisory education specialist (special or vocational subjects—in technical field), \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 278 B.

Elementary teacher, \$5,000 and \$6,050.—For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement 238 B.

Employment service adviser (General) \$10,250 (Agriculture) \$7,220 to \$10,250; social administration adviser, Social Insurance Research Analyst, \$7,220 to \$16,460.—Announcement 306 B.

\*Program specialist and advisor \$7,220 to \$16,460.—Most positions are with the U.S. Office of Education. Announcement No. 324 B.

\*\*Psychologist (clinical, counseling, research and other special—(Continued on Page 12)



## 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, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

**Q. I plan to take a leave of absence without pay. Can I continue my coverage under the Statewide Plan while on leave?**

**A. Yes. Coverage under the Statewide Plan can be continued while you are on leave of absence without pay, but during that time, you will have to pay both your normal deduction and the State's share.**

**Q. What happens to my coverage when I retire? Can I continue it?**

**A. Yes. Under the Statewide Plan, coverage may be continued under the following conditions:**

1. If you have five years of service and,
2. If you have been a participant in the Plan during all of your eligible time for the first ten years of the Plan's operation. Thereafter, you must have been in the Plan half of your total time of service and, in addition, participated during the last ten years of your employment.

**Q. Will benefits be available to a retired State employee living outside of New York State?**

**A. Yes. No matter where you plan to live when you retire, benefits will be available under the Statewide Plan.**

**Q. How do I pay my share of the payments for the Statewide Plan after I retire?**

**A. After you have retired, your share of the payments for the Statewide Plan will be deducted from your retirement system check.**

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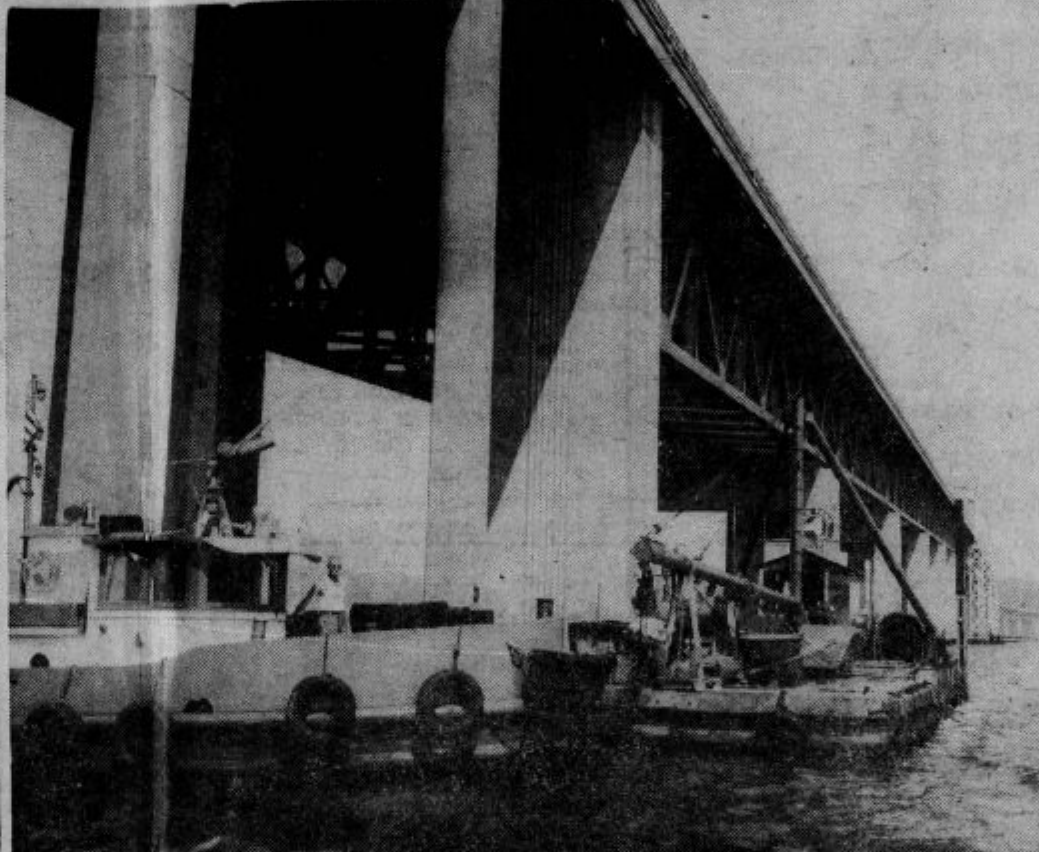
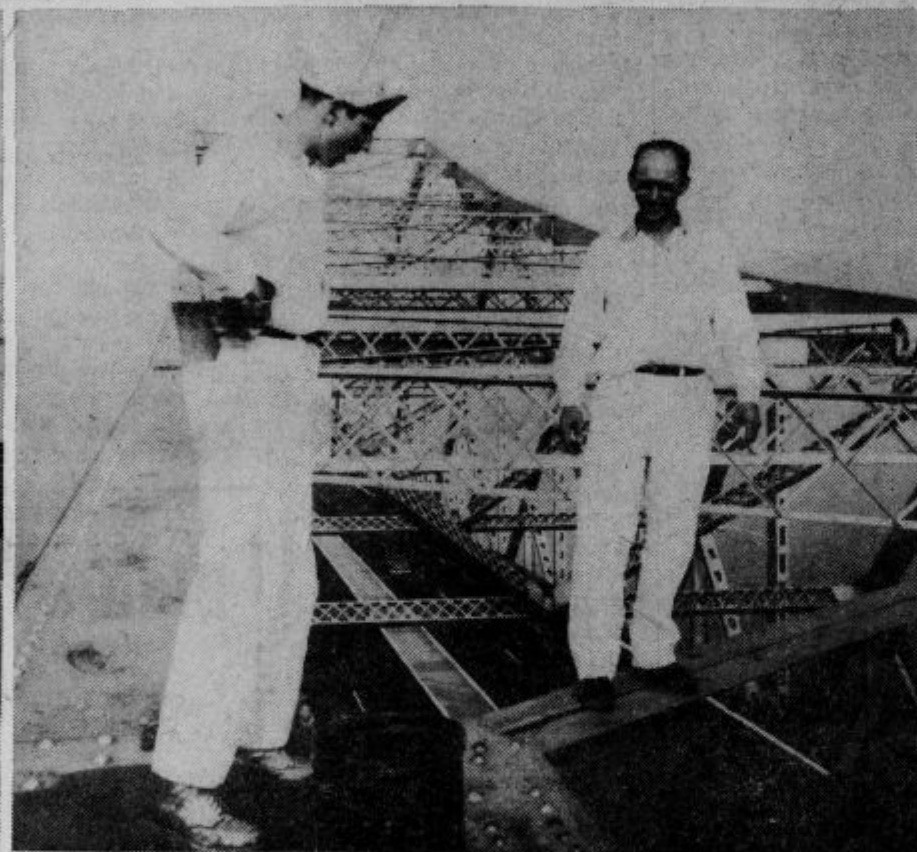
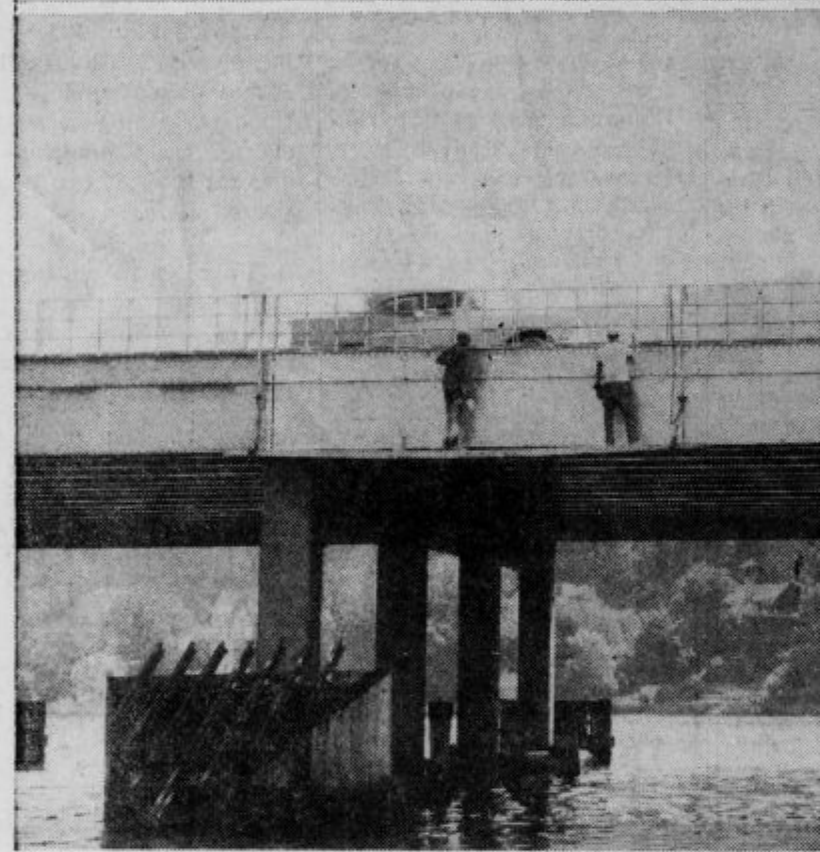
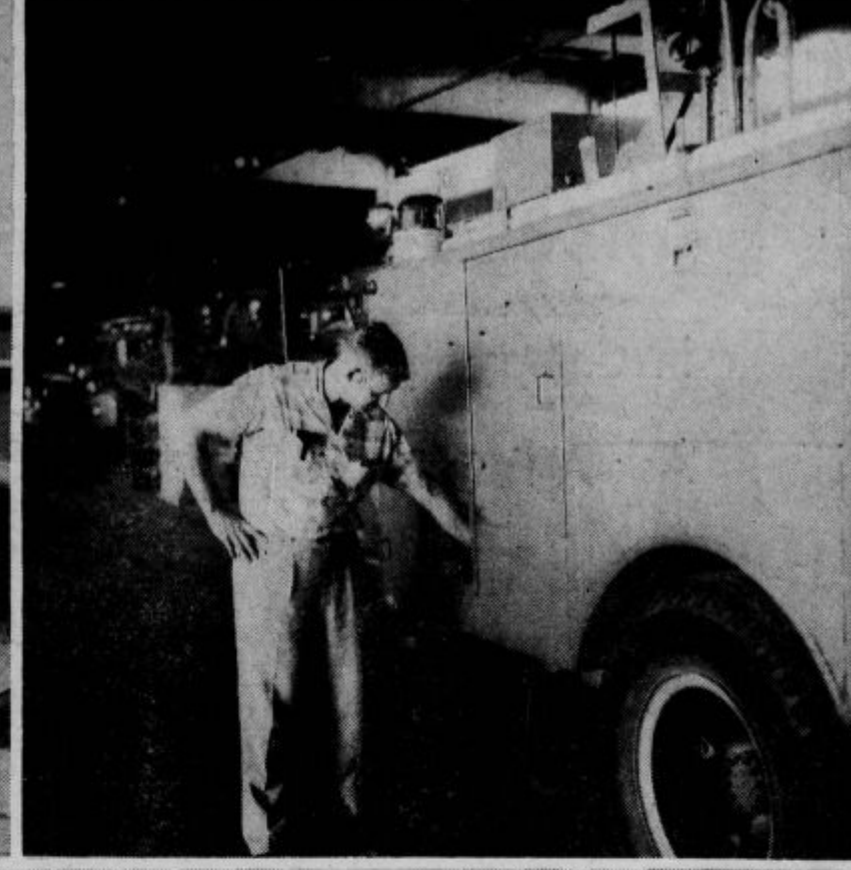
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NEW YORK STATE'S MAIN STREET — Motorists transversing New York State have had it easier since the opening of the New York State Thruway, in the planning stage since after the second world war. Photos above show just a small portion of the day to day operations of the giant toll road. Traffic enters, top left, the Thruway from the Major Deegan Expressway in Yonkers at the New York City line. With the exception of stops for gas and four stops for tolls, the

motorist can travel to the Canadian Border at Niagara Falls without delay. The next picture shows Collector Raymond Olyha giving a receipt to a truck driver at the Yonkers toll barrier. Trucks account for a major percentage of the Thruway's business. The next photo shows an emergency crew member at the Tarrytown maintenance yard checking hose connections on one of the fire trucks standing by for instant use in emergencies along the road. The apparatus can pump water from its booster tank mounted on the chassis or can pump foam through the monitor nozzles mounted on

the truck's bumper or from the deck-pipe mounted on the cab roof. Foam is a necessity since most of the fires along the road are caused by fuel oil or gasoline—impervious to water. Supervisor Don Herbold, top right, checks an electrician's truck at the West Nyack Maintenance Garage following the completion of a day's work. Herbold is one of the representatives of Thruway employees in the Civil Service Employees Assn. Painters, bottom, left, continue the never-ending task of painting the Tappan Zee Bridge while a car wizzes by at the legal 50 mile an hour speed limit a few

feet from their heads. Others, in the next frame, go about the job of freshening up the paint on the network of girders, high above the traffic lanes of the span. Continuing to the right, the Thruway's "navy" makes repairs to one of the steel and concrete girders which help to support the high structure. Coordinating all movements of traffic and speeding help to where it is needed, bottom, right, dispatchers at the communication's center at Elmsere are supervised by State Police Sergeant John Keller.

# 2,000 THRUWAY EMPLOYEES SAY "WELCOME TO NEW YORK STATE"

By JOE DEASY JR.

THE big blue reflector sign spanning six lanes and the center mall of the "Gateway to New York State" at Hall Place, Yonkers greets motorists: "Welcome to New York State and the Governor Thomas E. Dewey Thruway." But the true welcome comes from any one of the 2,000 employees who maintain and operate the State's 559 mile toll road.

Built for speed and safety, the road is now 15 years old and, from its birth, it is continually being kept up to date.

### A Never Ending Job

As an example, paint crews on the Tappan Zee Bridge, spanning the Hudson River between Tarrytown and Nyack spend five years going from one end of the bridge to the other only to have to start at the beginning again.

Thanks to the engineers and state police patrols, the "pike" maintained a safety record twice as good as that for all highways nationally. The road's total accident rate decreased to 139.23 last year from 144.8 per 100,000,000 vehicle miles in 1963. The fatality rate is only 2.6 per 100,000,000 vehicle miles—a far cry from the national average of 5.7.

Traveling north from the Yonkers-New York City line, motorists may notice a new addition this year. Thruway

maintenance people have added a steel guard rail in the center of the grass mall through the City of Yonkers—the scene of past head-on collisions which claimed many lives.

A similar program was completed last year along the 21-mile Niagara section—linking Buffalo and Niagara Falls.

### The Sign Program

Signs along the Thruway have been the basis of numerous court cases over the past several years. The Authority's safety engineers had determined that, not only were billboards eye-sores on a scenic road but they were also accident causes in that they distracted motorists' attention from the highway ahead. They were removed by the owners on orders of the Courts in most cases but in some others, Thruway employees—armed with a court order—did the work themselves after the owners refused to carry out the court's decision.

Signs also play a big part in the operation of the road—and all signs are constructed by six Authority employees in a high sign shop in Albany.

In submitting his annual report last year, Authority Chairman R. Burdell Bixby noted: "The successes recorded during 1964 would not have been possible without the continued and dedicated services of Authority employees and the officers and troopers of State Police Troop T throughout

the state . . ."

### Having Problems?

Personal service along the superhighway is not restricted to giving directions to lost motorists. For example:

Run out of gas along the road? If a state trooper or a maintenance vehicle comes along, you'll get two gallons free—enough to get you to the next exit or service area. Don't do it too often though. A record is kept of all such happenings and you could be charged with fraud—if it happens regularly!

Car overheating? The same trooper and maintenance man also carry five gallon "Johnnie cans" of water—enough to solve most overheating problems. If this does not help, a supervised mechanic will be summoned to the scene who will charge you based on scheduled rates filed with, and approved by, the Thruway Authority.

If you have a flat tire and your jack is broken, don't fret. Any Thruway employee will be glad to lend you his—as long as you drop it off at the nearest toll barrier. Trusting souls that they are, you cannot exit without returning the equipment—since a record of the transaction is marked on

the entrance ticket within the controlled section.

A free New Year's Eve gift is given out by gas station and restaurant owners to all motorists in a cooperative effort between the operators and the Thruway—coffee.

### Patrolling The Road

During 1964, Troopers along the road made 58,224 arrests—all but 386 for violation of the Vehicle and Traffic Law. The other arrests were for criminal offenses other than those coming from operating motor vehicles.

As would be expected, troopers made most arrests—31,299—for speeding but others were for such offenses as toll evasion, hitchhiking—including summonses given to motorists for picking up hitchhikers—overweight and over dimension, towing without permit and driving while intoxicated.

While on patrol, 39,151 disabled motorists were assisted by the men in the sharp grey uniforms and wide-brimmed hats.

### Weekend Patrols

On summer weekends during the high-peak in traffic, maintenance employees roam the road covering 50-mile posts guarding against stranded motorists being left too

long without assistance. Once a Thruway vehicle comes upon such a case, the motorist is either assisted on the spot or repairs made within 30 minutes. In addition, the maintenance employees rush to the scene of accidents to assist the troopers in traffic control and clearing the road of debris.

Fire equipment is garaged about every 15 miles along the road to handle most of the fires that can occur on any highway. Men to operate this equipment work around the clock, with outside help called in only for large blazes. The quality of service by restaurant and service station operators is continually under the watchful eyes of inspectors who pay unannounced visits to assure that the high quality of service demanded by the Authority is maintained.

### Radio Network

Over 600 vehicles operated by the Authority are equipped with two-way radios—all within instant communication with the radio dispatch center Thruway headquarters at Elmsere. To facilitate transmissions of messages which vary from maintenance orders to alarms on stolen vehicles, the system is broken up into four sections, which correspond to the four areas of the superhighway—Albany, New York, Buffalo and Syracuse. Should a driver in Buffalo want to talk with a driver in New Rochelle on the New England

section, the dispatcher can "patch" the two sections together and allow cross conversation.

About one-third of the 2,000 employees of the Thruway Authority are engaged in the day to day maintenance of the road surface as well as the difficult seasonal operations such as ice and snow control.

In addition, various crews are assigned to maintaining the beauty of the roadside by mowing grass, sweeping the right of way and maintaining shrubbery around Thruway buildings.

### The Thruway Navy

The Thruway Authority even has its own navy, complete with ship captains, to maintain the Tappan Zee Bridge and its supporting caissons. A tug boat, lighter, and speed boat are joined by a small fleet of outboard motor-equipped rowboats to care for the maintenance of the under-span section of the bridge. In addition to maintenance duties, State police use the boats on the waterway under and adjacent to the span.

From laborers to engineers and from toll collectors to State Troopers, the 2,000 civil service employees who operate the New York State Thruway say, through their actions, "Welcome to New York State and the Governor Thomas E. Dewey Thruway."



# BE YOUR OWN SHERLOCK!

In Comparing Health Plans  
Ask A Few Probing Questions  
—Like These:



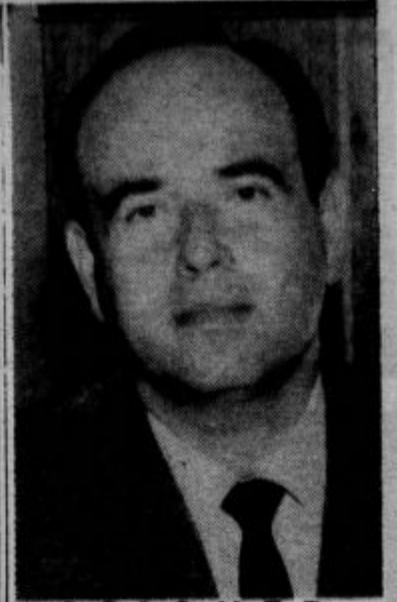
- Q. Which health plan gives the broadest coverage — with no ifs, ands and buts?**
- A.** Let the Columbia School of Public Health answer that one. It studied New York health plans and found that "the most complete contract offered for sale in New York State is provided by the Health Insurance Plan of Greater New York."
- Q. Does the plan really cover specialist care?**
- A.** Only H.I.P. does a *real* job of covering specialist care. When it comes to today's vitally needed specialist services, other plans have expensive loopholes. Compare specialist coverage carefully. Note, for instance, that out-of-hospital specialist care — so important and so costly today — is never a "paid-in-full" benefit in cash allowance or major medical plans.
- Q. Is the plan concerned with the quality of care?**
- A.** H.I.P. is. But it is the *only* plan in the New York area that checks on the quality of care provided by its affiliated physicians. Every doctor in every H.I.P. Medical Group must be approved by a medical board of distinguished physicians before he can serve members of the Plan. H.I.P. doctors give only the kind of service for which they are professionally qualified.
- Q. Can you continue with comprehensive benefits (home and office calls) if you leave your job before retirement?**
- A.** Only H.I.P. permits this — with no strings attached. You need only be in H.I.P. for three months to be able to convert to a direct payment policy without loss of home and office coverage, regardless of your age.

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**ASSIGNED —**  
Seymour I. Friedman, who had been acting in the position of Assistant Regional Commissioner for Administration, North Atlantic Region, Internal Revenue Service, was selected to permanent assignment in that post, Regional Commissioner Harold R. All announced. Friedman succeeds Arthur J. Collinson, who has been reassigned to duty with the foreign tax assistance program in Brazil.

### Chenango County Typists Sought

Chenango County will accept applications until Aug. 25 for its examination for typists. Salary in this position varies with department but is in the \$3,000 to \$4,000 range. Candidates must have been legal residents of New York State for at least four months prior to the examination date.

For further information contact the Chenango County Civil Service Commission, Norwich.

### No Change In Key Answers

The New York City Department of Personnel reports that no changes have been made in the final key answers for examination number 1049, for promotion to mechanical maintainer, group C.

The test was taken by 262 candidates with none protesting.

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(Continued from Page 7)  
 ties), \$7,220 to \$16,460.—Announcement 356 B.  
 the Veterans Administration.  
 Public health adviser, 6,050 to \$16,460; public health analyst, \$7,220 to \$16,460.—Ann. 125 B.  
 \*Public health educator, \$7,220 to \$14,170.—Announcement 309 B.  
 \*\*Research psychologist, \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 124 B.  
 \*Social worker (child welfare, clinical, family service, general, public assistance); social worker—child welfare adviser and specialist; social worker—public assistance adviser; social worker—public assistance specialist (assistance standards specialist, staff development specialist, welfare methods specialist, welfare service specialist); social worker—medical and psychiatric adviser and specialist; rehabilitation adviser; public welfare research analyst (public assistance, child welfare). \$6,050 to \$16,460.—Announcement 251.

Teacher (general education, industrial arts, and related trades), \$6,050 and \$7,220.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2 (64).  
 \*Urban planner, \$7,220 to \$16,460.—Announcement 258 B.

**Stenography and Typing**  
 Stenographer-typist, \$3,680 to \$4,480.—Applicants should apply under the announcement issued by the civil service office that has jurisdiction over the place where they live.

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 (All trades are in the Washington, D.C. area unless otherwise specified)  
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 Bookbinder, \$3.86 an hour.—Announcement 182 B.  
 Offset pressman (large presses), \$4.11 an hour.—Announcement 292 B.  
 Operating engineer, \$3.00 to \$3.85 an hour.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-1 (65).  
 \*\*Printer-hand compositor, \$4.09

an hour.—Announcement 274 B.  
 \*\*Printer, monotype keyboard operator, \$4.02 an hour.—Ann. 65 B.  
 \*Printer - proofreader, \$4.02 an hour.—Ann. 327 B.  
 Steamfitter, mason, laundryman, \$2.81 to \$4.12 an hour.—Supervisory jobs in Federal penal and correctional institutions throughout the U.S. Announcement SL-14-1 (64).  
 Transmitter and receiver operator and maintenance technician, \$3.05 to \$4.49 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in California, Florida, Hawaii, North Carolina, and Ohio. Announcement 283 B.

**Junior Accountant Exam Closes In Mt. Vernon October 20**  
 The Mount Vernon Civil Service Commission will accept applications for its junior accountant examination until Oct. 20. Salary in this position is \$6,000 to start. Candidates must have been legal residents of the City for at least one year prior to the examination date.  
 For further information contact the Municipal Civil Service Commission, Mount Vernon.



**INFORMATION OFF.**  
 — Ralph Vatalaro, Jr. was promoted by New York State Industrial Commissioner M.P. Catherwood to the position of Director of the State Labor Department's Office of Public Information.

**Sr. Steno Filing Closes Aug. 25 In Madison County**  
 Applications will be accepted by the Madison County Civil Service Commission until Aug. 25 for its examination for senior stenographer at a salary of \$3,100 to start. Candidates must have been legal residents of the County for at least six months prior to the examination date. For further information and applications contact the Madison County Civil Service Commission, Wampsville.

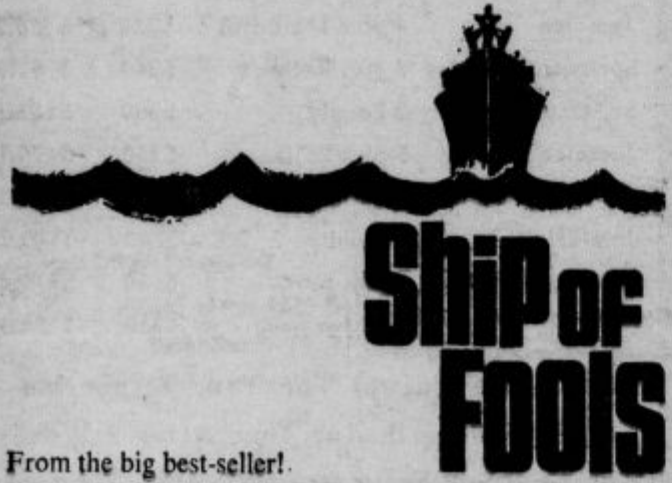
**Promotion Exam For Med. Record Clerk In Nassau**  
 Nassau County will accept applications until Aug. 25 for its examination for medical records clerk. This is a promotion examination and is open only to qualified candidates at the Meadowbrook Hospital or Nassau County Sanatorium. Salary in this position is \$4,050 to start. For further information and applications contact the County Civil Service Commission, Mineola.

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## Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 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 twelve o'clock midnight on the day following the last day of receipt of applications.

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

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

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

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

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

Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

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

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

# DON'T REPEAT THIS

(Continued from Page 1)

lation of a successor to Adlai Stevenson. Names like Secretary of State Dean Rusk, Senators Eugene McCarthy and Mike Mansfield and a host of others were considered the most plausible choices.

Secondly, it came as a shock to some that Goldberg was willing to sacrifice the prestige and security of a lifetime position on the nation's highest court.

Thirdly, it appeared that the appointment of a Jew to represent the United States might be considered an affront by the Arab countries in the United Nations.

### Doubts Evaporated

Within practically hours, however, it became evident that President Johnson's amazing political insight in selecting Goldberg had proved correct. Press acclaim was not only universal but also even the Arab states, with their controlled newspapers, were relatively mild in reporting the appointment. In addition, newspaper editorialists and columnists began almost at once to realize that Goldberg was magnificently qualified to take the mantle of a man so universally respected as Adlai Stevenson. Goldberg's brilliant career as a labor attorney and negotiator, his appointment as Secretary of Labor under the late President John F. Kennedy—and the accomplishments Goldberg achieved—and his role in the Supreme Court were all recalled and focused as a summary of Goldberg's qualification for United Nations ambassador.

The qualities most needed for this sensitive post are skill as a persuader, as well as mediator, eloquence in debate, the integrity to command respect of one's fellow ambassadors and the gift of astute judgement. All of these things are in Goldberg's character, accompanied by a tremendous personal charm.

Goldberg was not a Supreme Court Justice who cloistered himself in marble halls. He continued to be the same outgoing human being he was when he was a Secretary of Labor who unknotted the thorniest of problems without incurring animosity for doing his job. He has always been a "doer" and this is the kind of man President Johnson has consistently sought to serve his Administration.

### One Explanation

It is obvious then, that LBJ

once again has shown himself to be the master politician of our time in naming Goldberg United Nations ambassador. Looking a little deeper, one should recall that the President's motives are always complex and he rarely makes an important move that will not have significance in the future.

One of the most significant items in President Johnson's future is the national election of 1968. LBJ will need the big electoral vote of New York more than he did in 1964. And the President still likes to win big.

As it turns out, the President's toughest opponent in the State at that time is not so much likely to be the GOP presidential contender but a candidate that no political pro really believes can be beaten at this time—Sen. Jacob Javits.

### The Reasons

Even the most optimistic political hopefuls here have, in recent years, acceded to the fact that Javits is unbeatable when he runs for the United States Senate. Javits has consistently run ahead of his ticket and in 1962 even took New York City over his Democratic opponent by nearly 300,000 votes. In the meantime, he has stayed in the headlines of the press for any number of reasons—his championship of liberal causes, his constant concern for his constituents, etc.

What all this means is that Javits' popularity will be opposed to Johnson's in 1968 here and without a Democrat of unusually great appeal to not only oppose Javits but beat him, the President could be hurt badly. It quickly becomes apparent, then, that in two years, Arthur Goldberg could be just the man to win Javits' Senate seat and, at the same time, assist LBJ in his own election in a State that is still the most important in political terms.

Incidentally, if Javits were on the GOP ticket for Vice President, as some say he might be, his vote drawing power would remain the same threat to LBJ in New York.

By 1968, Goldberg will have lived in New York City for more than two years. His gifts and his personality will have received universal press, television and other news media exposure to the fullest. Both Goldberg and his vivacious wife will enjoy the social and political life that is offered to such large degree by the United Nations assignment. You

can be sure that the new Ambassador will be heard and seen everywhere in this forthcoming period. In addition, everything in Goldberg's past experience lends credence to the fact that he will be a highly successful and prestigious representative to the United Nations. There is little doubt that he now has the opportunity to become one of the brightest stars on President Johnson's team that is out to build the "Great Society."

Summing it all up, in naming Goldberg as ambassador to the United Nations it appears that President Johnson is also on the road to getting himself a second Democratic Senator from New York State.

Note: The Catholic weekly, "America," suggests that Ambassador Goldberg may eventually become the first Jewish President of the United States. The editorial in the Jesuit-edited magazine praised Goldberg for his rare and remarkable qualities and indicated that his new post might be the springboard to even higher things in the service of the nation.

(The civil service platforms of the Democratic and Republican contenders for the office of New York City mayor will be resumed next week.—The Editor.)

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## Civil Service Law & You

(Continued from Page 6)

- (c) self-confidence and persuasiveness
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WHILE THE LEARNED Court sustained the Civil Service Department, one cannot help but feel that Civil Service Departments would instill greater confidence in their examinations if they resorted to tests from which subjective elements were as far as possible eliminated.

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Eligibles on State and County Lists

Table listing various job titles and their corresponding counts, including Supervising Nurse, Asst. architect, Asst. bacteriologist, etc.

Finkelstein Scholarship To Help Civil Servants Further Law Careers

(Continued from Page 1) The Civil Service Leader, Finkelstein, a graduate of New York Law School, class of 1937, and a member of the school's board of trustees, is chairman of the board and president of Struthers Wells Corporation of Titusville, Pennsylvania.

and now consultant to the Ford Foundation and president of the Aspen Foundation; Dean Ray P. Harvey, of the Graduate School of Public Administration of New York University; Dr. Edward J. Bloustein, president designee of Bennington College; Dean Gutman, and Finkelstein.

Dean Gutman said the scholarship was established to encourage public employees to further their education and the education of their families and thereby be of greater service on all levels of government.

Finkelstein, who has had a long career in public service received the Law School's first "Distinguished Alumnus" award in April, 1965.

Broad Scope

Finkelstein said the scope of the scholarship award program was made purposefully broad so as to include as many civil servants as possible. "The range of potential and possible recipients," he said, "is as diverse as the interests of government itself. This scholarship can be awarded to the son of a law clerk in the office of the New York State Comptroller, to a policeman on the beat in Long Island or to the daughter of an FBI agent—to mention just a few possibilities."

Founded The Leader While still attending law school, Finkelstein began his career as a clerk in the office of then Special Prosecutor Thomas E. Dewey. He later served as civil service editor of the New York Mirror and founded The Civil Service Leader, which is now the largest newspaper for public employees in the United States.

Finkelstein was an official of the New York State Legislative Commission on the Extension of the Civil Service (the Fite Commission). By appointment of Governor Herbert H. Lehman, he was a member of the New York State Board of Regents, Junior Aviation Committee for Public Schools.

The awards committee consists of the following:

In January, 1950, he was appointed chairman of the New York City Planning Commission.

- Senator Robert F. Kennedy (D-N.Y.); Edwin L. Weisl, Sr., senior partner, Simpson, Thatcher & Bartlett, and a member of the Board of Ethics of the City of New York; former Court of Appeals Judge Charles W. Froessel, chairman of New York Law School Board of Trustees; Sylvester C. Smith, president of the New York Law School and former president of the American Bar Assn.; former New York State Attorney General Nathaniel Goldstein, who is a trustee of New York Law School; Dr. Alvin Ulrich, former head of the Ford Foundation Fund for Education

In 1962, the late President John F. Kennedy appointed him chairman of the Fine Arts Gifts Committee for the National Cultural Center. Finkelstein also is chairman of the Board of Science and Government Publications, Struthers Scientific and International Corporation and a director of the Bank of North America.

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Public Welfare Association To Meet In Sept.

The 1965 Northeast Regional Conference of the American Public Welfare Association will be held September 12-15 at the Statler Hilton Hotel in New York City.

The Association is a national organization devoted to the improvement of public welfare administration.

Participants in the conference will include representatives from Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Brunswick, Newfoundland, New Hampshire, New Jersey, New York, Nova Scotia, Ontario, Pennsylvania, Prince Edward Island, Puerto Rico, Quebec, Rhode Island, Vermont, and the Virgin Islands.

George K. Wyman, Commissioner of the New York State Department of Social Welfare, will serve as chairman of the conference's opening general session.

James R. Dumpson, Commissioner of the New York City Welfare Department, will be the principal speaker at this session. Whitney M. Young, Jr., Executive Director of the National Urban League, will speak at the conference luncheon meeting on Tuesday, Sept. 14. Wayne Vasey, Dean of the George Warren Brown School of Social Work, Washington University, St. Louis, Mo., will deliver the closing general session address on Sept. 15.

TEST AND LIST PROGRESS - N.Y.C.

Large table with columns for Title, Last No. Certified, and a list of various job titles and their counts, including Asst. architect, Asst. bacteriologist, Asst. civil eng., etc.

Poughkeepsie Area Aides Qualify

POUGHKEEPSIE, Aug. 9 - Several area persons qualified on a recent New York State civil service promotional examination for the title of principal engineering technician in the Department of Public Works.

They include Kenneth Chapman, Poughkeepsie; Andrew Daubman, Town of Poughkeepsie; Andrew Drummond, Pawling; Robert Nichols, Hopewell Junction; Wallace Decker, Town of Poughkeepsie; Donald Diehl, Town of Poughkeepsie; James Seeber, Red Oaks Mill; Robert Pawling, Poughkeepsie; S. F. Horodyski, Poughkeepsie; William Campion, Poughkeepsie; Russell Wester, Hopewell Junction; and Frank Osterc, Fishkill.

The starting salary for the post is \$6,540 and five annual increments to reach the maximum.

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**CONGRATULATES** — William Stoothoff, right, president of the Town of Islip, unit of the Civil Service Employees Assn., extends his congratulations to Supervisor George W. Raven on his appointment to the highest office in the town.

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# Special Mental Hygiene Committee Reports On Meeting With Department

(Continued from Page 1)  
spect to CSEA's activities along these lines. We agreed to submit copies of the replies from the Director of Classification and Compensation and the Deputy Director of the Budget to Dr. Terrence.

The Director of Classification and Compensation indicated in his reply to our request that a policy determination should be made by the Commissioner of Mental Hygiene which would uniformly provide for "relief on level" in all Mental Hygiene Institutions. Presently, most of the relief for such supervisory positions in the Department of Mental Hygiene is considered to be "relief from within." The Director of Classification and Compensation indicated that such a uniform policy should be determined by the Commissioner of Mental Hygiene prior to any further consideration of our request by the Department of Civil Service. The Deputy Director of the Budget concurred with the recommendation of the Director of Classification and Compensation.

Dr. Terrence indicated that the question of "relief on level" will have to be considered by the Nursing Committee of the Directors' Conference. He further indicated that a policy determination was involved and that about 1,200 jobs would be effected by such a determination.

**Elimination of inequities resulting from the assignment of Grade 6 Attendants and Grade 4 Food Service Workers to perform similar duties in Institution Dining Rooms.**

Dr. Terrence indicated that the Department is fighting for Grade 5 for the Food Service Worker title and that we would get strong support from the Department if we initiate a reallocation appeal for the upgrading of this position to Grade 5.

The Acting Commissioner also informed the committee that the Department hopes to eliminate most detailed attendant assignments by the end of this year. Money has already been appropriated to eliminate 100 detailed attendants by providing additional personnel. Dr. Terrence further indicated that money was also available to eliminate detailed assignments to positions such as elevator operator, cleaner and X-ray aide.

**Provision for full-time Grade 6 appointments for half-time attendants presently paid at the Grade 6 level.**

Hills indicated that the Department feels that it has this problem solved. CSEA is to receive a memorandum from the Department of Mental Hygiene on this situation.

**Establishment of a new supervisory title above the Grade 8 level for staff attendants whose full-time assignment involves supervision of a building.**

Dr. Terrence indicated that in any instance where a staff attendant undertakes such vast supervisory responsibility, the staffing pattern is not correct and should be corrected. It was pointed out that the supervising nurse or head nurse is the posi-

tion having such responsibility on the afternoon and night shifts. It was further pointed out that the supervising attendant substitutes for the supervising nurse during the latter's absence.

**D. M. H. position with respect to the duty assignment of incumbents in positions of senior attendant.**

Dr. Terrence indicated that the duty assignments of incumbents in positions having the newly created title of senior attendant are restricted to the intentions as set forth by the Civil Service Department. According to the Civil Service Department, the new senior attendant title involves supervisory duties in charge of a ward on the afternoon and night shifts where no other supervision is available.

**The establishment of a head barber and head beautician at each institution.**

Dr. Terrence indicated that the Department has requested the establishment of such items and that its request has been turned down by both the Division of Classification and Compensation and the Division of the Budget. He further indicated that Departmental policy mandates that such items should be established. This is assumed to mean that the Department will continue in its efforts to secure each of these titles for each institution.

**"On level pay" for acting department heads.**

Provision for "on level pay" for employees acting in a capacity at a higher salary level involves State policy. In general, if the highest level position is not enumerated on the payroll, then the employee, designated to "act" in that capacity provisionally, is paid at the higher level.

**Departmental cooperation and support in securing proper classification of institution office and stenographic positions.**

Dr. Terrence indicated that the Department will support proper classification and the upward reallocation requests for institution office and stenographic positions.

**Prompt and conspicuous posting of all promotional examination announcements at all D.M.H. institutions.**

CSEA representatives referred to a situation at Kings Park State Hospital wherein proper notification concerning appointment to the title of senior stenographer at the School for Mentally Retarded at Melville, Long Island was not given to eligible candidates.

Dr. Terrence indicated that this situation should not have occurred and that steps will be taken to prevent the recurrence of a similar situation in the future. The Acting Commissioner also indicated that the Department of Civil Service should provide each agency with a greater number of promotional examination announcements. The Civil Service Department has decreased its distribution of its promotional announcements apparently as a part of an economy move. CSEA staff representatives stated that the matter of providing a greater number of examination announcements would be taken up with the Civil Service Department.

**Use of existing eligible list in filling position of head dining room attendant at Rockland State Hospital on a permanent basis.**

CSEA had previously communicated with the Central Office of the Department of Mental Hygiene pertaining to this situation. This situation, in general is governed by provisions of the Civil Service Law which mandates that an existing vacancy in a competitive title shall be filled from a valid existing eligibility list. It appears that a valid eligibility list, containing four names, is in existence for promotion to the position of head dining room attendant at Rockland State Hospital. This list has not been used to fill the position on a permanent basis.

Hills indicated that attempts have been made to straighten out this situation and that he will provide CSEA with follow-up information pertaining to the resolution of this situation. He also indicated that apparently three eligible candidates on the certified list had declined appointment to the position. This factor has to be verified.

**Departmental position with respect to tax relief on fellowship grants to physicians in D.M.H.**

Dr. Terrence indicated that the Department is very much in favor of this and had filed a brief with the Internal Revenue Service which was turned down. CSEA indicated that they were glad to obtain the Department's position since it appears that the only solution to the tax relief problem could be gained through a court decision.

**Departmental support for the upward reallocation of many institution position titles.**

The Acting Commissioner indicated that the Department is looking into the possibility of requesting an upward reallocation for various position titles but that it has not reached the stage where specific recommendations can be made. Dr. Terrence also indicated that any employee applications for upward reallocation would be given serious Departmental consideration as they are received from CSEA.

**Compulsory attendance of nurses at graduation exercises when such exercises fall on their regularly scheduled pass days.**

CSEA indicated that it had received complaints from some institutions to the effect that nurses were required to be in attendance at graduation exercises even though such exercises take place on their regularly scheduled pass days. Dr. Terrence indicated that attendance at such exercises can not and should not be compulsory.

**Requiring attendants hired on a temporary basis (because of a PR-50 action against the item) to serve a probationary period and subsequently, upon appointment to a permanent vacancy to serve the required probationary period.**

Hills indicated that the Department feels they have straightened this situation out. There was apparent confusion with respect to making the proper differentiation between an



(Leader Staff Photo)

**RETIREMENT GIFT** — When Dr. and Mrs. Isaac Wolfson retired from Letchworth Village this month employees tendered them a buffet supper and reception in Kirkbride Hall of the institution. The retired director, seated, holds barometer presented to them by the institution's employees. Left to right are: Dr. Christopher Terrence, acting commissioner of the Department of Mental Hygiene; Dr. Wolfson; George Howarth, president of the Mental Hygiene Employees Assn. chapter at Letchworth and John Clark, president of the Letchworth Village chapter, Civil Service Employees Assn.

appointment to a temporary item and the probationary period required by law under a permanent appointment.

**Consensus of opinion at April Quarterly Directors' Conference with respect to a 37½ hour work week for institution office positions (clerical and stenographic).**

Dr. Terrence indicated that the problem of reducing the work week for institution office personnel was discussed at the April Quarterly Directors' Conference. He indicated that there were differing views expressed by the institution directors with respect to such a reduction for office employees. While some institution directors felt that the reduction to 37½ hours could be achieved without much difficulty, others felt the strong need for additional personnel to handle the office work load if such a reduction in the work week was effectuated.

**Consensus of opinion at April Quarterly Directors' Conference with respect to holiday accumulation.**

Dr. Terrence indicated that the policy with respect to holiday accumulation was discussed at the April Quarterly Directors' Conference with the result that variations in procedure were evidenced among the Institutions. After a considerable discussion between Dr. Terrence, Hills and CSEA representatives, it was decided that holiday accumulation practices would be left to the discretion of individual institution directors, the reasons being that this procedure in general results in a more liberal policy than could be obtained by standardization under a Department wide policy which would necessarily be restrictive in nature.

**Departmental recommendations with respect to requests made by Beauticians.**

Acting Commissioner Terrence indicated that the Department of Mental Hygiene would not seek or request competitive class status for beauticians. He further indicated that the Department would not request a modification of the job specifications for these titles which would include the requirement of licensure since very few beauticians are licensed and there is no grandfather clause to cover them in. At one time licensure of beautician was required but this requirement was removed as a re-

sult of many objections on the part of beauticians with respect to this restriction.

The Acting Commissioner indicated that the Department did not, at this time, request the establishment of a central office unit headed by a professional beautician to act as liaison for this service at the institution level. Dr. Terrence indicated that consideration is being given to providing some arrangement whereby beauticians would be afforded an opportunity to attend beauty culture workshops in order to keep advised of the latest trends in their profession.

**D.M.H. position on payment of overtime for nurses.**

Dr. Terrence indicated that the Department is working on an overtime program for nurses which would call for paid overtime rather than compensatory time off.

It was agreed that the next meeting between CSEA's Mental Hygiene Committee and the Acting Commissioner would be tentatively scheduled for 9 a.m. on September 17, 1965.

## Education Chap. Holds 1st Exec. Board Meeting

ALBANY, Aug. 9—The Education chapter of the Civil Service Employees Assn. held its first executive committee meeting recently under its new president, Warren Shaver.

Some of the items that were taken up at the meeting included plans for the annual Fall outing which will be held Sept. 9 at Brookside Park, West Sand Lake.

It was reported at the meeting that two members of the chapter and one former member are candidates for State-wide office in the Association. They are Ted Wenzl, Harry Langworthy and Hazel Abrams.

Also discussed were items concerning the publishing of a directory containing an up to date list of members, committees and chairmen of committees and the reprinting of the chapter constitution with revisions in accordance with up to date changes.

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