

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 21 Tuesday, January 26, 1965 Price Ten Cents

World



You

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TENURE— Thomas J. Harwood, supervisor (left), presents to Thomas B. Dobbs, president, Suffolk chapter, Civil Service Employees' Assn., a copy of the tenure resolution adopted by the Islip Town Board. The resolution provides protection for the labor and non-competitive class employees of the town.

Islip Sets A First By Paying Aides For Unused Sick Leave

ISLIP, Jan. 25—Details of three major gains made for employees of Islip were announced last week by Thomas B. Dobbs, president of Suffolk chapter, Civil Service Employees Assn.

Dobbs said that long negotiations produced:

1. Tenure for non-competitive and labor class employees who have completed three years of employment with the township. In case lay-offs become necessary, the three-year tenure will serve as a seniority list (employees hired last will be first to be laid-off, if necessary.)

2. Full pay for half of accumulated sick leave at time of separation from service because of retirement, death or resignation. (This is the first unit of government in the State to propose this cash benefit.)

3. A choice of one of two major medical health insurance plans, with cost to be shared by employer and employee.

Other items agreed on were overtime for all employees after 40 hours; sick leave, retirement, salary study, and attendance rules.

Javits To Present Potoker Award

The New York State Employees Brotherhood Committee has announced that U.S. Senator Jacob K. Javits has accepted an invitation to present the "Benjamin Potoker Award" to State Tax Commissioner Joseph H. Murphy.

Presentation of this highest award conferred on any New York State official for "the encouragement and promotion of brotherhood among State employees" will be made at the annual brotherhood luncheon to be held on Feb. 18 at the Starlight Roof of the Waldorf Astoria in New York City.

Thanks To Harwood

Dobbs said that "we would be less than grateful were we not to acknowledge the tremendous efforts exercised by Town Supervisor Thomas J. Harwood to effect this settlement of long-outstanding issues. As a matter of fact one of the truly major benefits — payment for unused sick leave—was initiated by him."

Dobbs also paid tribute to the "hard-working team of negotiators" that included John Corcoran, CSEA field representative; Benjamin Poidomani, president of the Islip Unit of Suffolk chapter, and Richard Mott, unit vice president.

Spain, North Africa Vacation Set For May

Spain and North Africa, the latest "discovery" of international travel, will be featured in a tour being sponsored for members of the Civil Service Employees Assn., their families and friends.

The 29-day trip will depart May 13 from New York City and head for Lisbon and, after a three-day visit there, tour members will leave for the Spanish cities of Seville and Cordoba.

Time To Rest

First stop in North Africa will be the new favorite "playground" city among travelers—Tangiers. Other exciting cities to be visited in Morocco are Meknes, Fez, Marrakech (and its Casbah); Rabat and back to Tangiers.

Court Order Submitted On Reclassification Of Four Titles In D of E

ALBANY, Jan. 25—An order was submitted to the State Supreme Court here last week which would require the State Civil Service Dept. to take all necessary steps to re-allocate and reclassify to higher salary grades for titles within the State Division of Employment.

The order, which awaits signing, is a result of the favorable decision won two weeks ago by the Civil Service Employees Assn. in which Justice John H. Pennock ruled that the duties of interviewer and counselor titles within the Division of Employment essentially are the same.

Effectuated

The order would apply to all employment interviewers (grade 12) and senior employment interviewers (grade 16) and requires the reallocation and reclassification to the higher grades of employment counselor (grade 14) and senior employment counselor (grade 18).

Presently, there are about 1,700 filled positions of employment interviewer and senior employment interviewer titles throughout the State.

In his decision, Justice Pennock wrote, "it is evident by testimony that the titles (interviewer and counselor) are interchangeable with the higher grade carrying no further qualifications."

Already Qualified

He said that the petitioners had "qualified by open-competitive examination for the positions which they hold, which qualifications required counseling qualifications for the performance of counseling duties . . . and they should be reclassified . . ."

What action the Civil Service Commission might take as a result of the order has not been announced. However, Joseph F. Feily, president of the Employees Association has warned that, should the Commission contemplate an appeal of the court decision, it would constitute, "in our opinion, cruel and inhuman treatment of a group of dedicated, competent, loyal and deserving employees who already have had their hopes lifted and then dashed so often that we actually fear the morale of the entire division would be jeopardized."

More On Decision

Other highlights from the judge's decision were:

(Continued on Page 16)

Metro DE Sets Rally on Court Case For Jan. 28

A huge rally is being organized by the Metropolitan Division of Employment chapter to give both members and non-members an opportunity to learn first hand what the facts are concerning the two recent court decisions—one on reallocation of the interviewer and claims examiner titles and the other one on the civil service examinations for the counselor titles. The meeting will be held at Local Office 510, 259 West 54th Street, New York City on Thursday, Jan. 28, at 6 p.m.

The speakers will be Harry Albright, counsel for the Civil Service Employees Assn., and Ed Croft, chairman of the Statewide Division of Employment Committee. Plans on future action will also be discussed.

A question and answer period will enable anyone with a question to have Albright answer it.

Mary Goode Krone Will Address Central Conf.; County Workshop Is Set

(From Leader Correspondent)

SYRACUSE, Jan. 25—Mary Goode Krone, president of the State Civil Service Commission, will be the principal speaker at the dinner climaxing the Feb. 12-13 Central Conference and County Workshop in Hotel Syracuse Countryhouse.

Other features of the two-day meeting will include the first showing for local, city,

county and state chapters of the Civil Service Employees Assn. film, "Accent on Service."

Miss Krone will speak at the Syracuse chapter's 28th anniversary dinner on Saturday, Feb. 13. The dinner will begin at 7 p.m., and will be preceded by a cocktail hour at 6.

The CSEA film will be shown at the joint educational session, beginning at 10 a.m. Feb. 13.

Education

Talks at the session will include

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Anna Lieberman

Mrs. Anna Lieberman, wife of Max Lieberman, former president of the New York City chapter of the Civil Service Employees Assn., died after a long illness. She was a resident of Brooklyn.

Condolences were sent to Mr. Lieberman by the chapter. Services were held last week.

Don't
Repeat This!

1965 Legislature Could Be Longest Session On Record

THE 1965 legislative session hasn't really begun as yet—what with the Democratic battle over new Senate and Assembly leaders—but the big question on Albany's Capitol Hill is: How long will it last?

The Legislature convened Jan. 6th, but was unable during its

(Continued on Page 2)

Your Public Relations IQ

By LEO J. MARGOLIN



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

Press Officer—Unseen Ghost?

IT ISN'T OFTEN that a government press officer "tells all," but when he does, what he says usually makes fascinating reading. In an article published recently in "The Overseas Press Club Bulletin," former government information officer Ben Zwerling, "tells all" under the title, "The Government Press Officer Is Sometimes Heard But Never Seen."

ZWERLING'S conclusion can be summed up this way: I wouldn't do it again for a million, but I wouldn't have missed it for a million.

"AS ONE WHO took this Washington tour in something under a year and a half," writes Zwerling, "I offer this advice to anyone foolish enough to consider giving up a good communications job in New York for a government information spot; by all means do it!

"THERE IS NOTHING more exciting—or more frustrating. No job experience more intense than that of a government information officer when the pendulum sweeps upward and none is more distressing when the pendulum returns."

ZWERLING SAYS there's nothing more exciting than seeing your idea seriously shape national policy: "You will be surprised at how fast one of your ideas can reach and make an impact at the top—always of course with the bureau chief's name on it."

OBVIOUSLY Zwerling had a ball at his job, while learning a great deal about public relations as practiced within government. He writes:

"HERE ARE A few basic principles of government p.r. that one does not find in civil service job descriptions:

"YOUR JOB may be press relations, but this is often a secondary assignment to that of helping

your chief withstand the hatchets that inevitably trail power. The weapon of hatchetry in government is often the disarming memo to your chief from his chief, blithely assigning some impossible task. Defense weapon is an answering memo—and it's your job to prepare it."

- IF YOUR CIVILIAN job is public relations and you prepare press releases, don't expect the press releases in government to resemble in any way what you are accustomed to. They do not serve a similar purpose. A press release for a company or a p.r. agency is designed to get a story into the papers. Nobody really cares in government whether this happens or not. They read more like lawyer's briefs than news stories—and for good reason. A battery of lawyers passes on anything that smells sensitive. Getting a release through channels is an end in itself."

- "IF YOU ARE the sort of newsman who really seeks out news, there is another frustration. The really good stories are reserved for disclosure at the top."

- WATCH OUT for the 48-cent call to Baltimore that could "buy" some Congressman. It may send a multi-million dollar budget down the drain."

- "IF YOUR background is dailies and you are used to doing a story and seeing it in the paper the next morning, government is not for you."

- "IF YOU ENJOY travelling, there is a lot of opportunity to do so in government."

- "IF YOU HAVE had it in the civilian rat race and think that somehow you can retire into a secure government spot, you had better think again. There are more shifts and turns in government jobs than in the advertisement business."

ZWERLING'S conclusion: "The vaunted government 'security' is much overrated, certainly for information people."

St. George, P.D. Elects Officers

The following officers were elected by the St. George Assn. of the NYC Police Department at a recent meeting:

John Byron, president; James Halcrow, 1st vice president; Edward Muller, 2nd vice president; Robert Molten, rec. and corr. secretary; Kenneth Stokes, fin. secretary.

Others were: Frank Prevele, treasurer; Louise Ernst, historian and Joseph Breitfield and Dudley Barker, sgts.-at-arms.

County Officers Are Opposing State's New Judicial Conference

(From Leader Correspondent)

WATERTOWN, Jan. 25—The County Officers Assn. of New York State is desperately seeking to influence the 1965 Legislature to take steps to correct a little noticed section of the 1964 judiciary law which gives the administrative board of the Judicial Conference the right to appoint non-judicial court officers involved in the civil service system.

Section 212 of the law threatens "home rule" of counties in New York State, officials of the Association contend, by shifting county control over non-judicial employees to the administrative board; threatening to end up in different pay levels with other county civil service employees in the same grade.

Winning Legislators

Currently the problem appears to be to get the cooperation of legislators who are not lawyers. The attorneys in the State law-making body, the Association feels, would be reluctant to buck the powerful Judicial Conference.

Association officials also say they are fearful that any split in the civil service appointments rights of the counties would tend to boost eventual costs to the taxpayers.

Scope Revealed

On the surface, the new judicial reform law approved by the Legislature a year ago sounded fine but subsequent study by the Association has revealed the scope of its sweep. The 1964 bill was so complex, officials said, that Sec-

tion 212 went through with scant attention from county officials.

Presently the counties or the New York State Civil Service Commission administer civil service in relation to county officers and employees paid from county funds.

The Association contends that under the 1964 law such personnel as probation officers, related clerks and secretaries would move out of county domain and under the control of the administrative board of the Judicial Conference. Other jobs related to the court system would be affected similarly, they contend.

Sees "Caste System"

F. Clark Hamlin, clerk of the Jefferson County Board of Supervisors, is president of the County Officers Assn. He says he is working closely with other officials in an attempt to draft proposed legislation to rectify the situation posed by Section 212.

The Association also contends that in addition to the threat to home rule, the provisions of Section 212 could establish a "caste system" among county officers and employees. It could, they add, result in chaos in the personnel system of New York State counties.

Don't Repeat This!

(Continued from Page 1)

first two-and-a-half weeks to settle on new majority leaders. As a result, no bills have been introduced, no committees organized, no regular seats assigned to the lawmakers and no one has been paid.

The prospect ahead is for one of the longest legislative sessions in modern times.

A total of 51 bills had been passed and sent to the Governor during the month of January last year, but it would seem unlikely, even if the Democrats settle their differences this week, that any legislation could be approved until the first week in February.

Tax Problem

One of the major factors in keeping the Legislature in Albany past its usual late March adjournment date is the likelihood of a long, five or six-week controversy over new taxes.

The Governor has announced publicly that the State must obtain new revenue if it is to boost State aid to schools and per capita aid to localities, meet rising welfare costs and even maintain existing State programs.

He is eyeing a Statewide sales tax, higher cigarette, motor fuel taxes and a hike in the State's income tax as possibilities.

Reluctance Seen

The Democratic and Republican legislators, however, will be loath to approve major tax increases in an election year and all will be facing the public in a special legislative election this fall.

With the Governor's budget recommendations due the end of this month, the Legislature can be expected to take its time in finally giving approval to the final product.

The longer the session runs the better are the chances for passage of civil service legislation.

The Civil Service Employees Assn. is pushing for an increase in State salaries as well as for major retirement gains. The longer the lawmakers are at their desks, the more time CSEA chapters and representatives will have to bring the need for its program to the fore.

Because of the late start and the time required for the Democrats to take over control of all committees and programs, the 1965 session may continue until May.

Some Democrats have predicted a June adjournment, but other observers expect the law-making effort to be over in late April.

Time To Make A Name

With all the legislators facing reelection in new districts under reapportionment, the pressure from some will be strong to adjourn as early as possible to permit the lawmakers to get acquainted with their new constituents, is one thought.

On the other hand, a lot of good political thinking today is that these new Democratic legislators would be wise to stay on a much longer term basis. This would make-up for the late start and allow them to introduce headline-producing legislation in their local newspaper. This latter thinking—a long session—will probably prevail.

Narcotics Group Opens Membership Drive In N.Y. State

ALBANY, Jan. 25—The International Narcotics Enforcement Officers Assn. has opened its 1965 drive for members, according to John E. Storer, president. Storer is chief of the Bureau of Narcotic Enforcement for the State of California.

The Association is open to law enforcement officers and others who are engaged in or interested in narcotic control.

Purposes

The basic purposes of the Association are to promote and foster mutual interest in the problems of narcotic control; to provide a media exchange of ideas; conduct seminars, conferences and study groups; and to issue publications.

In addition, to secure and enlist all those persons who are engaged in the field of narcotics control and to devise ways and means for improving international, national, state and local laws, police methods, administration of justice and enforcement of law in relation to narcotics.

For further information and applications, interested persons can contact John J. Bellizzi, executive secretary of the INEOA at the State Department of Health 84 Holland Ave., Albany. (See Page 8)

Assistant Accountant

Assistant accountant applications will be accepted until June 30 by the New York City Department of Personnel, 49 Thomas Street.



SPEAKER — Assemblyman Ferdinand Mondello of the Bronx reveals his legislative programs to college teachers and administrators during a recent seminar sponsored jointly by the State Department of Health's Narcotic Control Bureau and the International Narcotic Enforcement Officers Assn. (Story on Page 8)

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CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212-686-3610
Published Each Tuesday
Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at New York,
N.Y. and at Bridgeport, Conn., under
the Act of March 3, 1879. Member
of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year
Individual copies, 10c

CSEA Meets With Thruway Officials On Work Conditions; Fifty Agenda Items Discussed

Some 50 items affecting the 1,500 employees of the New York State Thruway Authority were discussed recently by representatives of the Civil Service Employees Assn. and the Authority. CSEA representatives, including president Joseph F. Feily, met with Thruway Authority chairman R. Burdell Bixby, to discuss some of the more important items on the agenda.

Representing the Association were executive director Joseph D. Lochner, assistant executive director F. Henry Galpin, and its special thruway committee composed of chairman Raymond Walker, Joseph C. Sykes, Carmine Fusco, Jack Gallagher, George Hylton, Alfred Jerris, Sr., and consultant William J. Nolan.

Thruway representatives were executive director Holden A. Evans, Jr., general manager Warren M. Wells, administrative director William E. Tinney, personnel director Jack Lagatt, and director of toll collection Walram Browne.

Important Items

The Leader learned that some of the more important items discussed were:

1. Overtime meal allowance for toll and maintenance personnel. CSEA urged increase from \$1.50 to \$2.50 to make this allowance equal to that received by office personnel.
2. New policy covering vacation arrangements for toll collection personnel which guarantees summer vacations on basis of seniority.
3. Liberalization of free passage on Thruway now limited to employees who have completed 10 years Thruway service. This requires additional study by Thruway following completion of first year experience after May 1, 1965.
4. Luncheon room space at Albany and Buffalo headquarters. Tentative proposals are now being considered to accomplish this.

5. The Association requested elimination of out-of-toll-line inspection of vehicles on entrance to Thruway by toll collectors. This has been eliminated but usual in-line visual inspection will continue.

6. Request was made that toll collectors not be required to give assistance to remove disabled vehicles from toll lanes. Agreement was given to this although the collectors will not be prohibited from giving such assistance if they are willing.

7. Cleaning allowance for toll collectors to cover shirts which are provided as part of uniform. The Thruway will look into this need. A possible \$50 annual allowance for this purpose was discussed. Also discussed was the recent allowance given to maintenance personnel to cover cleaning of their work clothing issued by the Thruway—it was decided that the \$25 annual allowance recently established should be tried for a longer period but that employees were welcome to furnish information as to cleaning costs on which adequacy of allowance could be considered.

8. The present policy of requiring toll collectors to do maintenance and cleaning work in and around the toll stations was discussed in detail. Consideration will be given to setting up maintenance force under direction of toll section to accomplish this work outside of toll booth itself.

Many other items were discussed which will be reported on in future issues of The Leader.

Memorial Service Held For Dr. Paul Hoch At Academy Of Medicine

ALBANY, Jan. 25—A memorial service was held for Dr. Paul H. Hoch, who died Dec. 15, at the New York Academy of Medicine Jan. 21. Dr. Hoch had been Commissioner of Mental Hygiene for the State since July, 1955.

Speakers included Governor Rockefeller; Dr. Heinrich B. Waelisch of State Psychiatric Institute; Dr. Harvey J. Tompkins, chairman of the New York City Community Health Board; Dr. Sandor Rado, president of the New York School of Psychiatry; Dr. William L. Sands, professor of psychiatry, Albany Medical College and Dr. D. Ewen Cameron, professor of research psychiatry at Albany Medical College.

Rockefeller Remarks

Governor Rockefeller said, "his death is a great personal loss—to me, to all of you who knew him, to the people of New York.

For he was a warm and wonderful human being—and he was the man whose vision and leadership have made New York outstanding in the nation for progressive care of the mentally ill."

CSEA Film Illustrates To Public That Aides Put Accent On Service

(Special To The Leader)

ALBANY, Jan. 25—A motion picture sponsored by the Civil Service Employees Assn. and designed to present an accurate image of the civil servant to the citizens of New York State, had its official showing before CSEA's Board of Directors last week at its monthly meeting here.



COORDINATOR: Gertrude O'Connell has been named coordinator for services to the deaf in the State Labor Department's Division of Employment. She will be stationed at the Industrial Office of the Employment Service, 255 West 54th St., Manhattan.

Supports Equal Pay Provisions

POUGHKEEPSIE, Jan. 25 — John Mulvey, president of the Taconic chapter of the Civil Service Employees Assn. revealed last week that the organization has sent to Thomas D. Mahar, chairman of the Dutchess County Board of Supervisors, a letter supporting the Dutchess County Unit's plea for equitable salaries for comparable work presented by the communities.

The Dutchess County chapter submitted a proposed salary schedule and other provisions for an orderly grievance procedure pertaining to inequities in job specifications and title classifications, which were rejected. Mulvey said the Taconic group "is on record as supporting the Dutchess unit in the principles of equitable salaries for comparable work and orderly appeals and procedures to consider grievances and we urge the committee to reconsider its actions."

The film, entitled "Accent on Service," points out that government—on every level—can only be as good as the people who work for it, the civil servants. It capsulizes the work and off-duty hours of a cross-section of public employees on both the State and local levels and relates their normal activities with those of their neighbors outside public service.

In concentrating on the six employees highlighted in it, the film presents the audience a variety of reasons why each employee entered public service, such as challenge, security, dedication, and extends those reasons to their ultimate choice of the public service as a career.

Howard K. Smith Narrates

Narrator of the 13 and 1/2 minute, black and white film, which was produced by Audio Productions, Inc., of New York City is Howard K. Smith, network television newscaster and commentator.

Among the public employees playing principal parts in the motion picture are John J. Kelly of Amsterdam, Department of Taxation and Finance; Stanley Engel of Ghent, State Conservation Department; Albert Posner of Albany, Department of Law; Jean Dwyer, R.N., of Whitesboro, Department of Mental Hygiene; and Harry S. Dahl of Troy, Troy Fire Department.

In addition, other civil servants throughout the State are depicted

P.W. Chapter Meeting Is To Be Feb. 5

ROCHESTER, Jan. 25 — The Public Works chapter, Civil Service Employees Assn., will hold their regular general meeting on Feb. 5 at the 40 & 8 Club, 933 University Avenue.

Guest speakers will be three resident engineers who will talk on maintenance problems. The three men will be Thomas Coursey, Robert Purple and Frank Neirocker.

A question and discussion period will take place.

at work at a variety of jobs.

Message For The Public

In introducing the film at last week's Board meeting, CSEA president Joseph F. Feily emphasized it was produced primarily for external showing. By that, he said, "the message we are hoping to get across to the public is that the great majority of public employees in New York State are loyal, dedicated and competent people whose services are as important and essential as those of their counterparts in private industry. Our first obligation for showing this film is to the civic, fraternal, business and other community groups which it is most important we reach," he said.

He said plans are already underway to distribute the film in three main channels: the state's 1,000-plus moving picture theatres; its 29 commercial and educational; its 29 commercial and educational numerous community audiences, including junior and senior high school classes.

He said CSEA will utilize the services of its individual chapters and conferences in placing the film in their respective areas and that specific plans will be sent to all chapter and conference officials within a short time.

Cayuga Nominators Are Named

AUBURN, Jan. 25 — Mrs. Caroline Dewey has been named chairman of a committee to nominate a slate of officers for Cayuga chapter, Civil Service Employees Assn.

Patrick Sparati, president of the CSEA unit, named five other members to assist Mrs. Dewey. They are Mrs. Helen Wiley, Mrs. Nickie Stanley, Gertrude Farley, Jack Clifford and Richard Schwartzwalder.

Edward Marco, long time Chapter member and Cayuga County sealer of weights and measures, will act as consultant to the committee, Sparati said.

The Chapter will elect new officers in April. They will be installed in a dinner planned for the following month, with the date, time and program to be announced later, Sparati said.

Women's Council Meeting Feb. 1

Principal speaker at the next monthly meeting of the Women's Council of the New York State Education Department, set for Feb. 1 at the Ten Eyck Hotel, Albany, at 12:15 p.m., will be Mrs. John J. Cunningham, who was selected by the Bethlehem Community Ambassador project, Delmar, to visit Turkey.

The business meeting will be conducted by Council president, Agnes Teske. The program for February is being handled by Mrs. Florence Fallek.



SING — The Glee Club of the Workmen's Compensation Board ushered in the Holiday Season with Christmas Carols and Chanukah Hymns in the lobby of 59 Park Place. Included in the

picture, on the left; Col. S. E. Senior, chairman of the Board, Alvin Browne, director of the glee Club; and on the right, Miss Catherina C. Hafele, board secretary.

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 600 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.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.



RECIEVES AWARD — Vice President Hubert H. Humphrey (left) is seen shaking hands with U.S. Civil Service Commission chairman John W. Macy Jr. after the Vice President was presented with an honor award pin for his 20 years of public service. The presentation was made at recent ceremonies commemorating the 82nd anniversary of the Federal Civil Service Law.



PHONO GIFT — At the recent Christmas party of the Executive chapter, Civil Service Employees Assn., held at St. Anne Institute, a phonograph was presented to the Institute. Shown are, from left: May DeSeve of the Division of Veterans Affairs, presenting the phonograph to Sister Joseph, Mother Superior of the Institute, and Eileen Tanner, member of the committee in charge of the party.

CSEA President Will Address Practical Nurses Group at Feb. 15 Meet

Joseph Feily, president of the Civil Service Employees Assn. will be the guest speaker at the legislative meeting of the Licensed Practical Nurses of New York, to be held at the Hotel DeWitt Clinton in Albany, Monday, Feb. 15 at 9 a.m.

Other invited guests are Hildegarde Reuter, associate in nursing education; Congressman John Dow, Herbert Lefkowitz, counsel for Department of City Hospitals; and Mrs. Charlotte Oliver, R.N., principal of the School for Nursing at Rockland State Hospital.

Presiding at the meeting will be the State president of L.P.N., Mrs. Mary Bianchini of South Nyack. All L.P.N.s have been invited to attend. "This will be a very important meeting," said Mrs. Bianchini, "since we are in a very crucial period of L.P.N. history."

There will be discussions on: (1) What is the future of practical nursing? (2) What is the future of the L.P.N.? (3) What are the duties of L.P.N.? (4) What is the future of L.P.N. in the State hospitals?

These are just a few questions which will be brought to the floor for an open discussion.

In all State hospitals, according to Mrs. Bianchini, the L.P.N. is required to do nursing duties, yet are not recognized nor paid for the nursing duties. "If we are to keep step with the forward march of Nurses," she said, "the co-operation of every L.P.N. must be given. This changing world challenges all L.P.N.'s in every level of nursing and calls for dynamic partnership for L.P.N.'s across the nation. The health needs of our country must be met and L.P.N.'s

Psychologist

Psychologist applications will be accepted until June 30 by the New York City Department of Personnel, 49 Thomas Street.

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play an important part in this area."

"We must reemphasize our need for teamwork in nursing so that the sick will receive safe nursing care," she added.

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THREE SYMBOLS OF SECURITY

YOUR ASSOCIATION

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Submitted By _____

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(PLEASE CLIP TO BACK OF PHOTO)

Use Pencil or Ball Point

'Leader' Search For Beauty Begins Again

The Leader's search for "Miss Civil Service" is on again, and the four young ladies whose pictures appear on this page are among the many to have already entered the contest.

Actually, the odds are better than they appear at first, since there will be a "Miss Civil Service of 1965" from each major area of civil service — City, State, Federal and local governments. As with last year's contest, final selection of the beauty queens will be made on Civil Service Day, May 31, at the World's Fair. The winners are chosen from

among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case should the pictures be smaller than 2 x 3. And all photos should be black and white. The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury beach hotel there.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears

above. Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

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Training Vessel Gets New First Officer

The Reserve destroyer-escort, USS Albert T. Harris, in traditional ceremonies held recently received a new officer-in-charge. Lt. H. R. Bates relieved Lt. B. L. Price who served two years on the Harris. Lt. Bates is from New York City

for former Navy and Coast Guard men who would like to be a part of the Navy and to sail one weekend each month. Interested persons should contact the Naval Reserve Center, 150-74 6th Ave., Whitestone, N.Y., telephone FL 9-4064.

The Harris still has openings

College Grads; Management Technical Jobs

The United States Atomic Energy Commission is recruiting college students who have or will receive their Bachelors or Master degree for positions in management and technical fields.

Those programs requiring a Bachelor's degree are; nuclear facilities engineering training program, starting salary, \$7,450; accounting training program, salary is \$6,250 to start.

Programs requiring a Master's degree are management intern, \$7,050 to start and technical intern program, \$7,950 to start.

All training programs will begin on July 6, 1965 and trainees will be assigned to AEC offices throughout the United States.

Applications must be received by the Commission by March 1, 1965. For further information contact the New York Operations Office of the Atomic Energy Commission, Martin Stahl, Personnel Officer, 376 Hudson Street, New York City.

Filing Closes Jan. 28 For Monroe County Record Custodian

Monroe County has an opening for custodian of records in its Surrogates Court. Salary in this position is \$4,316 to \$5,148. Closing date is Jan. 28.

Applications and further information are available at the County Civil Service Commission, Rochester.

Car For Sale

FORD, 1963 V-8 Sport Convertible, full power, automatic trans., low mileage, mint condition, black on black color scheme. \$2,395. Call 212-BE 3-6145 between 10 a.m. and 4 p.m.

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Civil Service LEADER



America's Largest Weekly for Public Employees

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007 212-BEekman 3-6010

Paul Kyer, Editor Joe Deasy, Jr., City Editor
Gary Stewart, Associate Editor Mike Klion, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350
10c per copy. Subscription Price \$2.55 to members of the Civil Service Employees Association, \$5.00 to non-members.

TUESDAY, JANUARY 26, 1965

Semantics vs. Merit

NO MATTER which way you look at it, the titles of employment interviewer and senior employment interviewer in the State Division of Employment and new titles proposed by the Civil Service Department, those of employment counselor and senior employment counselor, are essentially one and the same in terms of duties and qualifications.

This is no longer merely the opinion of this newspaper and the Civil Service Employees Assn. It is the ruling of Albany Supreme Court Justice John Pennock who, in his opinion, said succinctly, "As a matter of fact, it borders on a matter of semantics."

It is not known at this writing whether or not the State Civil Service Dept. will appeal Justice Pennock's decision. It would be a pity were they to do so merely to support the merits of semantics against the merits of sober analysis. As career employees, these Division of Employment personnel deserve Civil Service Dept. actions designed to enlarge and enhance their careers. Justice Pennock has provided the Department with the basis for so doing.

Health Plan Choice Should Be For All

HEALTH INSURANCE plan choice has been made a bargainable item by Mayor Wagner and organization officials who are negotiating with the City for their membership.

This, however, applies only to those employees whose salaries are set by collective bargaining procedures and not governed by the Career and Salary Plan.

The choice of health insurance plans for employees is a benefit enjoyed for many years in both State and Federal civil service systems as well as by many smaller local jurisdictions throughout the country.

It is time that the Board of Estimate reconsider giving this benefit to all employees. This is an era of enlightened government officials. The plan has been before them for several years.

Why must the City of New York remain in dark ages concerning this just benefit?

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

When I marry and change my name, do I need a new social security card?

When a "Miss" becomes a "Mrs." or a "Mrs." marries again, she does need a new social security card. Of course, she will always keep her original social security account number, but both the name and the number are important in making certain you get proper credit for all your earnings. Fill out a card at your social security office called "Request for Change in Social Security Records," Form 7003. (You can get the card at your post office if there is no social security office in your town.) If you attach the old

social security card, you will get the new one immediately. About a week or ten days may be necessary before a new card can be issued if you have lost your old card. The delay is necessary to allow time for verifying your account number. When you get your new card, be sure to show it to your employer. Until then, he should continue reporting your earnings under your old name.

I started getting social security when I was 65. My wife will soon be 62. I've been told her check will be one-half as much as mine. Is that true?

No, a wife who applies before age 65 gets less than one-half the amount of her husband's benefit. If, for example, her husband's retirement benefit was \$100, she would get \$50 if she applied for her payments at age 65; but if she applied at age 62, her benefit would be reduced by 25 percent to \$37.50.

LEADER BOX 101

Letters To The Editor

Thanks 'Leader'

Editor, The Leader:

Please accept my sincere thanks for your continuing interest in the programs of the State Department of Commerce and for the fine cooperation which you and your staff have given all our efforts.

This has been a good year for us and we are grateful for the continuing support of you folks in the news media of our State.

KEITH S. McHUGH
Commissioner
State Commerce Dept.

Sick Leave Problem Discussion Continued

Editor, The Leader,

Mr. Shemin's detailed letter in your recent Leader was a scholarly and comprehensive study of sick leave and terminal leave credit problems.

Contrary to the opinion expressed by many departmental directors, particularly that of The State Insurance Fund, credit for sick leave is not an insurance against sickness but is an earned benefit. It accrues to a conscientious employee for his proper attendance. If this theory is accepted and is presumably so recognized, then said employee should derive some benefit either in a monetary return or enhanced pension benefit. Today said benefit is entirely lost to them at the time of retirement.

Thus a diligent employee is penalized for his good attendance during the period of his service instead of benefiting therefrom. The result is, therefore, that the great majority of new employees use whenever possible all their sick credits instead of accumulating them for some contingency in the future. This reasoning, I believe, will explain the poor attendance records of many State Employees at present. Granting of terminal leave benefits for accrued sick leave will act as an incentive and morale builder.

As stated by Mr. Shemin, the Empire State instead of being a forerunner in labor legislation has certainly relegated itself to the backwood political entity in labor relations particularly to its own devoted employees. Recognition of said accrued benefits has been recognized in practically every political entity except our Empire State.

M.M.M.

Calls For Cancellation Of Senior Steno Make-Up Examination

Editor, The Leader:

I wish to protest the disregard shown by the Civil Service Commission for the rights of a minority by scheduling a make-up examination for the senior stenographer.

First of all, Albany, refused to cancel the exam during the storm of Nov. 21 on the recommendation of the local representative, Mr. Gentry. If Albany does not have confidence in his integrity or the services he should perform, his office should be closed, probably at a substantial saving to taxpayers. Secondly, even the City of

(Continued on Page 13)

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.")

THE RIGHT of a police officer of The City of New York to a pension of three-quarters pay for service-incurred disability depends initially upon a determination of a medical board of the Police Pension Fund. The Board of Trustees of the Police Pension Fund has been held to be bound by the medical board's finding of disability requiring retirement. However, the question of whether the injury was service-connected must be decided by the Board of Trustees alone, and the opinion of the medical board as to the circumstances of the disability is only advisory.

THE COURTS have had occasion to apply these principles to a variety of police pension situations. In a leading case, the medical board found that the petitioner was permanently disabled as the result of an injury incurred in the performance of his duties. The Board of Trustees, however, refused to award a three-fourths disability pension, accepting, as it had to, the finding of disability, but rejecting the finding that the disability resulted from a line of duty injury.

WHILE APPREHENDING a felon, the petitioner had suffered a wound to his hand inflicted by a bite. As sharp infection set in, it was eight weeks before the wound healed with permanent stiffening of the middle finger joints.

THE PETITIONER returned to duty and served well for thirty-seven years, earning promotions to sergeant and lieutenant. He then reported sick, and the police surgeon found him to be suffering from "contracture of left hand following human bite," the old wound suffered decades earlier in the line of duty.

IN OVERRULING the Board of Trustees, the Court held that the right to reject the medical board's finding that the petitioner's injuries were service-incurred did not mean "the Board of Trustees may, under the guise of determining that the physical disability did not result from a line of duty injury, actually overrule the special medical board's finding that the officer was disabled." While the Trustees may have had reason to doubt the officer was disabled from the performance of police duties by the condition of his hand, they were bound by the medical board's findings of disability. As there was no evidence upon which the Trustees could avoid the conclusion the disability was service incurred, the Trustees were directed to grant the three-quarter pay pension.

A SIMILAR case of an ancient injury leading to accidental disability retirement at three-fourths pay started with a service-connected injury to the right hand which was aggravated by a second service-connected accident ten years later. Under the previously noted principle, the finding of the medical board of a disability tremor of the hand bound the Board of Trustees. Even though the two injuries to his hand were the only occasions for sick leave in the petitioner's entire police career, the Trustees accepted the medical board's advisory finding that the disability was not a line of duty one. The Court held there was no evidence to justify this finding, stating:

Nevertheless, the opinion rendered by the medical board, as to whether the disability was service-connected, was advisory only. Its determination, however, may not be disturbed if there was competent evidence upon which such decision was rendered, such as if petitioner had been afflicted with some disease or other injury outside his employment, which may have caused the disabling condition. Here there is more that a mere conflict of medical testimony. Instead, such necessary evidence to support the determination is entirely lacking.

IT IS ENCOURAGING that a recent Court refused to pervert the principle that the Trustees are bound by the medical board's determination of disability by precluding such a determination in the face of an arbitrary refusal of the medical board to recommend retirement. For eight years after a collision involving a police car which he was operating, the petitioner was on frequent sick leave. While he complained he was suffering from the effects of the accident, the police surgeons diagnosed his ailment as "psychoneurosis." He was eventually assigned to light duty and required to surrender his revolver, but two applications for accidental disability retirement were rejected after examination by a medical board of police surgeons. The board failed to find the petitioner to be physically disqualified for the performance of his duties.

(Continued on Page 13)

Employees Association Seeking Director of Records In Albany; Salary Starts at \$9,570 a Year

The Civil Service Employees Assn.—a non-profit organization representing 127,000 civil service employees in State and local jurisdictions—is in need of a director of records at its office at 8 Elk St., Albany.

This position pays from \$9,570 to \$11,510 a year with additional increments of \$388 at the end of 10 and 15 years service.

Filing will continue until March 15.

Duties

Under the direct supervision of the executive director, this position is responsible for a major element of the overall program of the Civil Service Employees Assn. The incumbent must act with a great degree of independence and has direct responsibility for the administration of all aspects of the membership and insurance programs engaged in by the CSEA. The work includes supervision and direction of all Association operations pertaining to membership and insurance records and accounts. The incumbent will advise the executive director on all matters pertaining to membership and insurance and will be required to serve as the Association's representative in the consideration and determination of a wide variety of administrative problems relating to the membership and insurance programs. He will be required to work closely with the Association's executive director and other administrative staff members as well as with the membership committee and the insurance committee in the formulation of policy decisions pertaining to these matters.

The position involves the indirect supervision over all clerical and stenographic personnel in the membership accounts section and in the insurance accounts section in the organizational structure of the Association. Such indirect supervision is exercised through the direct supervision of the supervisor of membership accounts and the supervisor of insurance accounts. These two supervisory section heads are directly responsible to the director of records.

In his capacity as administrator of the membership and insurance programs engaged in by the Association, the incumbent functions without close supervision and is relied on by the executive director for policy advice and recommendations pertaining to the membership and insurance programs and is empowered to speak with authority for the Association on membership and insurance matters which do not depart from the basic policy of the Association in these two areas. The position is also responsible for direct supervision over a combination of tabulating key punch, and clerical operations where tabulating on IBM equipment is an important part of the work, the clerical work involving the preparation of material before it is entered into the machine operation. The type of clerical work over which supervision is exercised here includes the handling of exceptions not readily adaptable to machine procedures as well as the distribution of the processed material and other clerical processing operations.

The incumbent must gain a thorough knowledge of the membership and insurance programs of the Association in order to develop machine tabulating proce-

dures for processing the voluminous membership and insurance transactions in such a manner that will enable the efficient use of all IBM data processing equipment utilized by the Association. In order to undertake this segment of his responsibilities, the incumbent must have a thorough

knowledge of the logic and operations of IBM data processing equipment ranging in complexity from the key punch to the 407 accounting machine. He must also have the necessary knowledge and ability to design punched-cards necessary in the conversion

(Continued on Page 10)

Last Week For State Promotion Exam Filing; Open To Employees Only

This is the last week to file for 14 State promotion examinations. The last day is Feb. 1. The examinations are open to employees of New York State only.

STATE DAMAGES EVALUATOR, Exam number 1602, Salary, \$7,320 to \$8,875.

PRINCIPAL MOTOR VEHICLE LICENSE EXAMINER, exam number 9744, Salary, \$7,320 to \$8,875.

SENIOR MOTOR VEHICLE LICENSE EXAMINER, exam number 9743, Salary, \$6,180 to \$7,535.

SENIOR MOTOR VEHICLE INVESTIGATOR, exam number 9742, Salary, \$7,745 to \$9,375.

MOTOR VEHICLE INVESTIGATOR, exam number 9741, Salary, \$6,180 to \$7,535.

Department of Labor ASSOCIATE INDUSTRIAL ENGINEER, exam number 1634, Salary, \$12,500 to \$14,860.

Public Service ASSOCIATE HYDRAULIC ENGINEER, exam number, 1637, Salary, \$12,500 to \$14,860.

Public Works Dept. ASSISTANT ARCHITECT, exam (Continued on Page 9)



BLUE CROSS and BLUE SHIELD.



TO THE AMERICAN PUBLIC:

Here is a report on how 2,100,000 Americans choose their health care programs. They are federal employees across the country. Periodically, each one makes his own choice of the approved plan he wants.

In the last election:

56 per cent chose Blue Cross and Blue Shield

23 per cent selected a private insurance pool program

21 per cent preferred an employee organization or local plan.

The proportion wanting Blue Cross and Blue Shield has grown each year since the government health program began in 1960.

Today, there are 1,200,000 federal employees participating in the Blue Cross and Blue Shield plan designed for them.

Their dependents bring the total number covered to 3,800,000.

These individuals and families make up the largest single voluntary health prepayment group in the world.

And they, in turn, represent six per cent of all Americans with Blue Cross and Blue Shield coverage.

For the nation as a whole, the total number of persons with Blue Cross and Blue Shield protection is approaching 60,000,000. That is about one of every three Americans.

Such responsibilities make the nonprofit Blue Cross and Blue Shield organizations the nation's largest prepayment systems for hospital and medical-surgical care.

This February federal employees again will participate in an election of health care plans. Blue Cross and Blue Shield are confident that an increasing number will choose Blue Cross and Blue Shield.

Every year, more Americans do.

Blue Cross Association,
840 N. Lake Shore Drive, Chicago

National Association of Blue Shield Plans,
425 N. Michigan Avenue, Chicago



(Leader Staff Photo by Deasy)

QUESTION —Participant in the seminar on narcotics addiction sponsored by the International Narcotics Enforcement Officers Assn. and the State Health Department's Narcotic Control

Bureau questions INEOA executive secretary John Bellizzi, at rostrum, while other panelists, Donald K. Fletcher, Joseph Cammizzaro and Leonard Valerio await turn in answering questions.

250 Educators Hear Experts Describe Horrors of Narcotics And Effects on College Students

By JOE DEASY, JR.

ALBANY, Jan. 25 — Some 250 educators from New York State's institutions of higher learning listened last week while experts in the field of narcotics addiction described in detail what would happen to their schools and their students if narcotic addiction were to gain a foot-hold in their institution.

Lecturers during the two-day session, co-sponsored by the State Health Department and the International Narcotic Enforcement Officers Assn., included Dr. Hollis Ingraham, commissioner of the State Health Department; Dr. Graham Blaine, of Harvard University Health Center; John J. Bellizzi, director of the State Bureau of Narcotic Control and executive secretary of the INEOA; and John R. Enright, assistant commissioner of the U.S. Bureau of Narcotics.

Almost every college in the State—public, private and parochial—were represented as were most local police departments.

Commissioner Enright read an address by Henry Giordano, commissioner of the Federal Bureau of Narcotics in which Giordano pointed out that there is a continued need for additional narcotic enforcement personnel. He also called for additional hospitals throughout the State to care for the narcotics addicts who are either committed by the courts or volunteer to admit themselves for treatment.

Other Speakers

Other speakers at the institute included Malachi L. Harvey of the U.S. Bureau of Narcotics' Training School; Salvatore Giovino, agent-in-charge of the Buffalo office of the U.S. Bureau of Narcotics; Dr. Robert Osnos, director of the Greenwich House Counseling Center; Sam Levine, district supervisor of the F.B.N. office in Philadelphia; Donald K. Fletcher a former police officer and narcotics agent now assigned to product protection at the Smith, Kline and French Labs; Joseph Cammizzaro and Leonard J. Valerio, both senior investigators with the New York State Bureau of Narcotic Control; George M. Belk, district supervisor of the F.B.M. in New York City and Michael

Amico, assistant chief of detectives in the office of special intelligence of the Buffalo Police Department.

Dr. Robert Baird, chairman of Haven—a private narcotics center in New York City—was the principal speaker of a special meeting of the INEOA before a legislative session addressed by Assemblyman Ferdinand Mondello of the 10 AD

—Bronx.

The next meeting of the Association will be held on Feb. 15 in the Shamrock Hilton Hotel, Houston, Texas. The meeting will precede the two-day general session of the Committee on Drug Addiction and Narcotics which is scheduled for Feb. 16 and 17 at the Texas Medical Center, Baylor University College of Medicine.

INEOA Outlines Program Of Legislation Action To 250 Delegates At Albany Meeting

ALBANY, Jan. 25—A broad legislative program planned for action by the New York State Senate and Assembly was outlined by the International Narcotics Enforcement Officers Assn. at a general meeting attended by 250 delegates last week at the State Health Department Auditorium.

The program calls for:

- Increased restrictions on legal narcotics and non-narcotic dangerous drugs.
- Expansion of the present staff of the Bureau of Narcotics Control in the New York State Department of Health to at least 150 investigators.
- A broadening in scope of the narcotic addict reporting system by requiring all enforcement agencies to report known addicts to the New York State Department of Health.
- Increased penalties for non-addicted narcotic pushers and suppliers.

In other action, the INEOA also cited, by resolution, the Department of Health for its cooperation in co-sponsoring the

For further information on narcotics control and the International Narcotics Enforcement Officers Assn., contact John Bellizzi, executive secretary, INEOA, 84 Holland Ave., Albany.

narcotics institute for college faculty members in an effort to curb the growth of dangerous drug use among college students.

Also cited was the State Narcotic Control Bureau for its cooperation with the Federal Bureau of Narcotics and municipal enforcement agencies in the fight against narcotics abuse.

Speaking out against the so-called "British Plan" of treating



PRESENTATION —John J. Bellizzi, president of the International Narcotic Enforcement Officers Assn. presents the INEOA annual award for outstanding contribution to law enforcement to Henry L. Giordano, right, commissioner of the U.S. Bureau of Narcotics. Similar awards were also presented to Harry J. Anslinger, U.S. representative to the United Nations Narcotic Drug Committee, and Herbert Miller, assistant U.S. Attorney General.



MEETING —John J. Bellizzi, director of the New York State Narcotics Control Bureau and executive secretary of the International Narcotic Enforcement Officers Assn., standing, explains programs of the INEOA-Narcotics Control Bureau seminar to deputy commissioner of Health Granville Larrimore, left and Commissioner Hollis S. Ingraham.



DISCUSSION —Mrs. Raymond Wilkes, member, of the Governor's Council on Drug Addiction learns of the legislative program of the International Narcotics Enforcement Officers Assn. from John J. Bellizzi, executive secretary of the INEOA during seminar last week at the Health Department auditorium in Albany.

narcotics addicts by continuing them on maintenance doses, delegates at the meeting—representing City, State and Federal agencies—adopted the following resolution:

Realizing the sale and use

of narcotic drugs should be strictly limited to medical and scientific needs and that experts in the treatment of narcotic addiction have continually agreed that narcotic

(Continued on Page 12)

(Continued from Page 7)

number 9731, Salary, \$8,175 to \$9,880.

SENIOR ARCHITECT, exam number 9732, Salary, \$10,090 to \$12,110.

ASSOCIATE ARCHITECT, exam number 9733, Salary, \$12,500 to \$14,860.

State University

PURCHASING AGENT, exam number 1625, Salary, \$7,745 to \$9,375.

Tax and Finance Dept.

SENIOR CLERK (Surrogate), exam number 1638, Salary, \$4,135 to \$5,135.

Kings County

SENIOR STENOGRAPHER, exam number 1632, Salary, \$4,250 to \$5,330.

New York County

SENIOR TYPIST, exam number 1633, Salary, \$4,250 to \$5,330.

For further information contact the State Department of Civil Service, the State Campus, Albany, 270 Broadway, New York City, and the State Office Buildings, Buffalo and Syracuse.

Senior Steno Sought In Elmira; Feb. 3 Is Last Day

The City of Elmira has an opening for senior stenographer. Salary in this position is \$3,564 to \$4,424.

The last day for filing is Feb. 3. For further information contact the Municipal Civil Service Commission, Elmira.

Assistant Actuary

Applications for assistant actuary will be accepted by the New York City Department of Personnel until June 30.

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The sporting instinct has its pleasant side. But you'll agree that gambling is foolhardy when the stakes are your family's health and a big bite out of your paycheck.

In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

- Q. Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?
- A. You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged \$177! In 11 percent of the cases the extra payment was \$300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

- Q. Am I willing to take a chance on maternity care?
- A. In one New York cash allowance program, maternity care is never a "paid-in-full" benefit. In another program it is a \$125 "paid-in-full" allowance only if a doctor is picked from a panel of "Participating Family Doctors". But this panel is made up mainly of general practitioners—not obstetricians. In H.I.P. there is never any question of cost for complete maternity care by obstetrical specialists.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."



HEALTH INSURANCE PLAN OF GREATER NEW YORK

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Plaza 4-1144

EMPLOYEES ASSOCIATION

(Continued from Page 7)

of existing and in the establishment of new data processing procedures relating to the membership and insurance programs of the Association.

Minimum qualifications include:

High school diploma or equivalency diploma, and;

At least eight years of administrative or general office management supervisory experience requiring the use of independent judgement in decision making including at least two years experience in planning and supervising the work of an IBM tabulating machine operation involving knowledge of the capacity and limitations of automatic IBM tabulating machines as well as punch card layout and design. Experience in a supervisory tabulating machine operator position only, will not meet the requirements beyond the required two years of specialized IBM experience.

Graduation from a credited college or university may be substituted for two (2) years of the required administrative or general office management supervisory experience.

Requirements

Candidates must be in sound health and good physical condition and must not be suffering from any mental or physical defect tending to impair or interfere with full performance of the duties of the position. Physical examination may be required. Candidates must be of good moral character and habits. Conviction of felony, misdemeanor or other violation of law may bar appointment. Candidates must be a resident of New York State.

Candidates must have integrity, reliability, thoroughness, resourcefulness, and good judgement. Candidates must have the ability to meet and deal effectively with others, the ability to analyze problems, soundness of judgement and the ability to contribute to the formulation of policy within an organization.

Possession of a New York State driver's license is desirable.

Applications

Applicants for this position should contact the Civil Service Employees Assn., 8 Elk Street, Albany, New York.

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Paid-in-full benefits: Without regard to your income or that of your family, over 10,000 participating doctors have agreed to limit their charges for covered services to GHI's allowances when the simple GHI paid-in-full rules are followed.

Free choice of doctor: Under the GHI Plan, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits apply, GHI pays the participating doctor directly. If a non-participating doctor is chosen, you receive the check.

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Maternity Care

Specialist Consultations
Surgery
Radiation Therapy
Physio-Therapy
Electro-Shock Therapy
Allergies
Ambulance Service
Visiting Nurse Service

In-Hospital

Surgery
Medical Care
Maternity Care
Anesthesia
Specialist Consultations
Infant Care
Radiation Therapy
Psychiatric Care
Electro-Shock Therapy

Hospitalization Coverage—In most cases GHI subscribers are covered by Blue Cross.

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.



For more details call or write:

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WALLKILL WARDEN — Dr. Walter M. Wallack celebrates his 25th anniversary as warden of Wallkill State Prison with his staff. Dr. Wallack has served 33 years in the State Correction Department, eight of which he was director of

education. He holds a Bachelor of science in education degree from Kansas State College, a Master of arts and doctor of education degrees from Columbia University. He is the author of several books and contributor to other books and periodicals.

LETTERS TO THE EDITOR

(Continued from Page 6)

Buffalo did not call it a "storm disaster" day. A fraction of us (66 out of 197) were sufficiently concerned with this promotional opportunity to venture into the rough weather, in many instances because no telephone or radio information was made available as to the status of the exam. The others sat home and fiddled. Now they are handed the bonus of possibly displacing the ones who took the exam under trying circumstances and a bonus of extra time to improve their proficiency. If their promotion meant so much to them, where were they Nov. 21? It took some of us 2 1/2 hours longer than normal to reach the place of exam.

Were we informed that day that a make-up examination would be scheduled, many of us

would have taken our numb fingers home to await a more equitable competitive opportunity.

The list of Nov. 21 should be certified; when it is exhausted, a new exam then scheduled. Anyone agreeing with the above views please contact your Civil Service Employees Assn. representative, or the Civil Service Commission in Albany.

Mrs. R.K.
Buffalo

Sends Letter To New Legislators

Editor, The Leader: This is an open letter to the new Democratic Senators and

Assemblymen. Now that you have finally attained a majority in both legislative bodies, you sure have started off with a bang (in reverse). However, you have a chance to redeem yourselves and win the eternal gratitude of N.Y. State employees. Get some legislation through for paid sick leave on retirement; or termination after 5 years of Civil Service.

A REPUBLICAN
CIVIL SERVICE EMPLOYEE

Civil Service Law & YOU

(Continued from Page 6)

because of the absence of physical symptoms. The Board of Trustees considered itself bound by its medical board. However, the Court ruled:

Contrary to respondent's contention, upon the evidence before me, I find that the competent medical proof clearly establishes that petitioner's disability, 'a traumatic neurosis of a permanent nature,' is directly attributable to the injuries sustained by him in the line of duty on April 8, 1951. Accordingly, respondents' refusal to allow petitioner a service-connected disability pension must be deemed to have been improper and unwarranted.

THIS ENLIGHTENED decision demonstrates current awareness that medical illness may properly qualify a petitioner for accidental disability retirement even if there is no organic basis for his disability.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT. TO: MORGAN GUARANTY TRUST COMPANY OF NEW YORK, as Trustee under the last will and testament of Zary Armand Toula, deceased, MADELINE TOULA, LOUIS CHERON, MARGUERITE CHERON, DR. HOWARD A. RUSK, ATTORNEY GENERAL OF THE STATE OF NEW YORK, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the Estate of Zary Armand Toula, deceased, who at the time of his death was a resident of the City, County and State of New York.

SEND GREETING:

WHEREAS, Morgan Guaranty Trust Company of New York, having its principal place of business of 23 Wall Street in the Borough of Manhattan, City, County and State of New York, has presented and filed an account of its proceedings as Executor of the last will and testament of Zary Armand Toula, deceased, late of the Borough of Manhattan, City, County and State of New York, and has also presented and filed a petition praying that said account be judicially settled and allowed, and that the will of said decedent be construed and it be instructed as to the validity of the trust created by Section (B) of Clause EIGHTH thereof after the death of Madeleine Toula.

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you are hereby cited to show cause before one of the Surrogates of the County of New York, at the Surrogate's Court to be held at the Hall of Records, in the Borough of Manhattan, City, County and State of New York, on the 16th day of February, 1965, at 10:00 o'clock in the forenoon of that day, why said account should not be so judicially settled and allowed and said will should not be so construed and the petitioner so instructed.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed.
(Seal) WITNESS, HON. JOSEPH A. COX, one of the Surrogates of said County of New York, at said County, on the 30th day of December, in the year of our Lord one thousand nine hundred and sixty-four,
PHILIP A. DONAHUE, Clerk of the Surrogate's Court
TURK, MARSH, KELLY & HOARE, Attorneys for Petitioner
606 Fifth Avenue
New York, New York 10019

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Stretching the Civil Service Paycheck

Hundreds of things are advertised every day in the stores. In most cities, merchandise is stacked from floor to ceiling, even after the biggest Christmas selling ever. And now everyone is looking for bargains.

A true bargain is not just an item that costs less today than it did yesterday. Also, it is something that you need and have been considering buying. One way a bargain hunter can know what is truly a good buy is to be alert to WHEN bargains—like big game—are in season. By knowing the "time table" you can put off a purchase this month and make it later, when it is financially more advantageous. So next time you're on a saving hunt, here's what you should look for—and when:

JANUARY: Clothing, often sold for as little as half-price. Stock up for the winter. Also, don't forget white sales. Want to get next year's Christmas cards and supplies? They're cheap now.

FEBRUARY: Watch for Washington's Birthday sales. You'll also find last year's summer clothing sold at discounts.

MARCH: Housewares and small appliances are at the lowest prices.

APRIL: Clothing clearances offer good buys. Overstock and odd lots make sensible bargains. Warm weather resorts now offer bargain rates.

MAY: With school over, stock up on paper supplies, books and school clothing for fall.

JUNE: This is anniversary sale season.
JULY: Time to get garden and outdoor landscaping material, equipment and furniture.
AUGUST: Look for buys in camping material and supplies.
SEPTEMBER: Summer sales and clearances include most things you'll want next summer.
OCTOBER: Columbus Day is a big special sale day. Get to stores early for the best buys.
NOVEMBER: Shopping early for Christmas to avoid the rush. Just taking your time will save you money.
DECEMBER: This is a bad time for bargain hunting. Be suspicious of items "marked down."
 If you have any question on how you can STRETCH YOUR CIVIL SERVICE PAY CHECK more effectively, send them to me at the Institute for Financial Planning, P.O. Box 3176, Grand Central Station, New York, N.Y. 10017.

PHILIP J. GOLDBERG

INEOA

(Continued from Page 8)
 addicts generally cannot be effectively treated unless in a drug-free environment and; Noting INEOA opposed the ambulatory treatment of narcotic addicts and opposes measures which would permit treatment by continuing

addicts on maintenance doses;

Now, therefore, be it resolved that compulsory commitment followed by controlled rehabilitative treatment should be recognized and supported as one of the most effective methods of treatment for narcotic addiction.

\$1,000 Pay Raise

The New York City Civil Service Commission will hold a hearing Tuesday, Jan. 26, on a proposal to raise the salary of the assistant to the commissioner (Department of Licenses) from \$8,500 a year to \$9,500.



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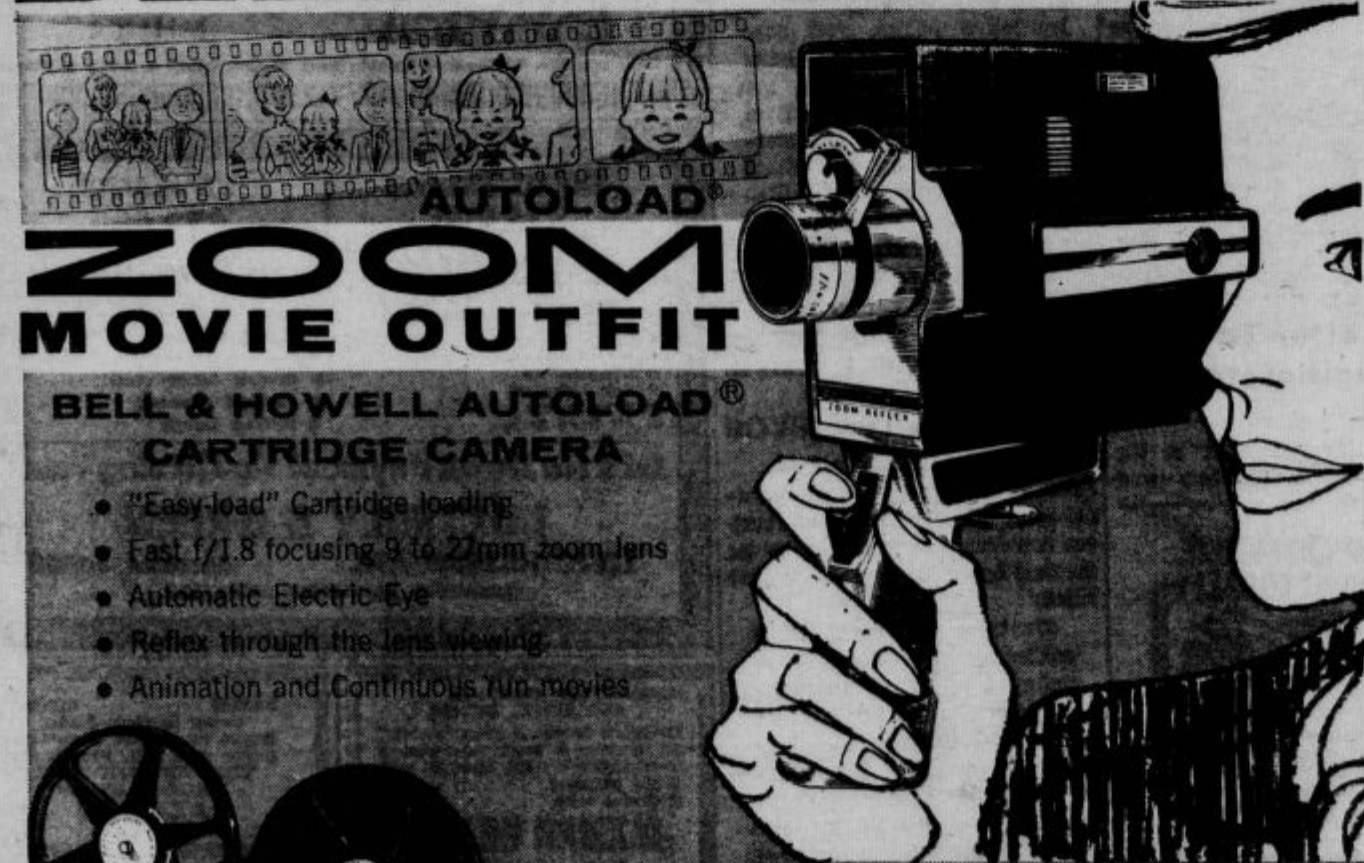
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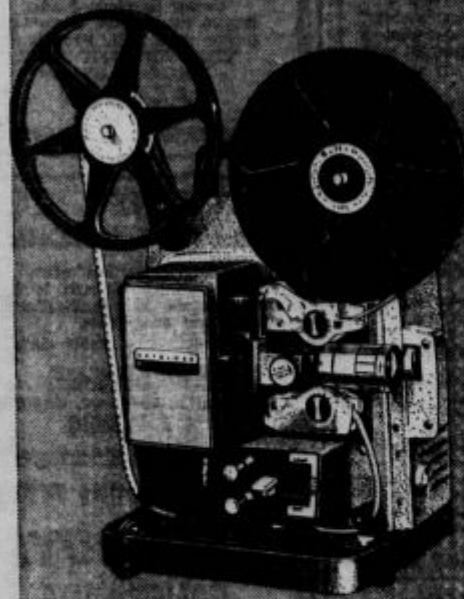
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Candidates must be residents of the above mentioned Counties. For further information contact the State Department of Civil Service, Albany or your local State Employment Service office.

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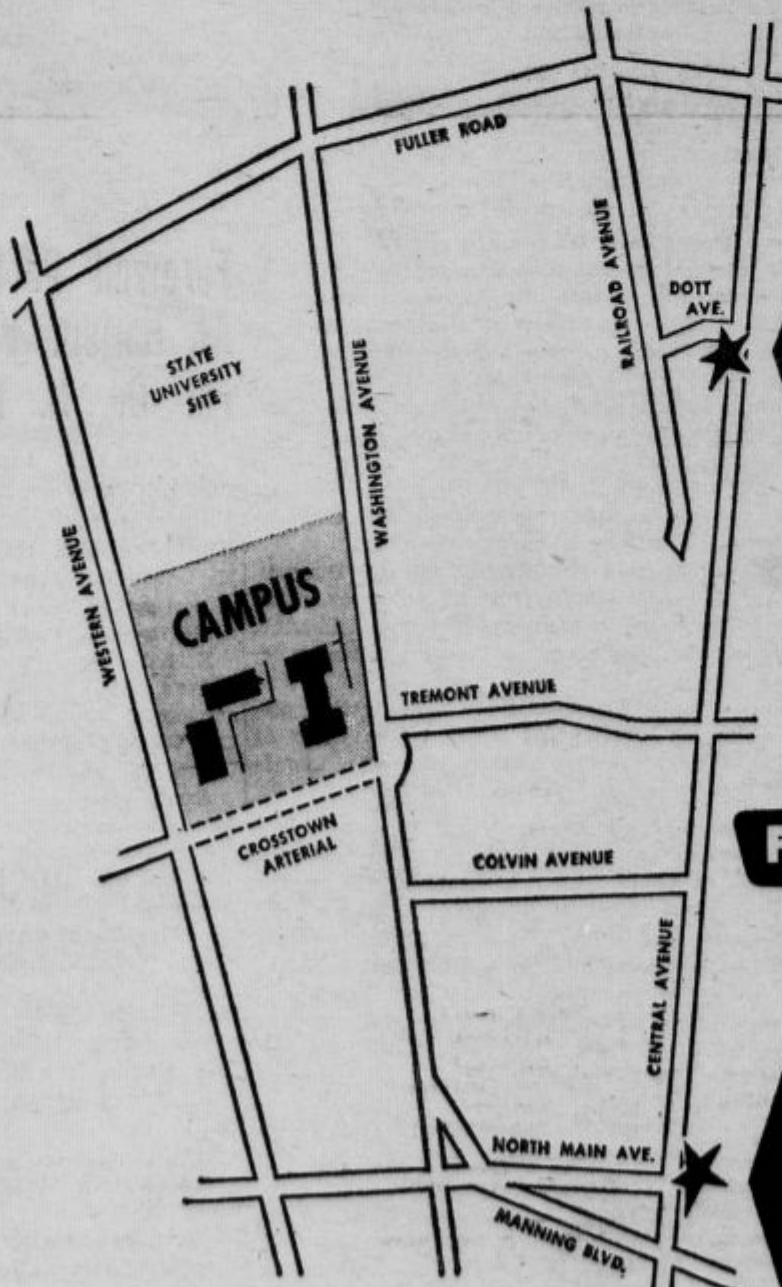
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How Workmen's Compensation Affects You

(Civil service employees in other than Federal jurisdiction are covered by the workmen's compensation laws and a recent pamphlet has been distributed by Colonel S. E. Senior, chairman of the New York State Workmen's Compensation Board, to give employees a better insight into their benefits under this legislation.)

The complete pamphlet on Workmen's Compensation is reprinted below because of the numerous requests made to this newspaper—The Editor.)

What is Workmen's Compensation

Workmen's Compensation is weekly cash benefits and the provision of all necessary medical care to a worker who is disabled because of accidental injury arising out of and in course of employment or because of an occupational disease, weekly cash benefits payable to his dependents.

Who Is Covered.

- All employees engaged in employments carried on for pecuniary gain, other than farm laborers.
- Employees of political subdivisions engaged in the "hazardous" employments as enumerated in the Law.
- All employees of the State of New York.
- Domestic workers employed by one employer for 48 hours or more per week in cities or villages of 40,000 or more population; private and domestic chauffeurs employed in New York City.
- Employees, other than domestics, in non-public employment, not carried on for pecuniary gain, if employed regularly.

Who Are Not Covered?

- Farm Workers.
- Ministers, priests, rabbis, teachers, and non-manual employees of religious, charitable and educational institutions.
- Municipal workers not engaged in "hazardous" employment.
- Railroad employees engaged in interstate commerce.
- Maritime workers injured while upon or in navigable waters.
- Federal employees.
- Seamen.
- Baby sitters and minors over 14 years of age engaged in casual employment consisting of yard work and household chores.
- Persons engaged in casual employment of yard work, household chores, repair or painting in or about a one family owner occupied residence.

NOTE: Employers may voluntarily provide benefits for certain of these employees even though they are not required by law to do so.

Employer's Responsibility

Employers are required to:

- Secure the payment of benefits by insurance or by approved self-insurance. Employers may not take any contribution toward the cost of Workmen's Compensation Insurance from an employee.
- Post prescribed notices in conspicuous places, stating the name of the insurance company or the fact of self-insurance, and advising employees of their rights.
- Report directly to the nearest office of the Workmen's Compensation Board every on-the-job injury to a worker which causes loss of time from regular duties beyond the working day on which the accident occurred, or which requires medical treatment beyond ordinary first aid, or which may cause permanent defect—including facial or head disfigurement.

Federal Disability Insurance Benefits

A worker who is permanently and totally disabled may be entitled to the payment of monthly Social Security benefits, provided that he is covered under the Federal Social Security Act.

For additional information about these Federal Disability Insurance Benefits, write or call the nearest Field Office of the Social Security Administration.

Employee's Responsibility

- Notify foreman or supervisor in writing of the injury. The worker must give this notice of the accident within 30 days after it occurs, or within 90 days after disablement in the case of an occupational disease.
- Send claim on Form C-3 to nearest office of the Workmen's Compensation Board as soon as possible. Claim must be filed within 2 years from the date of the accident or from the date of disablement from an occupational disease. Forms may be obtained from any office of the Workmen's Compensation Board.

Who Pays The Benefits

The employer or his workmen's compensation insurance company pays all benefits, including bills for medical and podiatry care. If cash benefits are payable, they must start within 18 days after disability commences or within 10 days after the employer has knowledge of the injury, whichever is later, and they will be made every two weeks thereafter for an established claim.

In a disputed claim, pending determination of entitlement to workmen's compensation benefits, an injured worker may have the right to receive certain benefits under the provisions of the Disability Benefits Law, provided that the compensation claim is being questioned on the grounds that the disability is not the result of an on-the-job injury. If these benefits are payable, they will be made directly by the employer or his disability benefits insurance company, but they will be deducted from any compensation subsequently awarded.

Amount of Weekly Benefits

Weekly cash benefits for total disability equal two-thirds of the wages lost because of the disability (based on the average weekly wages during the year just before the injury), but the maximum benefits are \$55 per week. Cash benefits for partial disability may be paid, depending on the degree of disability which exists.

No compensation is payable for the first seven days unless disability exceeds 28 days. Necessary medical care is provided regardless of the length of disability.

Total Benefits

- There is no maximum on the aggregate amount of benefits to workers who are permanently totally disabled.
- Accidents or disease causing permanent injury to eyesight or hearing, or resulting in permanent serious facial, head or neck disfigurement or in the loss or loss of use of fingers, toes, arms, hands, legs or feet, entitle the worker to certain "schedule" or disfigurement benefits related to a set of values fixed by law.
- For other permanent partial disabilities, weekly reduced earnings benefits are paid during the period of disability.

Medical Care

The following services are provided for the injured worker as long as the injury and process of recovery require:

- Medical, podiatry, osteopathic, surgical and hospital care.
- X-ray and laboratory tests.
- Nursing service if and when it is authorized.
- Prescribed drugs.
- Medical or surgical appliance required by the work injury and the repair or replacement of such when necessary.

A worker may choose any doctor from the 27,000 physicians authorized to render medical care under the Workmen's Compensation Law. **No employer may dictate which physician shall treat an injured worker.**

When care is required for an injury to the foot the injured employee may select to treat him any podiatrist authorized by the Chairman of the Workmen's Compensation Board to render podiatry care.

If the worker wishes, he may receive medical care without charge at his employer's medical bureau, provided the bureau has been approved by the chairman of the Workmen's Compensation Board.

Death Benefit

If the worker dies from a compensable injury:

- Dependents (widow, and children under 18) are entitled to receive weekly cash benefits based on a certain percentage of the decedent's wages. The amount may be up to \$33 a week to a widow who is the sole survivor and up to a maximum of \$24.75 a week for a child. However, combined benefits to a widow and all children are limited to a maximum of \$55 per week.
- If the foregoing benefits do not equal the allowable maximum, other dependents may be entitled to receive benefits, up to such maximum in aggregate. These include grandchildren, brothers and sisters, under 18, and parents and grandparents, but each must prove dependency in order to receive death benefits.
- Funeral expenses up to \$400.00 will be paid.

Death Benefits Stop

- If the widow re-marries. She receives compensation for the next two years in a lump sum as final payment.
- When children reach the age of 18, unless they are still dependent because of physical or mental illness.
- When the dependency of parents or grandparents ceases.

Occupational Diseases

A worker who is disabled by occupational diseases (caused by working conditions) receives the same benefits as for on-the-job accident. (The exception is in the case of dust diseases, such as silicosis, with compensation being payable for total disability, but not for partial disability.)

Benefits are payable when disability from occupational disease occurs within 12 months after the date the worker contracted the disease.

This limitation does not apply if the worker:

- Continued in the same employment from the date he contracted the disease to the date he became disabled, or
- Contracted one of the slow-starting occupational diseases. (These include compressed air illness and poisoning resulting from arsenic, benzol, beryllium, zirconium, cadmium, fluorine, chrome, lead, or exposure to X-rays, radium, ionizing radiation, or radioactive substances.)

A worker who has contracted one of these slow-starting diseases must file his claim for benefits and notify his employer of his disablement within 90 days after disablement and after knowledge that his disease was caused by working conditions.

Hearing and Appeals

a. Workmen's Compensation is payable directly to the claimant and without waiting for an award, except when the claim is disputed. Duly licensed representatives of organizations may assist their members with claims and at hearings. The injured worker may consult the nearest office of the Workmen's Compensation Board for advice. While a claimant usually needs no one to represent him, he has the right to be represented by an attorney or a duly licensed claimant's representative. However, he does not pay for such services directly. Their fee will be fixed by the Referee and deducted from his award.

b. If the claim is controverted (disputed), the employer or insurance company must notify the Workmen's Compensation Board so that a hearing may be arranged before a Referee.

c. If a Referee's decision is disputed, the worker, his surviving dependents, or the employer or his insurance company disputing the decision may apply to the Board for review. This application for review must be submitted within 30 days after the Referee's decision.

e. If application for review is granted, a panel of three Board Members reviews the claim and renders a decision.

f. Appeals from Board decisions may be taken on questions of law to the Appellate Division of the Supreme Court, Third Department.

g. A closed case may be reopened by either party by application to the Board, but cause must be shown why it should be reopened.

In The City Civil Service

Shomrim Society Swears In Cohen, Other Officers

Comptroller Abraham D. Beame installed the 1965 officers of the Shomrim Society of the New York City Police Department recently.

Detective Harold Cohen was sworn in as president, succeeding Detective David Solomon.

Two veteran officers of the society who were re-installed are Deputy City Investigation Commissioner Louis Weiser, secretary, a former police lieutenant, and Harry Schreiber, treasurer, a retired detective.

The Shomrim Society is a spiritual group for Jewish members of the City police force. Its spiritual director and founder is Rabbi Isidore Frank of Manhattan.

Anchor Club Officers For The New Year

The New York City Police Department Anchor Club elected their officers for 1965 at a recent meeting.

Those elected were: pres. William Leask; 1st v.p. Frank Prendergast; 2d v.p. John Brennan; 3d v.p. William Courtney; fin. secy. Joseph McConnell; secy. Joseph Higgins.

Treas. Alexander Flanagan; advocate Daniel McGeever; outside guard Joseph Adessa; inside guard Sebastian Brusca; sgt.-at-arms Thomas Killeen.

Farewell Party At Harlem Valley For Dr. N. Katz

WINGDALE, Jan. 25 — A farewell party for Dr. Nachum Katz was held Jan. 12 at the Kentucky Inn. Dr. Katz left Harlem Valley State Hospital for a position at the Hudson River State Hospital, Poughkeepsie.

Barbara Arno was chairman. Eugene Arcery was master of ceremonies and speakers included Dr. William Silcott, Dr. Martin Grunschlag and Patrick Coccooma.

Among those attending were Mr. and Mrs. Darrell Dumas; Mr. and Mrs. Jacob Popkin; Mr. and Mrs. Dale Mayette; Carolyn Anderson; Mr. and Mrs. John Greiner; Terry Brittell; Dr. M. Kaplan; Mr. and Mrs. Anthony Mancuso; Patrick Coccooma; Frank Petty; George Farragut; Mr. and Mrs. Elmer Stone; Mrs. George Bottesch; Mr. and Mrs. Wilfred Colteux; Dr. and Mrs. Martin Grunschlag; Mr. and Mrs. John Spenard; Dr. N. Lickerman.

Others were, Mr. Arcery; Reverend David Sparks; Dr. N. Bornstein; Mr. and Mrs. Henry Woodin; Dr. W. Silcott; Mr. and Mrs. Fred Oakley; Mr. and Mrs. James Barto; Irene Grisell; Beatrice McGrail; Helen VanItem; Vincent Mancuso; Mr. M. Weiszlovics; Dr. A. Bauman; Mr. and Mrs. Robert Arno; Lowell Mulkins; Stanley Lavole; John Wood; Mr. and Mrs. Leonard Rabideau; Mr. and Mrs. Donald Parsons; Dr. Lenka Svecenski, and Kathleen McGrade.

Promotion Exams Close Feb. 3 In Oneida County

Two promotion examinations have been announced by Oneida County. They are for senior typist and senior stenographer.

Candidates for the stenographers test must be employed in the County Department of Social Welfare. Candidates for the typist exam must be employed in the service of the County.

Salary for the typist is from \$3,657 to \$4,388. For the stenographer, the salary is from \$3,850 to \$4,608.

Last day for filing applications is Feb. 3. For further information contact the County Department of Personnel, Utica.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.



INSURER — Bernard Chase of Queens has been appointed director of the Workmen's Compensation Board's Self-Insurance Bureau. Chase, a career civil servant since 1943 and formerly supervisor of the Board's medical registration section and the impartial specialist unit, was promoted as the result of his outstanding achievement and attaining first place in a competitive civil service examination.

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Real Estate License Course Opens Jan. 28
The next term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property, opens Thursday, Jan. 28th, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

TRAVEL AGENT CLASS BEGINNING FEB. 9
An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel as an income sideline, will open Tuesday, Feb. 9 at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029, or information, write or call for Form 88.

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**SHOPPING FOR LAND OR HOMES
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INSTRUCTOR — Receiving a certificate citing his completion of a safety services instructor institute at Gowanda State Hospital is Ralph Butcher, center, institution safety officer. Presenting the certificate is Dr. Fritz C. E. Trapp, assistant director at Gowanda, while C. Joseph Porter, chief institution safety supervisor, looks on.

Feily At Western Conference:

'Government Needs Best Personnel To Provide The Best In Services'

ROCHESTER, Jan. 25—"New York State Government, as a business enterprise primarily concerned with providing 'services' to its citizens, is under obligation to obtain the highest qualified personnel possible in order to provide such services in an efficient and effective manner."

So said Joseph F. Feily, president of the Civil Service Employees Assn., at a meeting here of the CSEA Western Conference where he was the principal speaker.

"Anything short of this," said Feily, "results in short-changing of the taxpayer. This means that State salaries must be on a par with those paid by private employers within the State in order to place the State in a higher competitive position in the labor market."

Albright, New Film

The afternoon session of the day-long meeting was in two parts. Harry W. Albright, Jr., CSEA counsel, outlined the 1965 legislative program and held a question and answer period on various parts of it. The second part of the program, for which Leo Bernstein was chairman, consisted of the showing of a film produced by the Employees Association entitled "Accent on Service" and which got a highly enthusiastic reception.

County chapters met also with Albright and with Celeste Rosenkrantz, chairman of the CSEA Education Committee, on the methods desired in contacting legislators during the current session.

Guests

William Rossiter, Conference president, opened the dinner session, for which Claude E. Rowell was chairman. Toastmaster for the evening was Patrick J. McCormack, business officer of Rochester State Hospital, whose



JOSEPH F. FEILY

CSEA chapter was host to the Conference.

Guests included Mrs. Joseph F.

Feily, Raymond G. Castle, CSEA first vice president, and Mrs. Castle; Vernon A. Tapper, CSEA second vice president, and Mrs. Tapper; Charles E. Lamb, CSEA third vice president, and Mrs. Lamb; Mrs. Rowell, Hazel Abrams, CSEA secretary; John Hennessey, CSEA treasurer; State Senators Frank Van Lare and Thomas-LaVerne, and Mrs. LaVerne; Paul Kyer, editor of The Leader; CSEA Executive Director Joseph D. Lochner; Gary Perkinson, public relations director; Lea LeMieux, chairman of the CSEA Social Committee; Charles Sandler, Buffalo regional attorney, and E. Willoughby Middleton, Jr., newly-appointed regional attorney for Rochester.

The Conference will hold an interim meeting at the Treadway Inn in Batavia on Feb. 6, Rossiter announced.

CSEA Maps Appeal On Oral Test Use

ALBANY, Jan. 25—A recent court decision, clearing the way for the State Civil Service Department to schedule an oral test as part of an examination for associate personnel administrator, will be challenged in the State's highest court by the Civil Service Employees Assn.

The court ruling—made Jan. 12 in the Appellate Division—upsets a decision last March by the Supreme Court which termed the oral part of the exam "arbitrary and capricious." The lower court opinion was subsequently appealed to the higher court by the Civil Service Department.

The case was argued initially by legal counsel for CSEA on behalf of Ellen Parser, Loudonville, a senior training technician who was one of 147 candidates for the grade 23 position. The examination was delayed pending a final determination.

Objections

Miss Parser objected to the pattern of the examination, in which candidates first were to take a qualifying written test, then an oral which would determine their rating on the appointment list.

The lower court ruled in her favor, saying that orals are "more subject to manipulation for unreasonable and unconstitutional ends" than written tests.

The Appellate Court ruled, however, that "on the basis of the evidence submitted the petitioner has failed to establish that the Commission was arbitrary in proposing to base rank on a wholly oral examination with appropriate credit for prior service . . ."

CSTA has already taken steps to bring its case to the Court of Appeals.

The Ruling

The Appellate Court observed that the action was brought by the petitioner prior to the giving of the examination. The Court stated:

"Prior to the conclusion of the examination we are unable to make a determination as to the compliance with the application of the required objective standards and the petitioner's case has not

developed to a point where review may be had."

Association representatives will appeal the decision of the court.

Babylon Highway Unit Votes For CSEA, 86 to 49

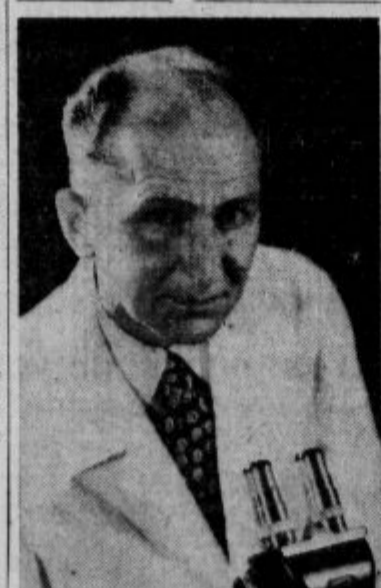
BABYLON, Jan. 25—By an 86 to 49 vote the Babylon Town Highway Department moved to affiliate with the Civil Service Employees Assn.

The unit met last week, for the specific purpose of deciding which of three organizations to join. The vote was: 86 for CSEA, 26 for the Highway Assn. and 23 for union affiliation.

Representatives of CSEA at the meeting were: Thomas B. Dobbs, president of the Suffolk County chapter; Felix Livingston Jr., chairman of the legislative committee for towns and villages and William Attridge, president of the Babylon Town unit.

Representatives of DeKoenig's Teamsters and Engineers Union were invited but did not attend.

Livingston said, "this is another clean-cut victory for CSEA."



41 YEARS — Joseph Kurung, chief medical technician at the New York State Hospital at Ray Brook, retired recently after 41 years on the laboratory staff.

NY State Federal Credit Union Meet

The New York State Employees Federal Credit Union will hold its annual meeting Friday, Jan. 29, at 5:30 p.m. in Room 900 at 80 Centre St., New York City, it was announced last week.

Central Conference

(Continued from Page 1)

"For Active Membership Participation" by Michael Vadala of Elmira, Conference first vice president, and "For Good Public Relations" by Gary J. Perkinson, public relations director for CSEA headquarters.

The Conference-workshop will lead off with separate president's meeting at 8 p.m. Feb. 12. Various chapter topics and problems will be discussed.

Following the two meetings,

Onondaga chapter will be host at a "Get Together" at the Countryhouse, where all sessions are planned.

Following lunch on Feb. 13, State chapters will hold their business meetings with Emmett Durr, Conference president, in charge.

County Workshop

Simultaneously, the county chapters will hold a business meeting, with Sam Borelly, Workshop president, in charge, discussing the counties' legislative program.

At 3 p.m., Mrs. Grace T. Nulty, chairman of the CSEA Legislation Committee, will speak on "Legislation, a Cooperative Endeavor," at a joint meeting. This session will wind up the afternoon's meetings.

Local Legislators, State Senators John H. Hughes and James J. Barry and Assemblymen Phillip R. Chase, Earl E. Boyle and John H. Terry, as well as heads of all local State departments, have been invited to the luncheon.

Mrs. Clara Boone, president of Utica chapter, will be chairman of the educational session. Vadala will act as toastmaster at the dinner, to which all delegates are invited.

Chairmen

Co-chairmen for the dinner are Mrs. Jane Kreher and Donald D. Caprio of the Syracuse chapter. They and John Riley, president, are arranging the chapter's participation in the Conference.

Arthur Kasson, Jr., president of Onondaga chapter, is directing that unit's activities.

FREE BOOKLET by U. S. Government on Social Security, Mall only. Leader, 97 Duane Street, New York 7, N. Y.

Court Order Sought

(Continued from Page 1)

"... the record before the court indicates that a substantial part of the duties of an employment interviewer and senior employment interviewer involved counseling services, and that such counseling services largely depend upon the economic condition of the country as to the percentage of counselor service involved in the job. The record indicates that at the time the petitioners were qualified by competitive examination, that counseling duties were part of the measure of their abilities to perform the duties of the position of employment and senior employment interviewer. The creation of a new title appears to be merely an interchanging use of the words 'counseling' and 'interviewer' depending upon departmental requirements and requirements of reclassifications of the Civil Service Dept. and, in the present instance, requirement as set forth and suggested by the Federal agency administering the Anti-Poverty Law.

"This is evidenced by the reinstatement of a number of individuals by the Department of Civil Service to the titles of em-

ployment counselor and senior employment counselor without further examination, conditioned that they were appointed as employment counselors or senior employment counselors from State civil service lists promulgated as a result of an open-competitive or promotion examination for those titles prior to 1950. Further conditioned that those individuals have had continuous State service since Sept. 16, 1950, the date the titles were reclassified to employment interviewer and senior employment interviewer.

"It is apparent from this action on the part of the Department of Civil Service that the use of the title 'employment counselor' or 'employment interviewer' were interchangeable. As a matter of fact, it borders on a matter of semantics."

A similar action was brought on behalf of about 90 DE personnel at the same time the CSEA action was commenced before Justice Pennock. These employees were represented by Louis Yavner, a New York City lawyer.

Justice Pennock included both groups in rendering his favorable decision.