

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 15



APPRECIATED — Joseph F. Feily, right, president of the Civil Service Employees Assn. is seen as he accepted a plaque from Joseph Murphy, president of the State Tax Commission, awarded to Feily by the Metropolitan and Southern CSEA Conferences at their annual workshop in the Concord Hotel. Mrs. Feily, presented with a floral tribute of roses, looks on. The plaque was in recognition of outstanding leadership of CSEA by Feily during some seven years as its president.

Metro, Southern Conferences In Salute To Feily; FDR, Jr., Jos. Murphy Major Speakers

(Special To The Leader)

KIAMESHA LAKE—In tribute to seven outstanding years as leader of the Civil Service Employees Assn., the CSEA Metropolitan and Southern Conferences dedicated the theme of their annual workshop in the Concord Hotel here last week to the honoring of their president, Joseph F. Feily. Now serving his fourth two-year term as head of the organization, Feily was showered with laudatory remarks on the first night of the session, which carried the festive title of "A Night in Venice in Honor of Joseph F. Feily."

In a dining room festooned

with balloons and other decorations indicating an Italian festa, the CSEA president heard the seven years of his stewardship praised in terms ranging from Franklin D. Roosevelt, Jr.'s "Although not knowing Joe Feily personally, the accomplishments of the CSEA under him have

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GREETING FDR JR. — Franklin D. Roosevelt, Jr., former chairman of the President's Equal Employment Opportunity Commission is greeted by the presidents of the two conferences which sponsored the recent workshop at the Concord Hotel. Salvatore Butero, of the Metropolitan Conference is on the left and Issy Tessier, of the Southern Conference is on the right.

Dems Reaction Awaited

New Senate Compromise May Be Solution To A Labor Relations Bill

(Special To The Leader)

ALBANY—The Republican-controlled Senate last week made major amendments in the bill fashioned from Taylor Report on public employee-employer relations with the hope, it is reported, the revised measure would be acceptable to the Democratic majority in the Assembly.

Each house has had its own bill to replace the unworkable Condon-Wadlin, no strike act and

Jackie Robinson, Fowler, CSEA Meet On Human Rights

ALBANY—George H. Fowler, chairman of the State Commission for Human Rights and Jackie Robinson, special assistant to the Governor for Community Affairs, have been invited to a meeting of the Special Human Rights Committee of the Civil Service Employees Assn. here next Thursday, June 2.

The CSEA committee was established last Fall as the result of delegate action at the Association's annual meeting. The delegates representing CSEA's 137,000 State and local government members also recommended that the committee schedule meetings with State and other officials concerned with human rights to discuss the most effective role CSEA could play in this field.

Chairmen of the Association's six regional conferences also have been invited to participate in the meeting.

Members

Committee members are Frank Wallace of New York City, chairman; Moe Brown of New York City; Eugene Dubow of Nyack; Sol Gordon of Brooklyn; Mrs. Harriet G. Kaplan of Rochester;

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"The Case Of..." Series Starts This Week

"The Case of the Dated Doll" and "The Case of the Punctured Porpoise" are not from the line of famous Perry Mason detective series but a collection of unusual accidents compiled by Ter Bush & Powell, Inc., insurance agents to the Civil Service Employees Assn., which begins in a series of advertisements this week.

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establish realistic procedures for collective bargaining among public employees in the State. Neither side, thus far in the controversy over the legislation, however, has been willing to accept the other's measure. Last week's amendments of the Taylor Bill, it is thought, could be a compromise to settle the deadlock.

There was no immediate comment from the Democratic leadership or the employee organizations concerned.

One change would delete a requirement in the Taylor Bill that

all recognition must be withdrawn from an employee organization which strikes against the government. Under the Senate amendment, the striking organization, would lose only the privilege of having its members dues withheld from their pay check. The duration of the penalty would be "either indefinitely or for a specified period of time, as the (public employee) board shall determine."

The other major change would set a limit on the amount of fines

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Performance Rating Changes Urged After CSEA Won Court Case

ALBANY—The State Civil Service Commission has urged all State departments and agencies to adopt four measures aimed at substantiating "unsatisfactory" performance ratings of employees and avoiding reversals of determinations on employee performance.

The recommendations were included in a memorandum sent to all agency heads recently by Mary Goode Krone, president of the Commission, as a result of a Supreme Court decision which reversed an unsatisfactory performance rating of a State employee.

The court had upheld the contentions of the Civil Service Employees Assn. that standards of performance had not been defined and that the employee had not been notified of her failure to meet such standards.

William E. Night, a regional attorney of the Employees Association, had represented the employee under the Association's legal program.

Metro Conference Elects Jacobs President

Delegates to the Metropolitan Conference last week elected Randolph Jacobs of the State Insurance Fund chapter as president of the conference for the coming term.

Elected with him were: Jack Weisz, first vice-president; William Roberts, second vice-president; Adele West, secretary and Michael Sewack, treasurer.

Miss Krone said the measures which the agencies could take

(Continued on Page 14)

Don't Repeat This!

Candidates Note:

Labor Relations Views Important To Win C.S. Vote

DEMOCRATS and Republicans seeking political office this Fall—whether it be the governorship or a town office—had better spell out their stand on government and public employee labor relations if they want to get a really important segment of the civil service strength on their side.

Having made major strides toward the eventual goal of pay

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DON'T REPEAT THIS

(Continued from Page 1)

parity with private industry and winning vast improvements in retirement benefits, employee organizations are now turning full attention to the major problem of creating a new labor relations program to replace the long objected-to Condon-Wadlin anti-strike law.

The more responsible organizations such as the New York City fire and police groups and the big, statewide Civil Service Employees Assn., have already announced they will retain no-strike clauses in their constitutions. In return for this, however, they expect government—the State Legislature and the Governor—to give them adequate protection against the loss of such a strong bargaining weapon as the strike. In the main, they want true collective bargaining, protection of the rights to organize and be recognized and some other source of appeal than the branch of government for which they happen to be representatives of employees.

Reaction Feared

The greatest fear afflicting civil servants right now is that public reaction to the recent subway and public nurses' strikes will adversely affect the long range

labor relations program needed to satisfy public employee needs in this area and which will also protect the public at large. Any candidate seeking to capitalize on any current public feeling against these civil service strikes by voting for another strong, punitive law for public employees will do so at the risk of alienating the civil service vote.

It should be noted here that the size of that vote in New York is vast. At present, nearly 1,000,000 persons work for some branch of government in the State (this includes Federal employees voting here) and as a family vote, using the conservative estimate of two and one-half votes, represent nearly 20 per cent of the electorate. In recent years, the "pros" have taken notice not only of the size of this vote but also the fact that public employees are better organized and more active at the polls than in previous years.

Because of conflicting views in the Legislature on just what kind of measure should be passed, there is considerable concern that the present session will end with no solution but merely a continuation of Condon-Wadlin until the Legislature reconvenes next January. Should this happen,

those responsible will have to have some convincingly strong arguments for blocking passage of a bill this year.

The civil service vote is no longer the "Sleeping Giant" we called it in this column when we first began to describe it. Public employees now know their strength and will be exercising it to the full this Fall to protect their own interests. Candidates of both parties take note.

Craig Colony Offers 3 Year Nursing Course

Dr. Vincent I. Bonafede, Director of Craig Colony School and Hospital has announced that the School of Nursing is still accepting applications for the Fall 1966 class.

The school which has been in operation since 1897 offers a three-year diploma program which includes a full year of study in the arts and sciences at the State University College, a year of general nursing instruction at Morrisania Hospital, New York City; 10 weeks of Psychiatric Nursing instruction at Rochester State Hospital; 28 days of Communicable Disease Nursing at Mount Morris Tuberculosis Hospital; and a two weeks course in Public Health nursing with the Livingston County Public Health Nursing Service. Graduates of this program are eligible to take the State licensing examinations to qualify as registered professional nurses.

No Tuition

Students in the program pay no tuition. They are furnished room, board, and laundry free during the entire three years.

Each student receives an educational stipend of \$30 per month during the entire three years. This stipend is paid by the Department of Mental Hygiene to each student to aid each with educational expenses.

Admission requirements include four years of English, at least three years of Social Studies; at least one year of science (chemistry is required); and at least one year of mathematics. Candidates must have graduated from an accredited high school in a program which included a minimum of 10 academic units.

For further information contact Dr. Bonafede at Craig Colony, Sonoma.

Rubino Retires After 30 Years In Civil Service

Daniel M. Rubino, supervisor in the Department of Licenses, is retiring after 30 years of civil service.

Residing in Manhattan, Rubino began his civil service career as a member of the Transit Authority serving as a ticket agent. He came to the Department of Licenses originally in 1951 as a cashier.

A Past Grand Knight in the Knights of Columbus, he is also a former member of the Civil Service Forum.

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

Your Public Relations IQ

By LEO J. MARGOLIN



Government Relations

NO SMALL part of a civil service employee's public relations is his relations with government—with other agencies with which he does business, with legislatures and legislators, with government entities on other levels.

THUS ONE of the 53 units of the State University of New York will have contact with State Education, the Budget Director, the Comptrollers' Office, Purchasing, Agriculture, Highways, Public Works, and, in addition, government on local levels where the unit is located.

THIS INTER-RELATIONSHIP among government employees and agencies and their dependence on one another is dramatized most pointedly by Governor Rockefeller's Special Cabinet Committee on Civil Rights. Among today's most pressing public relations' problems, civil rights runs neck-and-neck with education.

AS ALL members of the civil service corps are aware, no area of activity is more pervasive than civil rights. It covers the areas of human activity from A to double Z, and civil rights and public relations run on precisely the same railroad tracks.

THE CLOSE relationship of civil rights with all government activity is best illustrated with the Governor's Cabinet Committee on Civil Rights.

TO BEGIN with the interdepartmental body is headed by the Chairman of the State Commission for Human Rights, George H. Fowler, whose Commission spans housing, employment, education, which means just about all human activities.

ALTHOUGH A government official of great competence, Fowler doesn't run the departments of the State dealing with these three areas. His basic job is to see that discrimination doesn't rear its ugly head into these three areas.

THUS, COMMISSIONER Fowler's partners on the Cabinet Committee are the Secretary of State, the Superintendent of Public Works, the State Industrial Commissioner, the Commissioners of Education, Commerce, Social Welfare, and Housing and Community Renewal, the President of the Civil Service Commission, and the Attorney General.

Syracuse Chapter Donates \$200 To Cultural Center

SYRACUSE—Syracuse chapter, Civil Service Employees Assn., became one of the first to respond to CSEA president Joseph F. Feily's appeal in behalf of the Saratoga Performing Arts Center at Saratoga Springs.

At a regular meeting of the chapter, a donation in the amount of \$200 was unanimously approved.

Syracuse chapter has always been active in the support of community affairs in Onondaga County. This is the first time that a state-wide cultural facility has appealed for civil service support and the chapter is pleased to join others in the Association in indicating its support in a practical way," a spokesman said.

AS A knowledgeable, experienced government executive, Commissioner Fowler is aware that the Statute he administers and enforces, the State Law Against Discrimination, cannot work without the cooperation of all government agencies—State, Federal and municipal.

IN FACT, such cooperation is formalized through a series of Memorandums of Understanding and Cooperation Agreements. These provide for mutual assistance and exchanges of information. For example, these are now signed documents with the Attorney General, aimed primarily at enforcement against housing discrimination; with the Secretary of State to guard against discrimination by real estate brokers and salesmen; with the Commissioner of Social Welfare, and with the Commissioner of Housing and Community Renewal.

NO SMALL part of Commissioner Fowler's duties are educational—educating the various publics who would be in a position to discriminate, if so inclined, that there is a State Law Against Discrimination and, at the same time, educating those against whom discrimination could be practiced that there is a law protecting them.

COMMISSIONER FOWLER is the successful example of the government executive who is literally surrounded by public relations activities in behalf of his own department, and on the equally important inter-governmental agency front.

Nassau Chapter To Host Meeting Of School Rens

MINEOLA—Representatives of all school districts have been invited to attend a meeting June 18 at the Westbury Manor, to discuss mutual problems, Irving Flaumenbaum, president of the Nassau County chapter Civil Service Employees Assn., has announced.

George W. Simmons, Jr., executive director of the Nassau County Civil Service Commission, will be the guest speaker.

Flaumenbaum said that reservations are limited and that tickets are \$1.75 each, including lunch.

Information and reservations can be obtained by calling FI 2-3000, ext. 2180 or 3030, or by writing to the chapter at Box 91, Hempstead.

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THE COLLECTOR — A giant, antique beer stein was presented to CSEA President Joseph F. Feily as a tribute from The Leader at the Metropolitan, Southern Conference Workshop honoring Feily. Looking on is Paul Kyer, Leader editor, who made the presentation. One of the CSEA president's hobbies is collecting antique steins.

Shabby Treatment Of Barge Canal Employees Hit; CSEA Urges Salary Reallocations

ALBANY—The Civil Service Employees Assn. last week strongly protested the State's treatment of its Barge Canal employees and urged that salary reallocations for three Canal positions be considered.

In a letter to Mary Goode Krone, president of the State Civil Service Commission, CSEA President Joseph F. Feily said the Employees Association had been waiting since early in February for a determination on its appeal for salary upgradings of the titles of Canal Structure Operator, (Grade 7 to 9), Chief Lock Operator, (Grade 11 to 13), and Canal Electrical Supervisor, (Grades 13 to 15).

The Commission earlier had upheld a denial of CSEA's two-grade salary requests for the positions, made in November of 1964 by J. Earl Kelly, Director of the Division of classification and Compensation.

Approximately 110 employees are affected.

Pay Cut

In requesting the Commission to reconsider its decision, the Employees Association pointed out that "employees in these titles on the Barge Canal have had a reduction in their work week, with a proportionate reduction in salary, with absolutely no consideration given to the resulting effects."

CSEA was referring to a work week reduction last year, from six to five days, for employees of the Canal. The six-day week had been in effect for more than 17 years and, because the State had chosen to treat the sixth day as overtime during that entire period, the employees actually lost a full day's pay in being moved to a work week comparable to other State employees.

Feily last week told Miss Krone

that "... the reason for this necessary overtime lies with the State and its failure to provide sufficient Canal operating personnel to permit a five-day work week. When an overtime situation such as this exists for a period in excess of 17 years, we strongly feel that one can justifiably consider the entire situation as existing conditions of employment for the employees involved," Feily said.

He said that "Since the State permitted the necessity for a six-day work week to exist on the Barge Canal for such a long period of time and found this arrangement convenient for itself, there is no doubt in our minds that the employer has a moral obligation for equitable treatment of these employees with respect to the severe cut in their salaries."

Feily also mentioned the fact that the State Legislature last year had "... recognized the unjust treatment given to these employees by passing legislation which would have provided for no loss in pay when the work week was reduced to five days." The legislation later was vetoed by Governor Rockefeller on a technical basis, Feily said, but "the important fact is that the Legislature represents the citizens of New York State and, as such, supposedly reflects the feelings of the citizenry."

The CSEA president asked that an "immediate favorable re-determination be made by the Civil Service Commission which would grant the upgrading of these positions as requested."

Thomas Dobbs Installed As Pres.-

County Executive 'Is Committed To Non-Contributory Retirement Plan' Suffolk Chapter Is Told At Dinner

PATCHOGUE — Anne F. Mead, deputy county executive of Suffolk County, told the Suffolk chapter, Civil Service Employees Assn., installation dinner gathering, that the County Executive, H. Lee Dennison, was committed to a non-contributory retirement plan for County employees.

Miss Mead was the guest speaker at the 17th annual dinner-dance of the Suffolk chapter, which was held at Knights of Columbus hall here.

She said that "as a member of CSEA she hopes the plan will be implemented County Executive was committed to its implementation."

Installation

Heading the activities of the dinner-dance was the installation of officers of the chapter. Thomas B. Dobbs and a slate of officers were installed by County Comptroller Frederick B. Hose Jr.

The complete slate of officers were:

President, Dobbs; first vice president, Robert Villa; second vice president, William Stoothoff; third vice president, Paul Winger; fourth vice president, Norman F. Bohrer; fifth vice president, William Collins.

Also; treasurer, Felix Livingston, who was also chairman of the dinner committee; executive representative, Edward Valder; corresponding secretary, Harvey Goldberg; recording secretary, Nancy Schaefer and sergeant-at-arms, Norman Flynn.

Guests

Other guests included Assemblyman Prescott Huntington, County Supervisor John P. Kane, Mayors Sydney Askoff of Babylon, Charles Cowan of Lindenhurst and Robert Waldbauer of Patchogue, Suffolk County Police Commissioner John Barry, Teresa Keyes of the County Civil Service



CONGRATULATIONS — Thomas Dobbs, right, recently re-elected president of the Suffolk County chapter of the Civil Service Employees Assn., receives congratulations from Clyde W. Pearsall, Islip Superintendent of Highways, center, and William Stoothoff, president of the Islip CSEA chapter, during the chapter's installation dinner recently.

Commission.

Also CSEA fifth vice president Frederick Cave Jr. and Mrs. Cave, Nassau County chapter president Irving Flaumenbaum, and Mi-

chael Klion, associate editor of The Leader.

Master of ceremonies for the evening was CSEA field representative John D. Corcoran Jr.

Erie Unit Dinner

BUFFALO—New officers of Erie chapter, Civil Service Employees Assn., headed by Neil V. Cummings, chapter president, will be installed June 4 at a dinner-dance at 7 p.m. in the Cord-on Bleu Restaurant, 3909 Genesee

St., Cheektowaga.

Tickets can be obtained, at \$4.50, from Joseph Malorana, the social chairman.

He can be reached at his office in the Erie County Probation Department, Erie County Hall, Buffalo. The telephone is 856-8233, Extension 233.



(Leader Staff Photo)

LEGISLATIVE REPORT

F. Henry Galpin, assistant executive director of the Civil Service Employees Assn. acquaints members of the Southern and Metropolitan New York City Conferences with recently-won legislative goals and

the status of still-pending legislation during the annual workshop of the two conferences at the Hotel Concord recently. Others on the dais are, Issy Tessler, president of the Southern Conference and session moderator and Lucile Craig, Conference secretary.

1,043 Fireman
The New York City Department of Personnel made public an eligible list May 31 for fireman with 1,043 names.

U.S. Service News Items

By JAMES F. O'HANLON

Cities And States May Share Federal Talent Crop

Not too long ago at a City Hall press conference here in New York City, Mayor John Lindsay lamented the fact that rather sticky procedures, red tape and the like made it virtually impossible for the City to gain the kind of experienced aid it needed from, among other sources, the ranks of Federal civil servants. The Mayor stated that there were many highly trained and talented in-

dividuals in the Federal work force who could have and would have been glad to answer the City's call in its hour of need but the intransigence of procedures, such as those ruling the transfer of retirement credits, proved to be the undoing of a good deal for everybody.

Out of San Francisco now, by way of Washington, or vice-versa, comes a tale that would almost make you believe that somebody up there likes and listens to Lindsay. A very legitimate looking press report has it that the Johnson Administration is planning to make a formal request of Congress to provide "incentives" to the idea of inter-governmental exchange and transfer among workers in Federal State and local civil service staffs.

Among the items so be included as incentives would be the lubrication of the Federal retirement and leave credit policy and the health benefit program to allow for periods of employment in other levels of government other than National.

The official reasoning here seems to be that now, as the workings of all levels of Government become more interrelated and the problems of the cities and states seem to be piling up with nowhere to go, Federal executives can, in this manner get closer to the action. This will allow them, at least, a broader scope of knowledge for their use as they cope from Washington.

But, also included, is the important benefit to lower level governments who have complained often in the last few years of the inavailability of talented people to operate its facilities.

Some State governments whose civil service systems lag far behind the likes of New York State's have found this lack to be a most malignant weakness. And in New York City lately with its constantly mushrooming administrative workload and almost insurmountable if delicate problems the "water, water everywhere and not a drop to drink" nature of the talent shortage seemed an unnecessary frustration. President Johnson's idea, if it blossoms into meaningful legislation could do much to augment the kind of lower level government the country is going to need very critically, very quickly.

Dental Hygienist Exam Closes June 30; Salary Is \$5,450

Applications will be accepted by the New York City Department of Personnel until June 30 for an examination for dental hygienist.

Salary in this position is \$5,450. A typographical error in a recent issue of The Leader had the salary at \$5,150. This was incorrect.

For further information and applications contact the Application Section of the Department of Personnel, 49 Thomas Street, Manhattan.

Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

STATE

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

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

FEDERAL

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

Hours are 8:30 a.m. to 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.

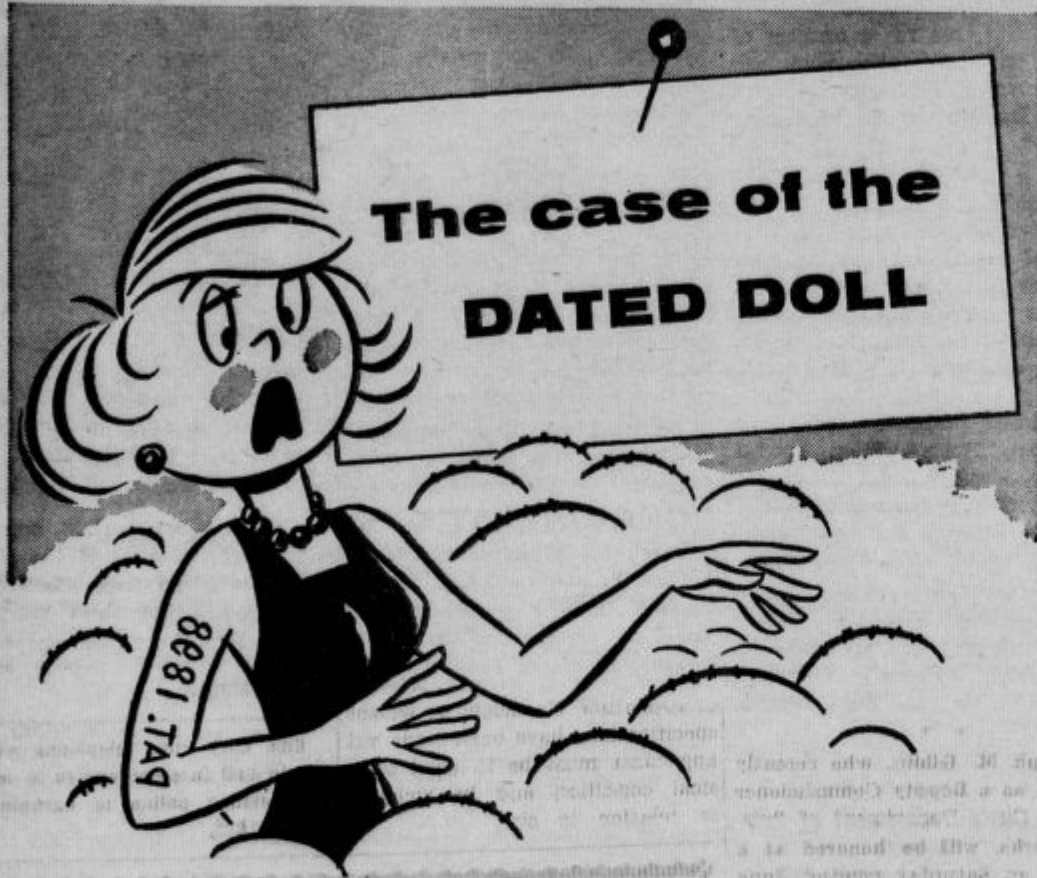
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OUR 69th YEAR



A housewife went down to the basement to stoke the family coal furnace. Unfortunately, the water heater chose that moment to blow up. A fragment of metal struck her bare arm and branded it, in reverse, "Patented 1898." (Although no woman likes to be "dated," a sizable Accident check was most welcome.)

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

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

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P.S. If you have the Insurance, why not take a few minutes and explain it to a new employee.

Draftsman Test Is Open Continually

The New York City Department of Personnel is accepting applications on a continual basis for an examination for civil engineering draftsman.

Salary in this position is \$7,100. The written test is expected to be held in December of this year. For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

Filing Opens For Women Cleaners; Pays \$3,500

Applications are being accepted until June 21 by the New York City Department of Personnel for an examination for women only in the title of cleaner.

This position is in grade six with a salary range of \$3,500 to \$4,580 per year. There are no formal educational or experience requirements for the job

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, Manhattan.

Applications are also issued at all branches of the New York City Library System in the five boroughs and at the branch libraries in Yonkers, New Rochelle, Mount Vernon and White Plains.

Federal Jobs For Men And Women As Correction Officers

The United States Department of Justice, Bureau of Prisons has openings for men and women as correction officers in Federal prisons, reformatories and camps.

Starting salary is in grade GS-7.

Applicants must be able to show that they have at least three and a half years of experience dealing with individuals in a supervisory or instructional capacity. Educational advancements past the high school level may be substituted for experience requirements in many cases.

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

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

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

Send applications to Executive Secretary, Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas, 66048.

Sanitarian Trainee

The New York City Department of Personnel established an eligible list May 31 with 33 names in the title of public health sanitarian trainee.

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

What's Doing

Highways Commissioner Harry J. Donnelly announced last week that the results of his 1966 "Fill Em Up" campaign indicate that intensive year-round attention to potholes is lessening the impact that winter and the spring thaws take on the City's streets. Commissioner Donnelly reports that 104,175 holes in the streets and expressways were repaired during the campaign which closed recently.

Twelve top-level Puerto Rican educators and other officials arrived in New York last week for a Human Relations Workshop which will continue until June 5.

Joseph M. Giblin, who recently retired as a Deputy Commissioner of the City's Department of Public Works, will be honored at a dinner on Saturday evening, June 11, at the Hotel Henry Hudson in Manhattan. Giblin has long been active in fraternal and civil service organizations and was an employee of the Department of Public Works for more than 30 years.

Last week, Ira S. Robbins, vice-chairman of the New York City Housing Authority presented the Certificate of Certified Public Purchasing Officer to Harry A. McArdie, Chief of the Purchasing Division. The Certificate is awarded by the National Institute of Governmental Purchasing Incorporated, Washington, D.C. for "professional competence and interest under a training and certification plan."

A recent test conducted by the City's Department of Education points out that students attending the City's after-school Study Centers have made a 27 percent gain on students not attending the special classes in their increase of reading ability within a two month period.

Federal Food Service Super.

The Federal Government has openings for food service supervisors in various penal and correctional institutions throughout the United States. Salaries range from \$2.72 to \$3.84 per hour. Applications are being accepted on a continual basis.

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Joe Deasy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate Editor

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TUESDAY, MAY 31, 1966



Labor Relations

The adage "what comes first, the chicken or the egg?" would seem to apply to the recent New York City Labor Department action of suspending all representation procedures "in anticipation of the City Council passing the bill creating the Office of Collective Bargaining."

Until this law is passed, and there is no guarantee of that, labor representatives will have no place to go in furthering their representational activities. And, if the bill is not passed, then what?

Furious activity was taking place this last week. Those in favor of the Tri-Partite Panel report, which is the basis for the Office of Collective Bargaining, were trying to line up support.

Those opposed to it, specifically the United Committee for Collective Bargaining, which is composed of 16 City labor unions, representing 30,000 employees, were planning a mass demonstration in protest of the panel report on June 1.

The Committee has also proposed its own Labor Relations Bill and will present it to the City Council and the Administration.

At first glance, their proposition seems to have merit in that the differences between it and the Tri-Partite Panel proposal are at odds concerning arbitration, mediation and the check-off system of collecting dues for union or other employee organizations.

It would also appear, that a compromise between the two plans would be appropriate since the Committee report states the feelings of the smaller labor unions; those that would be most adversely affected by the Tri-Partite Panel proposals. The panel's report was, in the main, drawn by the larger union organizations and therefore is more advantageous to them.

A compromise of both plans, taking the best aspects of each, would, in our opinion, clear the air on labor relations in general and collective bargaining specifically in New York City.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Sunday, June 5

2:30 p.m.—Courts and Lawyers at Work—Survey of the American Legal System with Prof. David Kochery; "Lawyers Role in Administrative Agency and Congressional Hearings."

10:30 p.m.—Viewpoint on Mental Health—"Psychiatric Education for General Practitioners."

Monday, June 6

4:00 p.m.—Around the Clock—New York City Police Training Program. "Disorderly Conduct and Unlawful Assembly."

7:30 p.m.—On the Job—New York City Fire Department Training Program.

Tuesday, June 7

4:00 p.m.—Around the Clock—New York City Police Department Training Program. "Disorderly Conduct and Unlawful Assembly."

7:00 p.m.—Viewpoint on Mental Health—"Mental Health in the Caribbean."

7:30 p.m.—Human Rights Forum.

9:00 p.m.—Televised Clinical Science Seminar. "Adenomas and Cancer of the Large Bowel."

Wednesday, June 8

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Michael Beaubrun, M.D., Kingston, Jamaica, on "Mental Health in the Caribbean."

4:00 p.m.—Around the Clock—New York City Police Dept. program. "Disorderly Conduct and Unlawful Assembly."

7:30 p.m.—On the Job—New York City Fire Department training program.

10:00 p.m.—International Interview—United Nations Representatives are interviewed by newsmen.

Thursday, June 9

4:00 p.m.—Around the Clock—New York City Police Department program. "Disorderly Conduct and Unlawful Assembly."

7:30 p.m.—On the Job—New York City Fire Department training program.

9:30 p.m. City Close-up—Patricia Mark interviews, Charles Abrams, Chairman of City Planning Department, Columbia University.

Friday, June 10

4:00 p.m. Around the Clock—New York City Police Department training program. "Disorderly Conduct and Unlawful Assembly."

9:00 p.m.—Courts and Lawyers at Work—"The Family Court."

Saturday, June 10

7:00 p.m.—Community Action—"Public and Private Agencies—with or against each other."

7:30 p.m.—On the Job—New York City Fire Department Training Program.

1964. I applied for social security disability benefits and was turned down. My disallowance notice said my illness could not be determined to last indefinitely. Will the new law help me?

It may. The new law states that you can get benefits if you have an impairment, severe enough to prevent you from doing any work, which has lasted or is expected to last 12 months.

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.")

Examination Invalidation

ON APPLICATION, the Court will freely grant permission to intervene in a pending Article 78 proceeding when the intervenor is directly affected by the pending suit. The pertinent provision is Section 7802 (d) of the Civil Practice Law and Rules. This provision apparently grants broader discretion to the Court than does Section 1013 of the same statute dealing with permissive intervention.

IN GENERAL, common questions of law and fact are involved, and the determination of the Article 78 proceeding may adversely affect the rights of the intervenor. Typical cases are those in which an Article 78 proceeding is brought to invalidate an examination, or to insert names in their appropriate positions on an existing eligible list. In such situations, the individuals already on the eligible list have a legitimate interest in intervention for the purpose of protecting their positions on the list.

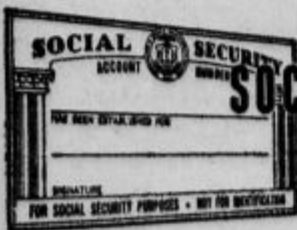
IN RELIANCE upon Section 7802 (d), Albert Shanker, as President of the United Federation of Teachers, recently sought leave to intervene in an Article 78 proceeding instituted by an applicant for licensure as Chairman of the Department of English in day high schools. The petitioner "failed" the examination because of an unsatisfactory rating on the appraisal of her record. She contended the appraisal of record procedure violated the requirements of the State Constitution, Article V Section 6 that appointments to Civil Service be based upon competitive examination (*Stambler v. Board of Examiners*, New York Law Journal, May 3, 1966, page 18). The basis of Mr. Shanker's motion to intervene was that as a citizen he had a substantial interest in the issues in that he desired to test the constitutionality of the appraisal of record procedure. In this connection, please refer to my column of April 5, 1966 in which I suggest possible revision of the procedures of the Board of Examiners to assure closer adherence in rating records to the constitutional guarantee of due process.

IN RELIANCE upon the recent determination at Special Term in the Matter of the Application of Jack Weisz, as President of the New York Parole District Chapter of the Civil Service Employees Association and as President of the New York State Parole Officers Association v. Department of Civil Service of the State of New York and the Division of Parole, Shanker asserted he had a right to intervene merely by showing his status as a citizen and resident. However, the Weisz position was different from that of Shanker. Weisz was not seeking to intervene. He instituted an independent action as a citizen to protest the utilization of a pre-employment interview conducted by the Department of Parole prior to referral of examinees to the Department of Civil Service. Mr. Weisz's contentions were that the pre-employment interview constituted an arbitrary disregard of upon merit determined by competitive examination, and, further, that certain of the questions posed to candidates by the Division of Parole violated the Law Against Discrimination. Typical of such questions were inquiries into the applicant's birthplace and membership in organizations, questions that may reveal race, creed or national origin.

SUCH INQUIRIES have no bearing on merit. The respondents, however, sought the dismissal of the Weisz proceeding on the ground that Weisz had no standing in court because of his own job was not at all affected by the hiring practices he condemned. In overruling the respondents' contention, Judge Samuel M. Gold sustained Weisz's right as a citizen to protest unconstitutional recruitment practices in the Civil Service (*Weisz v. Department of Civil Service*, New York Law Journal, April 8, 1966, page 12).

JUDGE MURRAY T. Feiden observed that the Weisz case was distinguishable from the *Stambler* case because the former involved the legal right of the original petitioner to institute proceedings as distinguished from an effort to intervene in somebody else's proceeding. The Jurist noted that the *Stambler* case was primarily her, the petitioner's, concern, and that it is not the province of a citizen to intervene so as to advance her cause. In the words of Judge Feiden:

(Continued on Page 11)



SOCIAL SECURITY Questions and Answers

If I take reduced widow's benefits at age 60, will it be increased to the full rate when I reach 62?

No. The amount of your benefit will remain the same, unless you did not receive benefits for all months before you are 62. In this case, your benefit will be adjusted at 62 to take these months into account.

I am a physician and I understand the new social security law covers my earnings from the practice of medicine. When is this effective?

For your first taxable year ending on or after December 31, 1965. If you file on a calendar year basis, your earnings for 1965 will be covered for social security purposes.

the supplementary medical insurance program. If I do not enroll by March 31, 1966, will I have another chance later?

Yes. If you fail to enroll by March 31, 1966, you will have another chance to sign up during the next general enrollment period—October 1, 1967-December 31, 1967. However, if you wait until then, you will have to pay a higher premium and your protection will not begin until 6 to 9 months after you enroll. If you fail to enroll during the October to December 1967 period, you will not be able to obtain supplementary medical insurance coverage at any other time in the future. (Ed. note: A law was recently enacted extending this filing.)

I am 65 and undecided about I had a heart attack in July

Officers Installed By White Plains Unit

WHITE PLAINS — Officers and directors of the White Plains unit, Westchester County chapter, Civil Service Employees Assn., were installed recently at City Hall's Common Council Chambers.

Installing officer was William Goring, CSEA field representative. Gabriel Carabee, president of the County chapter was a guest at the affair.

Officers

Leo J. Magnotta, Department of Recreation & Parks Supervisor was re-elected president for a fourth term.

Other officers: Donald Rich, Planning Department, vice-president; Mrs. Dorothy Regan, Parking Authority, secretary; and Mrs. Elsie Mangiacapra, Public Safety Department, treasurer.

Directors installed were: Arthur Farrell, Ernest Clow, Betty Huntington, Alfred Gandle, Kay Hadermann, Albert Howard, Ella Deegan, Nicholas Marrafino, Josh Eutsey, Howard A. Griffen, Marvin Shaw, and Polly Pass.

Ins. Fund Chapter To Install Officers

The State Insurance Fund chapter, Civil Service Employees Assn., will hold their installation of newly elected officers on June 15 at 5 p.m. in the State Fund cafeteria, 199 Church Street, Manhattan.

30 State Employees Win \$1,195 For Suggestions

ALBANY — Three State employees have earned merit awards totaling \$650 for their time-and-money saving ideas and accomplishments, Mary Goode Krone, president of the State Civil Service Commission, has announced. Twenty-seven other employees also received merit awards for their suggestions on improving State government operations, bringing the total merit awards for the month to \$1,195.

The awards were granted by the Civil Service Commission at its monthly meeting, as part of the New York State Employee Suggestion Program.

Top award winner was Morris Paul, Rochester, industrial investigator with the Department of Labor. He received \$300 and a Certificate of Meritorious Service in recognition of his achievement in producing a film on child labor and a slide program on migratory workers. The films are used extensively by the Labor Department's Training Program and have been shown on television and in schools.

A joint award of \$250 was won by Linda Turton, Green Island, and Gail Miles, Albany, both clerks in the State Education Department. They suggested a change in the clerical system involved in keeping the records of State Regents Scholarships and scholar incentive awards. The new procedure results in an overall savings of the equivalent of one full-time clerk.

Raymond Meyering, West Brockport, a sergeant with the Division of State Police, was awarded \$100. He suggested that pamphlet racks be placed in State Police installations to publicize points of interest in New York State. The pamphlets and maps will be a convenience for motorists. It is unusual to find material of this nature in police installations, and the image of the State will be enhanced as a result.

\$50 Awards

Awards of \$50 went to Vernon Sullivan, Friendship, highway general maintenance foreman, Department of Public Works; Joseph Kutey, Green Island, senior mail and supply clerk, Commerce Department; Frances Foley, Waterford, senior workmen's compensation examiner, Workmen's Compensation Board.

Two employees earned \$35 for their ideas: Carmine Vicale, S. Ozone Park, Long Island, license

examiner, Department of Motor Vehicles; Estell Solomon, Brooklyn, typist, Division for Youth.

A \$30 award was earned jointly by two employees of the Department of Public Works: Paul Nolin, Waterford, machinist, and Joseph Macloa, Saratoga Springs, draftsman.

\$25 Awards

A joint award of \$25 went to Mrs. Ellen L. Maratto, and Mrs. Jane Harper, Albany, both senior clerks in the Department of Motor Vehicles. Other \$25 award winners were: Vincent Cuccioli, Hicksville, senior dairy products inspector, Department of Agriculture and Markets; Mrs. Lois Polak, Brooklyn, workmen's compensation examiner, Workmen's Compensation Board; and to five employees of the Department of Public Works: Mrs. Irene Albright, Nassau, senior account clerk; Fred Dauria, Binghamton, assistant motor equipment maintenance supervisor; Leonard Goldstone, Watervliet, senior engineering material analyst; Mark Patchin, Poughkeepsie, maintenance man, and Roland Lufkin, Richfield Springs, highway general maintenance foreman.

\$20 Awards

Awards of \$20 went to Edward Powers, Latham, senior clerk, Department of Motor Vehicles, and to Mrs. Lore Marx, Forest Hills, account clerk, Division of Housing and Community Renewal.

Three \$15 awards were made. They were received by William Ackerman, Albany, associate attorney, Law Department; Joseph O'Brien, Albany, principal account clerk, Office for Local Government; Caesar Coluzza, Albany, assistant director of food control, Department of Agriculture and Markets.

Mrs. Nettle Madison, Albany, principal clerk, Department of Motor Vehicles, earned a \$10 award.

Merit Certificates

Certificates of merit without cash grants went to two Correction Department employees: Don-

ald Maloney, Cohoes, principal account clerk, and Mrs. Elizabeth Jahnel, Schenectady, senior stenographer; four employees of the Department of Public Works: Ronald Keeler, Rensselaer, administrative assistant; Robert McCune, Amsterdam, engineering materials analyst; Richard Luther, Hudson Falls, draftsman; and Robert Longabaugh, Delmar, associate research analyst; and to Mrs. Tillie Singer, Brooklyn, senior stenographer, Workmen's Compensation Board.

Massena Village Aides Receive Pay Boost and Reduced Pension Costs

MASSENA—All Massena village employees will get a pay boost of \$2 a week in the new revised budget, exclusive of a three percent cut in retirement payments, making total relief in this respect eight percent.

The pay boosts were not in the original budget but Mayor G. Laurence White said some modifications were made to make the move possible.

Workers in the Public Works Department will get a dime an hour boost. A year ago they received a \$4-a-week cost of living increase.

Supervising Steno In Onondaga County

Applications will be accepted by the Onondaga County Civil Service Commission for a promotion examination to supervising stenographer until June 15.

Salary in the position is \$4,602 to \$5,590 per year.

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

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., New York, N.Y. 10007.

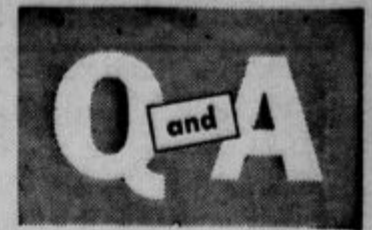
State Nurses

Editor, The Leader:

Now that the New York City's threatened nurse strike is settled, what is the Civil Service Employees Association doing for our Nurses in State Institutions. This is a very sad state of affairs. Here in Brooklyn State Hospital we just cannot get nurses at the present salary and it seems that no one cares about the mental patients in our State institutions. I think the Governor of this great state should step in before the situation gets critical.

The nurses in State institutions take care of mental patients. It is certainly about time they got a raise in pay equal to nurses in City hospitals. Our Association will have to start doing something about it, and soon.

WILLIAM J. CUNNINGHAM
Brooklyn.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I have a baby who is going to a pediatrician for routine examinations and immunization shots. Are these visits covered under the Major Medical part of my Statewide Plan?

A. The routine care of babies and their immunization shots are considered preventive medicine rather than treatment for illness, and are not covered under the Major Medical portion of the Statewide Plan.

Q. My wife has been in the hospital for 3 months and we expect that she will be there for at least 2 more months. Do I have any benefits under my Statewide Plan when we have used up our Blue Cross benefits?

A. Yes. You may include such expenses when making a claim under the Major Medical part of your Statewide Plan, with deductible and co-insurance applying.

Q. From what I've read about Medicare, it says nearly every person is eligible for Medicare benefits. Please tell me just who is not eligible?

A. Some Federal employees and former Federal employees who are not eligible for social security benefits are not eligible for the hospital insurance part of Medicare. They may, however, enroll in the medical insurance program which costs \$3 a month when they reach age 65. In addition, aliens who were not admitted for permanent residence and have not been here at least five years are not eligible. However, if you have a specific case in mind, you should check with your nearest Social Security office to determine individual eligibility under the federal Medicare law.

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Raymond Challenges Costa

Capital Conference Nominates Slate For Election At Annual Workshop Set For June 17 At Lake Luzerne

ALBANY — Candidates for election by the Capital District Conference for the coming year were presented to the conference delegates on Monday, May 23, during the regular conference meeting at the Ambassador Restaurant here.

A. Victor Costa, incumbent president will seek re-election for another term, according to Abe Kranker, chairman of the nominating committee. He is being challenged by John W. Raymond, president of the Gilleran Memorial chapter of the Department of Public Works.

Other candidates for election will be:

First vice-president — Max Benko, Law Department, will be opposed by Thomas Shearer, Conservation Department and Ernest Stroebel, Health Department, Division of Laboratories and Research.

Margaret Fleming, incumbent second vice-president, Department of Correction, is opposed by Anne S. Kearney, of Liquor Authority, and by Dorothy Honeywell, Division of Employment.

Marion Farrelly, Department of Correction, the incumbent secretary, will be opposed by Jane Cohen, of the Office of General Services.

Treasurer Edgar Troidle, Department of Agriculture and Markets, the incumbent, will be opposed by Ben Everingham of the Employees Retirement System.

Elections June 18

Ballots will be cast at the annual meeting at Hidden Valley,

Lake Luzerne, on June 18. Successful candidates will be installed at the annual dinner that evening.

The Lake Luzerne meeting, the last regular meeting of the 1965-1966 term, also marks the establishment of the community affairs committee by Costa. The need for this committee was noted at the recent Community Night, sponsored jointly by the conference and the Capital Newspapers. The committee will be the coordinating group between civil service employees and the community including the various educational, civic, cultural and voluntary organizations that met with conference members for informal discussion on Community Night.

May M. De Seve, Department of Education, formerly president of Executive Chapter, has been named to head the committee. Assisting her will be Dorothy Mac Tavish, of the Court of Claims, also a past President of Executive chapter, and Margaret Donohue, who has just completed a term on the Executive Board of the Conservation chapter.

Costa announced that registration for the annual meeting at Hidden Valley would commence at 2 p.m. on Friday, June 17. The business of the Conference will start promptly at 9:30 on Saturday morning, June 18. The agenda for the day starts with a discussion of EXPO-67 at Montreal, with Peter Mesney, of the American Express Company as the speaker. Following this presentation will be Mrs. Anne Bedell, coordinator of the Saratoga Performing Arts Center, who will inform delegates about the Performing Arts Center. Slides will be shown and members will have an opportunity to question the speakers, Costa noted.

Speakers at the morning business session will be Henry Shemin of New York City, chairman of the statewide resolutions committee who will discuss "Employee - Management Relationship" and S. Samuel Borelly of Utica, chairman of the Central Counties Workshop who will discuss "The Problems of County Employees and Management".

The afternoon meeting will

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start promptly at 2:30 p.m. and will transact all regular business of the conference. All committee heads will present their final reports for the year summarizing the activities of their respective committees. The annual election of officers will then be held.

Toastmaster at the annual dinner will be Henry Shemin and guests will include State president Joseph Felly, all Conference Presidents and Board members who represent Capital District chapters.

Costa urged chapter members to send proposed resolutions to the resolutions committee as soon as possible and reminded them that the closing date for resolutions was June 18. Conference members who wish to attend the annual meeting are advised to make reservations at Hidden Valley at once as space is at a premium and few reservations are still available.

Negotiations are being started with the New York Central Railroad for special charter service to the annual delegates meeting at Buffalo, October 13, 14, 15 and 16, 1966. As soon as arrangements are completed, chapter presidents will be notified of the schedule, fares and reservation requirements.

to a maximum of \$4,755. Typists and key punch operators will receive a starting annual salary of \$3,635 with annual increases to \$4,535.

Examinations for these positions are given regularly at offices of the State Employment Service. In New York City, the office to contact for the exam is at 575 Lexington Avenue, Manhattan, except for the key punch operator. That test is given by the State Civil Service Commission and that agency should be contacted for the time and place of that exam.

There are no education or experience requirements for these exams, however, candidates will have to pass a spelling and vocabulary test and a practical test in typing, stenography or key punch machine operation, whichever one applies to your position.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings in New York City, Buffalo and Syracuse, or any local office of the State Employment Service.

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CITY WORKERS!

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- ... Are you tired of absorbing the brunt of the City's perennial "austerity program" in your pocketbook or through a longer work day?
- ... Are you sick of being pigeon-holed in a Career and Salary Plan that takes you forever to reach maximum and if you do you're left feeling as poor as when you started?

If this is your present status, you can rest assured it will remain the same if Mayor Lindsay and District Council 37 get their way.

Pending in the City Council is a Mayor's bill that represents the first attempt to foist the odious recommendations of the Tri-Partite

You can sit back and let your livelihood be jeopardized or you can join the 30,000 union members of the United Committee for Collective Bargaining who plan to stop Lindsay-Gotbaum.

Come to the 12 noon demonstration at City Hall on Wednesday, June 1st. Join 5,000 union members of the United Committee representing A.F.L.-C.I.O., Teamsters and independent unions on an historic picket-line.

Don't leave it to the other guy—your families, the United Committee, and all City employees need your participation.

March Together On Wednesday, June 1

12 NOON - 2 P.M. — CITY HALL

UNITED COMMITTEE FOR COLLECTIVE BARGAINING
932 BROADWAY
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Panel Report on all City workers, with special impact on those in Career and Salary.

The bill to be followed by a new Executive Order will entrench Career and Salary and prevent any discussion or change of the plan through arbitration. It gives to management the power to decide what items can be considered in Collective Bargaining making it one-sided selective bargaining.

In addition it gives over to the District Council (a no-show, do-nothing union) the right to decide on the Career and Salary items of your overtime, vacation, pension, etc. Items they bungled badly in 1954, when they bought Career and Salary lock, stock, and barrel.

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CHAMBERS STREET MART

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NEW YORK CITY, N. Y.

Installation June 4 in Buffalo

Melba Binn Re-elected President By Western Conference Delegates

(From Leader Correspondent)

BATAVIA — Mrs. Melba Binn of Rochester, president of the Western Conference, Civil Service Employees Assn. was re-elected for another term at the interim meeting of the Conference at the Treadway Inn here recently.

The election, attended by more than 100 delegates and members, took place during the afternoon executive council meeting.

Addressed by William Blom, CSEA's research director who discussed reclassification and appeals pro-

cedures. The session was moderated by Margaret Anastasia, president of the Albion School chapter.

Other officers elected during the meeting included:

Pauline Fitchpatrick of Newark State School, first vice-president; Lawrence Barning, West Seneca State School, second vice-president; Virginia Halbert, State University College at Geneseo chapter, third vice-president; Andrew Hritz, State University Agricultural and Technical College at Alfred chapter, corresponding secretary and Kenyon Ticen, Attica State Prison chapter, treasurer.

Mrs. Binn, an employee of the State Vocational Rehabilitation Office in Rochester, revealed that the installation of officers will take place during the next conference meeting on June 4 at the Hallmark Manor in Buffalo.

REMEMBER, False alarms can and have killed!

The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Fully experienced WINDOW CLEANERS are wanted in Manhattan. Must be able to do belt and ladder work in commercial buildings. The pay is \$90 to \$122.50 a week . . . FLOOR WAXERS are needed in Manhattan, Bronx, and Queens. Must have route work experience and be able to use liquid and paste wax. Checkable references from cleaning contractors and driver's license helpful but not always necessary. Both day and night position available. The pay is \$70 to \$85 a week . . . Apply at the Manhattan Service Placement Office, 259

West 54th Street between Broadway and Eighth Avenue.

Experienced TRANSCRIBING MACHINE OPERATORS are needed at various Manhattan locations. The work is mostly with electric typewriters, with some manual. The salary ranges from \$85 to \$95 a week . . . Experienced OFFICE PERSONNEL with a knowledge of typing and ability to do figure work will earn \$70 to \$85 a week. Must be able to handle order processing and inventory control . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., at 51st Street, Manhattan.

An experienced ENGINE LATHE OPERATOR will earn \$2.35 an hour in New Rochelle. He will operate bench lathe to close tolerance in manufacture of optical instruments. Must be able to read micrometer. Employer will train man who has vocational training . . . A fully experienced MATTRESS MAKER will get \$3 an hour to perform all operations necessary to finish assembly of mattress—fill, close and tuft . . . Apply at the New Rochelle State Employment Service Office, 578 Main Street.

Experienced production WIRERS and SOLDERERS on electronic equipment will earn \$1.50 to \$1.85 an hour. Jobs available in Long Island City and area . . . Fully experienced ELECTRICIANS will get \$2.75 to \$4 an hour to work for Queens contractors doing commercial, individual and residential wiring. Driver's license and own tools are essential for most jobs . . . Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

A RADIAL DRILL PRESS OPERATOR will earn \$2.65 an hour in Brooklyn to set up and operate a 5-foot arm drill on large castings working from blueprints . . . A GENERAL MACHINE OPERATOR is needed to work on various machine shop tools such as engine lathe, turret lathe and milling machine. Must read blueprints and measuring instruments. The pay is \$2.23 an hour . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

UPHOLSTERY SEWING MACHINE OPERATORS with three years experience are needed in the Bronx. They will earn \$2.25 to \$3 an hour to operate single needle sewing machine on upholstery and drapery, leather and textiles . . . JEWELRY WORKERS can earn from \$50 to \$130 a week in Manhattan and the Bronx . . . TRUCK MECHANICS with own tools and New York State chauffeur's license will get from \$100 to \$130 a week in Manhattan and the Bronx. Must have A-1, all-around medium and heavy truck experience . . . Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Ave.

Jr. Landscape Architect The New York City Department of Personnel established an eligible list May 31 with four names in the title of junior landscape architect.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices.

Help Wanted - Male PART TIME merchandising. Choose own hours. \$2 per hour. College students considered. Phone Mr. Kelly Sat 2-3 pm or Mon: Eve 6-7 pm AL 4-5127.

Real Estate - Salesman Office Leasing—Apt Renting—Sell Bldgs in Manhattan — Comm. TR 4-4838

Help Wanted - Salesmen WILL TRAIN — NO CAR NECESSARY

Help Wanted - Male GROUND MEN Maintain & upkeep grounds of State University. Minimum \$300 per month. Box 210, Old Westbury, L.I., N.Y.

CHAUFFEURS . . . PART TIME 6 am-10 am & 4 pm-9pm. Air cond. cars. Salary plus generous tips. 231 E. 93rd St. Call 427-2345, Mr Mansfield

CLERK Male or female, familiar with court routine and procedures, experienced in Court or managing clerk's office, needed for routine clerical duties for legal periodical. Hours, noon through early evening. No Saturdays. Generous holiday, vacation and other employee benefits. Box 210, CSL, 97 Duane St., N.Y. 7, N.Y.

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

TYPEWRITER BARGAINS Smith-\$17.50; Underwood-\$22.50; others Pearl Bros., 476 Smith, Bklyn TR 6-3924

Business Cards \$7.00 per 1,000 — Simulated engraved (raised printing), finest white CITATION card stock. Blue or Black ink. Two colors. \$8.00 per 1,000. Write for prices on, letterheads, envelopes, tickets, statements, anything printed. Inkwell Printers, 1220 Hertel Avenue, Buffalo, N.Y., 14216.

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This is the NEW AT60

An Automatic Turntable with intermix capability. Handsomely dramatic in the new Garrard iridescent color and brushed aluminum, this precision model meets all the critical performance standard required of a Garrard automatic turntable, offering the additional advantage of compact versatility.

The tubular tone arm is particularly efficient . . . dynamically-balanced and counter-weight-adjusted, with built-in stylus pressure gauge.

Under its distinctive turntable mat, the AT 60 incorporates a heavy, diecast, oversized turntable—dynamically-balanced and non-magnetic. This feature—so vital to professional performance—has been found previously only in the highest bracket automatic turntables.

PACKARD Electronics Corp.

33 UNION SQUARE WEST New York, New York OR 4-4320 - 1

Walk-In Test Set For Police Sgt. Promotion

A walk-in test for promotion to sergeant in the New York City Police Department has been announced by the City Department of Personnel.

Starting salary in this position is \$9,344. No prior filing is necessary to take this examination.

This test is open only to qualified candidates who are employed by the Police Department. The exam is scheduled for July 16.

For further information contact the New York City Department of Personnel, Applications Section, 49 Thomas Street.

Continual Filing For Assistant Civil Engineer

Applications are being accepted on a continual basis for an examination by the New York City Department of Personnel for assistant civil engineer.

Salary to start is \$8,600.

A written test will be given the day the application is filed. It will be given in one session of approximately four and a half hours.

Qualified assistant civil engineers are accorded promotion opportunities to civil engineer with a starting salary of \$10,300.

For further information and applications contact the New York City Department of Personnel, Applications Section, 49 Thomas Street.

Engineer In Planning Dept.

The City Planning Department has an opening for an assistant civil engineer. This position pays \$9,000 per annum effective July 1.

The requirements are a baccalaureate degree in civil engineering plus two years of engineering experience, or a combination of college education in engineering and experience totaling six years.

Interested persons should contact:

Arnold Blitzer, Personnel Officer, City Planning Department, 2 Lafayette Street, New York, New York.

Civil Service Law & YOU

(Continued from Page 6)
The court is aware of the design of 7802(d) CPLR to provide a more liberal standard for intervention but to permit intervention in this case would set a precedent for unjustified interference with the conduct of a proceeding between the two vitally interested parties.

THE COURT noted that the decision did not preclude Shanker from commencing an independent Article 78 proceeding along the lines of the Weiss procedure. In such independent proceeding, Shanker could test the constitutionality of the "appraisal of record" practices adopted by the Board of Examiners.

ALTHOUGH PERMISSION to intervene was denied, the Court allowed Shanker to appear as amicus curiae.

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(Formerly Head of the Medical Division, N.Y.C.E.R.S.)

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Richmond Hill, N.Y. 11418

VI 9-9400 — VI 3-1108

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: NANCY G. WILLIAMS, DANA DRAPER, GEORGE T. DRAPER, JR., being the persons interested as creditors, distributees, or otherwise, in the estate of HERMAN ROBSON, deceased, who at the time of his death was a resident of New York County, SEND GREETING: Upon the petition of HAROLD S. MATZINGER, residing at Indian Creek Island, Miami Beach, Florida, and ARTHUR D. ROBSON, JR., as Executor of the Last Will and Testament of CONSTANCE T. ROBSON, deceased Trustee, residing at 50 Central Park West, Borough of Manhattan, New York City.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, to be held at the Hall of Records in the County of New York, on the 8th day of July, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of HAROLD S. MATZINGER, as sole surviving Trustee, and ARTHUR D. ROBSON, JR., as Executor of the Last Will and Testament of CONSTANCE T. ROBSON, deceased Trustee, of the trust created for the benefit of HELEN R. MATZINGER under the Last Will and Testament of HERMAN ROBSON, deceased, should not be judicially settled and why ARTHUR D. ROBSON, JR. should not be appointed a substitute Co-Trustee to serve with a nominal bond.

IN TESTIMONY WHEREOF, we have caused the seal of our said Surrogate's Court to be hereunto affixed.

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County of New York, at said County of New York, the 25th day of May, in the year of our Lord one thousand nine hundred and sixty-six.

Philip A. Donahue,
Clerk of the Surrogate's Court

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Hildegard Mathilde Sutton; Doris Newton; Richard Newton; Marion Mayer; Federico Mayer; Gustavo Mayer, an infant under the age of 14 years; Alejandro Mayer, an infant under the age of 14 years; Laura Mayer, an infant under the age of 14 years; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Max Mayer, deceased, who at the time of his death was a resident of New York County, New York City, N.Y.

Send Greeting: Upon the petition of United States Trust Company of New York, Albert H. Manning and Selig J. Levitan, whose address is c/o United States Trust Company of New York, 45 Wall Street, New York, N.Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 28th day of June, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of United States Trust Company of New York, Albert H. Manning and Selig J. Levitan as Executors, should not be judicially settled, and why the claim of Selig J. Levitan for \$550 for legal services rendered to decedent should not be allowed, and why the application of the attorney for the estate for \$37,500 for legal services and for allowance of his disbursements should not be granted.

Dated, Attested and Sealed, May 11, 1966.
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahue,
Clerk.

CITATION. — File No. 1893/66. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent,

TO: SARA JOHNSON, and to GAYLORD MILLIKIN, if living and if dead to his heirs at law, next of kin and distributees whose names and places of residence are unknown and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of GENE DAVIS, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on the 15th day of June, 1966, at 10:00 A.M., why certain attested writings dated November 10, 1961 which have been offered for probate by Joseph L. Smith, residing at 355 East 72nd Street, New York, New York, should not be probated as constituting the last Will and Testament, relating to real and personal property of Gene Davis, deceased, who was at the time of his death a resident of 88 Lower Sloane Street, London S.W. 1, England, and possessed of personal property situated in the City, County and State of New York and why certain unattested writings dated February 17, 1966 should not be denied probate.

Dated, Attested and Sealed, May 4, 1966.
HON. J. Joseph A. Cox,
Surrogate, New York County
/s/ Philip A. Donahue,
Clerk.

SAVE ON YOUR MOVE TO FLORIDA Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$388; Philadelphia, \$360; Albany, \$414. For an estimate to any destination in Florida write SOUTHERN TRANSFER & STORAGE CO., INC. Dept. C, P.O. Box 10217, St. Petersburg, Florida

Summer Homes For Rent (Penna.)

LAKE Wallenpaupak (Pa.), furnished cottages, all improvements, 100 acres kids to play, low rate week/season. DUSKIS, 2109 Broadway, NYC, SU 7-3300.

Farms & Country Homes Ulster County

COUNTRY PROPERTY BARGAINS ACREAGE, HOMES, FREE LIST C. P. Jensen, 2 John St, Kingston, NY

Farms & Country Homes Ulster County

WOODED acreage, 1-2 or 3 acres. State forest area in the Catskill. Terms: Howard Terwilliger, Kerhonkson 8, NY.

Real Estate - New Jersey MONMOUTH COUNTY

FARMS - HOMES ACREAGE Write your requirements FREE LISTS

ALPERN REALTOR Freehold, N. J.

Farms & Country Homes Orange County

FRIENDLY veranda welcomes you to this cozy farmhouse surrounded by trees & shrubs. Set on 3 1/2 acres. \$13,250. 5 ROOM year round home, 1 or 2 family. \$10,500. COUNTRY retirement home. \$14,000. C. Dunn, Bkr., Walden, NY (914) 774-8554

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\$121 Month \$1320 Cash Investment 8th floor studio with eat-in kitchen. 3 very large closets, refrigerator, gas & electric included.

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TAX SAVINGS NOW IN EFFECT MODERN 12 STORY FIREPROOF BUILDING. ONLY 13 MINS. TO MANHATTAN. 2 BLOCKS TO SUBWAY, 8th AVE. BUS.

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"PARADISE" BRICK MANSION

7 gigantic rooms, Hollywood "wall oven" eat-in kitchen plus breakfast room, "Napoleonic" living room and dining room, 2 tremendous master bedrooms, Hollywood tile bath, with stall shower, Nite club basement, surrounded terraced garden, garage. Terms arranged.

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Sacrificing this detached 6 rm. ranch with all the rooms on 1 floor plus exp. attic, finishable basement, steam-line kitchens & baths, refrig., washing machine, dryer, wall to wall carpeting. All this at no extra cost on a tree lined street. Vacant. Move right in.

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This detached stucco home consisting of 8 rooms, 4 bedrooms and 2 baths with modern kitchens & baths plus solarium room. Surrounded by trees & shrubs in a garden section. Immaculate. Move right in.

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This all brick home consisting of 6 1/2 large rooms, 2 baths, terrace, garage. Night club finished basement that could be rentable apt. No waiting. Immediate occupancy.

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House For Sale - New Jersey VACATION & retirement living at North N.J. lake, brk hse. Sweeping view of lake, large rms, fireplace, oil heat, gar. P.O. Box 255, NY 33, NY.

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Detached house on large 50x100 lot. 6 rms, 2 baths, finished basement, 3-car garage. Many extras. \$900 DOWN PRICE \$18,490

EAST 232 ST. VIC.

Solid brick Duplex. Large eat-in kitchen, formal dining rm, large living rm, all master-size bedrms, full bsmnt, garage. Lovely residential area. \$1790 DOWN.

PRICE \$19,900

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4 bedroom, brick, fin. basement, garage, modern. Asking \$24,900 \$2,900 Down

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Detached legal 2 family Spanish style with a 6 rm. apt. with 3 bedrooms for owner plus 3 rm. apt. for income. Streamline kitchens & baths. Nite club fin. basement. On a tree lined street.

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This detached legal 2 family consisting of 6 large room apt. for owner with 3 bedrooms. Separate 2 rm. apt. for income. Modern kitchens & baths. Garage. White wall basement on a large landscaped plot.

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10 yr. old brick legal 2 family consisting of 5 1/2 & 3 1/2 room apts. plus finished basement. Garage. Completely modern throughout. Immediate occupancy. Newly decorated. No waiting.

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Modern family resort. Private baths. Hot and cold water all rooms. Individual cottages—3 hearty Ital-Amer. meals daily. Filtered Swimming Pool. Children's Counselor & Playground, Casino, Dancing, Bar. From \$53 Weekly. Children under 10, \$25. Free Brochure.

Judges Selecting Semi-Finalists In Miss CS Contest

With the Miss Civil Service Contest closing June 1, The Leader judges now have the difficult task of choosing the semi-finalists who will compete for the title of Miss Civil Service of four categories of government, State, Local, New York City and Federal.

Next week's issue will present the first of the semi-finalists in two of the categories and the final two categories will then be

presented the following week.

Prizes for this years winners includes a weekend for two at Grossinger's; a mink vestlet designed by Lilly Dache, furs by Wells-Triester of New York and dresses from Jonathan Logan. Winners will receive duplicate prizes and therefore there will be four weekends, furs etc.

Watch for the first semi-finalists next week in The Leader.

CARMEL, N. Y. 50 MILES TO N.Y.C.

Twin Brook Park is different for young families who appreciate a relaxed & congenial atmosphere. 300 acres of unspoiled country. No planned entertainment. Our guests create their own. No Olympic pool. We have a 12 acre brook & spring fed lake. Excellent day camp. Area 3-12. Fishing, boating, tennis, volley ball, hand ball, short ride to golf, horseback & summer theatre. \$400 to \$700 per season. Directions: About 30 miles on Taconic Pkwy to Route 801. Right 3 miles, left 50 yds. Tel. 914 CA 5-4818.

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23 miles from N.Y.C. Route 304 Bardonia, N.Y. Modern, summer bungalows & apts. 1,2,3,4 rm units. Professional supervised day camp & nursery. Bway talent, TV, movies & dancing. Filtered swim pool & kiddie pool, athletic facilities, luncheonette, commissary, laundry & night patrol. DIRECTIONS: Palisades Parkway to exit 8, route 59 Westbound to route 304 north; 1 1/2 miles to grounds. Also Thruway to exit 13 south then follow directions just above. Phone: (914) 623-4495 or (914) HI 5-8805

ENJOY YOUR VACATION IN THE CATSKILL MTS. DUFFY'S GREEN ISLE

Box 87, So. Cairo, N.Y. Large Swimming Pool, Diving Board, Slide. Free Trans. To Church Also Sightseeing. Trips To Catskill Game Farm. 3 Meals Daily. Adults \$45 per wk. Child To 6 Years \$15 per wk. Child To 13 Years \$25 per wk. Child Over 13 Yrs \$45 per wk. Rms With Pvt Bath \$60 per wk. Memorial Weekend Special Fri. to Mon. \$25 per person - Room & 3 Full Meals Daily - Free Dancing & Entertainment Your Host Mr. & Mrs. Duffy Call N.Y.C. WH 3-9494 9 AM-6 PM, Sat. 9 AM-2 PM

HAGUE, N.Y. ON LAKE GEORGE "Bayside Housekeeping Cottages", fully equipped, open June to Sept. Lake privileges. Tel. Kimball 3-2379. Mrs. Wilford C. Ross Hague Rte 9N, N.Y.

Police Promotion Exams Tentative Key Answers

These are the tentative key answers for the promotion exams given May 21 for Captain (TAPD); Captain (NYCPD); Housing Captain; Housing Lieutenant and Lieutenant (TAPD).

Candidates have until June 15 to file protests to these answers.

Captain (TA)

- 1, D; 2, B; 3, A; 4, A; 5, D; 6, B; 7, C; 8, B; 9, B; 10, D; 11, B; 12, B; 13, D; 14, C; 15, D; 16, B; 17, C; 18, B; 19, A; 20, A; 21, D; 22, D; 23, B; 24, A; 25, B; 26, B; 27, A; 28, B or C; 29, D; 30, C; 31, B; 32, B; 33, D; 34, C; 35, C; 36, A; 37, C; 38, B; 39, A; 40, D; 41, B; 42, B; 43, A; 44, A; 45, C; 46, C; 47, A; 48, B; 49, B; 50, C; 51, B; 52, B; 53, A; 54, C; 54, C; 56, A; 57, A; 58, C; 59, C; 60, A; 61, A; 62, D; 63, C; 64, A; 65, D; 66, A; 67, C; 68, B; 69, D; 70, C; 71, B; 72, C; 73, D; 74, B; 75, E; 76, C; 77, A; 78, D; 79, A; 80, B; 81, C; 82, C; 83, C; 84, D; 85, A; 86, B; 87, C; 88, C; 89, D; 90, A; 91, B; 92, C; 93, A; 94, D; 95, D; 96, D; 97, D; 98, C; 99, D; 100, A.

Captain (NYCPD)

- 1, D; 2, B; 3, A; 4, A; 5, D; 6, B; 7, C; 8, B; 9, B; 10, D; 11, B; 12, B; 13, D; 14, C; 15, D; 16, B; 17, C; 18, B; 19, A; 20, A; 21, D; 22, D; 23, B; 24, A; 25, B; 26, B; 27, A; 28, B or C; 29, D; 30, C; 31, B; 32, B; 33, D; 34, C; 35, C; 36, A; 37, C; 38, B; 39, A; 40, D; 41, B; 42, B; 43, A; 44, A; 45, C; 46, C; 47, A; 48, B; 49, B; 50, C; 51, B; 52, B; 53, A; 54, C; 55, C; 56, A; 57, A; 58, C; 59, C; 60, A; 61, A; 62, D; 63, C; 64, A; 65, D; 66, A; 67, C; 68, B; 69, D; 70, C; 71, B; 72, C; 73, D; 74, B; 75, E; 76, C; 77, A; 78, D; 79, A; 80, B; 81, C; 82, C; 83, A; 84, A; 85, D; 86, C; 87, C; 88, B; 89, B; 90, C; 91, D; 92, B; 93, D; 94, C; 95, A; 96, B; 97, B; 98, A; 99, B; 100, C.

Housing Captain

- 1, D; 2, B; 3, B; 4, A; 5, D; 6, B; 7, C; 8, B; 9, B; 10, D; 11, B; 12, B; 13, D; 14, C; 15, D; 16, B; 17, C; 18, B; 19, A; 20, A; 21, D; 22, D; 23, B; 24, A; 25, B; 26, B; 27, A; 28, B or C; 29, D; 30, C; 31, B; 32, B; 33, D; 34, C; 35, C; 36, A; 37, C; 38, B; 39, A; 40, D; 41, B; 42, B; 43, A; 44, A; 45, C; 46, C; 37, A; 48, B; 49, B; 50, C; 51, B; 52, B; 53, A; 54, C; 55, C; 56, A; 57, A; 58, C; 59, C; 60, A; 61, A; 62, D; 63, D; 64, A; 65, D;

Federal Service Entrance Examination Set For July 16, Aug. 20 & Sept. 17

Applications are now being accepted by the U.S. Civil Service Commission, New York Region, for Federal Service Entrance Examinations.

Test dates are July 16, Aug. 20 and Sept. 17. Filing for each examination closes June 23, Aug. 4 and Sept. 3 for each test date respectively.

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The pay range for candidates who are appointed from the list resulting from this test is \$5,181 to \$6,269.

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For further information contact the U.S. Civil Service Commission, New York Region Office, 220 East 42 Street, New York City.

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The New York City Department of Personnel will accept applications starting June 1 for an examination for patrolman in the New York City Police Department.

This exam is open to men only.

Starting salary in the position is \$7,032 with uniform allowance and other welfare benefits added.

The written test is expected to take place on Oct. 15. Applicants must be less than 29 years of age but at least 20 years old. Some exceptions to this requirement are made for veterans.

The written weight of the test is 100 with 75 percent required.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

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CLASSES BEGIN JUNE 25th, 1966

Senior Stenos Sought For State U at Buffalo

Senior stenographers are needed in Buffalo to work for the State University of New York. Starting salary is \$4,725 a year with five annual increases to \$5,855.

To fill these positions, a two-part State civil service examination will be held in Buffalo only on June 4 and June 11. Appointments are expected to be made within two weeks after the tests have been given.

For applications or additional information call or visit John Gentry, Room 303, State Office Building, Buffalo, New York 14202. Telephone 842-4260.

Key Punch Operator Needed In Oneida

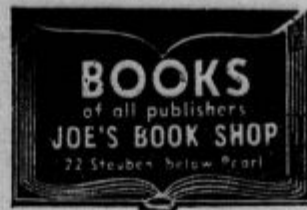
Oneida County is accepting applications until July 8 for an open competitive examination for key punch operator (IBM).

Salary varies according to location.

For further information contact the County Department of Personnel, 200 Mary Street, Utica.

Housing Fireman

The New York City Department of Personnel established an eligible list May 31 with 115 names in the title of housing fireman.



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The award will be made for outstanding academic scholarship or meritorious service or for an outstanding contribution to the public good. In addition, all other entrance requirements of the New York Law School must be met. Next year's award will be presented for the academic year beginning September, 1966.

THE APPLICATION:

To obtain an application or further information please write to:

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THE AWARDS COMMITTEE:

Selection of the recipient of the award will be made by the following: Sen. Robert F. Kennedy; Dr. Edward J. Bloustein, president of Bennington College; Dr. Alvin Eurich, president of the Foundation which established the scholarship, publisher of the New York Law Journal and the Civil Service Leader and a Trustee of New York Law School; Charles W. Froessel, chairman of the New York Law School Board of Trustees, retired Judge of the State Court of Appeals; Dean Daniel Gutman; Dean Ray F. Harvey of the Graduate School of Public Administration, New York University; Nathaniel Goldstein, former New York State Attorney General and a Trustee of New York Law School; Sylvester C. Smith, president of the New York Law School and former president of the American Bar Association; and Edwin L. Weisl Sr., senior partner, Simpson, Thacher & Bartlett, and a Trustee of New York Law School.

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BROOME BANQUET—Leon Braun, the head table guests at the annual dinner-dance Deputy State Comptroller, holds the attention of of the Broome County OSEA chapter recently.

Broome County Chapter Completes 1966 Recruiting Drive; 170 New Members Reported At Annual Dinner

(From Leader Correspondent)

BINGHAMTON—The Broome County chapter of the Civil Service Employees Assn. has completed the most successful membership drive in its history with the recruitment of 135 new members.

The campaign results were announced recently during the annual chapter dinner-dance in the Vestal American Legion Clubhouse. More than 300 persons attended.

Leon Braun, Deputy State Comptroller and guest speaker praised the changes in State Retirement System procedures recently approved by the Legislature.

Joseph Gabor, a chapter director who served as toastmaster, told the CSEA members that total membership in the Broome unit now is about 700. The county has just over 1,000 full-time employees.

90 Percent Membership

Gabor said the chapter now contains about 90 percent of the employees in all departments, excluding the faculty members at Broome Technical Community College.

He said the success of the membership campaign was due to the efforts of 32 department representatives who personally contacted all their co-workers. Every new member received free tickets to the annual dinner.

Special praise went to Mrs. Marion Arnold, wife of Roland Arnold, the County Jury Commissioner. Mrs. Arnold signed up 26 new members.

Henry M. Baldwin, Board of Supervisors chairman, a guest at the head table, told the county employees he hoped they would be "as happy the day after the 1967 salary schedule comes out as you are tonight."

Preparing Salary Proposals

Broome CSEA officers currently are working to prepare salary proposals for consideration by the Board of Supervisors later this year.

Baldwin said his only regret in attending the dinner was the fact that Philip H. Bell, retiring chap-

ter president, was leaving his county job.

Bell starts a new job as systems programmer in private industry later this month. An 11-year veteran of the county staff, Bell is programmer in the data processing department.

He told a reporter he is leaving for a "substantial pay increase." His salary with the county this year is \$6,540.

Bell, received a gift-wrapped attache case which was presented on behalf of the chapter by Joseph Gabor.

"His patience, good humor, energy and dedication to the goals of our organization never flagged," Gabor said in presenting the gifts.

Herrick Acting President

John E. Herrick, a junior civil engineer with the Public Works Department, will serve as acting president pending chapter elections in October.

Other guests at the head table included Benjamin Roberts, CSEA field representative; Douglas Bentley, who headed the membership drive; Harold Kinder, chairman of the Broome County Board of Supervisors' Employees Committee; Albert Dexheimer, president of the Binghamton chapter CSEA and the Rev. Stephen Valenta of the Catholic Information Center of Broome County.

Braun told the Broome employees his office continually sees reminders that retirement benefits for public workers are inadequate because of climbing living costs.

He called legislation providing

cost of living increases in retirement benefits "a most significant and humane piece of social legislation."

Performance Rating

(Continued from Page 1)

to substantiate ratings and avoid later reversals were:

1. Employees should be kept fully informed of duties and responsibilities including attendance and conduct requirements;

2. Employees should be notified periodically during the year, preferably in writing, when they fail to meet minimum requirements;

3. Employees who are not performing in a satisfactory manner should be given an opportunity to correct their deficiencies and should be kept advised as to progress made toward performance considered acceptable agency standards;

4. Written records should be maintained to show that before an employee was rated as unsatisfactory he was properly informed of what was expected of him, was notified of his deficiencies during the rating period and was given reasonable opportunity to meet agency standards of performance.

In addition to the four recommendations, Miss Krone also "strongly urged" all agencies to "incorporate corresponding written documentation when submitting 'unsatisfactory' performance ratings to the Department of Civil Service. Otherwise," she said, "the Department of Civil Service may find it necessary to refuse to accept the rating. In such case,"

Oswego To Host Annual Central Conf. Meeting

OSWEGO — The Central Conference of the Civil Service Employees Assn. will hold their annual meeting here June 10 and 11, hosted by the Oswego chapter.

Agenda for the meeting includes State and County chapter presidents' meeting at 7:30 p.m. on June 10. Conference president Emmett Durf will preside

at the State chapter presidents' meeting and S. Samuel Borelly will preside at the County chapters' meeting.

At the morning session on the 11th, a panel discussion will be held on the topic of the "State Health Insurance Program," Al Dexheimer will preside.

A special guided tour will begin at 11 a.m. of the State University College at Oswego and the Upstate Atomic Power Plant. Reservations must be made for the tour and can be obtained by contacting Floyd dePashey at 80 West Mohawk Street, Oswego.

The Conference business meeting will start at 2 p.m. and a slide presentation of the International Exposition in Montreal will be shown by Peter Mesney of the American Express Company.

A cocktail hour will begin at 6:30 p.m. with dinner following at 7. Toastmaster for the affair will be former State vice president Raymond Castle. Guest speaker will be Assemblyman Edward F. Crawford, Jr. The dinner will be followed by dancing.

Dinner reservations are \$6 per person and should be made with Mrs. Helen Raby, Sheldon Hall, State University College, Oswego.

Room reservations can be made directly with the Thomas Motor Lodge, West Side, Oswego.

Senate Compromise

(Continued from Page 1)

that could be levied against organizations that violate the bill's no-strike-ban. Under the amendment, fines could not exceed a full year's dues paid by an organization's members. Previously, the fine was "... in an amount fixed in the discretion of the court ..."

Another amendment would forgive penalties against employees who had violated the State's present no-strike law and would authorize a jurisdiction to rehire or continue them in employment. This change, it is believed, is aimed specifically at New York City's ferry boat and welfare workers who struck against the City last year and were not included in earlier legislation which absolved City transit workers from penalties resulting from the subway strike of last January.

Still other changes include an extension of the list of employees not covered under the provisions of the bill. Among these are persons in the exempt class of the classified service of the State and political subdivisions; employees and officers of boards of elections; employees of the State Legislature "... or employees of any other legislative body whose principal functions and duties are directly related to the performance of the legislative functions of such bodies."

At Leader press time, it was expected that any acceptance of the new proposals would not come until after conferences had been held between the Democratic leadership and the concerned employee organizations. In the meantime, the Senate is expected to make the amended bill its first order of business when it convenes this week.

City Employees Receive 10 Percent Less Than School District Aides

ROCHESTER — Civil Service employees for the City government here are being paid up to 10 percent less than comparable Rochester School District employees, a former Rochester mayor contends.

Councilman Henry E. Gillette also said that one half of Blue Cross and Blue Shield costs are paid for City employees, but the total cost is paid for school employees.

"In addition, a \$200 longevity allowance is paid to school personnel," he said.

Gillette has traded charges with the Rochester Teachers Assn., which claimed that a recent \$660,520 cut in the new school budget was "a wrong perpetrated by a single embittered and misguided politician."

"After conferring with Gillette," an RTA statement said, "we are convinced that he does not understand what he has done ... We decry the fact that the other four Democratic councilmen were afraid to do anything but follow Gillette's leadership."

City Council approved higher teacher salaries but reduced salary increases for 143 administrative and supervisory employees and about 1,200 Civil Service employees in the district by seven and two and a half percent respectively.

she pointed out, "the employee's rating would have to be considered 'satisfactory'."

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- 6 Graziano S Howard Bsa 783
- 7 Siliunas G Flushing 783
- 8 Rudolph C Springvill 771

- SENIOR LABORATORY TECHNICIAN (MICROBIOLOGY) G-11 —**
- 1 Swift R Schenectady 946
 - 2 Houk G Voorheesvi 921
 - 3 Jackson R Rensselaer 819
 - 4 Denson A Bklyn 812
 - 5 Nadeau R Bklyn 806
 - 6 Noonan J Watervliet 806

- SENIOR LABORATORY TECHNICIAN (CYTOLOGY) G-11 — INTERDEPARTMENTAL**
- 1 McTaggart R Rolling Wheels 812

- SENIOR LABORATORY TECHNICIAN (CLINICAL PATHOLOGY) G-11 — INTERDEPARTMENTAL**
- 1 Johnson A Romulus 1015
 - 2 Fox G Gowanda 945
 - 3 Owens M Williamavi 910
 - 4 Kelley R Thiels 910
 - 5 Janet F Saranac La 904
 - 6 Giannini C Buffalo 867
 - 7 Field J Chl Jelp 863
 - 8 Martin L Kirkville 847
 - 9 Malby A Syracuse 832
 - 10 Denson A Bklyn 812
 - 11 Lautner R Bronx 812
 - 12 Farkas A Brentwood 797
 - 13 Ciesel C Cheektowag 785
 - 14 Holdsworth R W Seneca 784
 - 15 Siliunas G Flushing 783

- SENIOR LABORATORY TECHNICIAN (CHEMISTRY) G-11 — INTERDEPARTMENTAL**
- 1 Fox G Gowanda 945
 - 2 Bezan D Rochester 911
 - 3 Rayner K Albany 880
 - 4 Hill D Schenectady 826
 - 5 Nadeau R Bklyn 806
 - 6 Noonan J Cohoes 806
 - 7 Legere E Voorheesvi 802
 - 8 Graziano S Howard Bea 783
 - 9 Harris P Watervliet 782

- SENIOR LABORATORY TECHNICIAN (BIOPHYSICS) G-11 — INTERDEPARTMENTAL**
- 1 Graziano S Howard Bea 783

- SENIOR LABORATORY TECHNICIAN (BIOLOGY) G-11 — INTERDEPARTMENTAL**
- 1 Swift R Schenectady 946
 - 2 Houk G Voorheesvi 921
 - 3 Lahey E Pt Jeffers 838
 - 4 Hill D Schenectady 826
 - 5 Denson A Bklyn 812
 - 6 Nadeau R Bklyn 806
 - 7 Graziano S Howard Bea 783

- SENIOR LABORATORY TECHNICIAN (BIOCHEMISTRY) G-11 — INTERDEPARTMENTAL**
- 1 Fox G Gowanda 945
 - 2 Morgenlander R Bklyn 903
 - 3 Field J Chl Jelp 863
 - 4 Haviland M Syracuse 852
 - 5 Nadeau R Bklyn 806
 - 6 Richardson B Bklyn 793
 - 7 Graziano S Howard Bea 783
 - 8 Siliunas G Flushing 783
 - 9 Fox M Syracuse 754

- SENIOR LABORATORY WORKER, G-8 — HEALTH**
- 1 McHugh C Delmar 791
 - 2 Glogowski F Rensselaer 747
 - 3 Tietjen L Albany 747

- SENIOR LABORATORY TECHNICIAN (SANITARY BACTERIOLOGY) G-11 — INTERDEPARTMENTAL**
- 1 Hogan J Albany 946
 - 2 Noonan J Watervliet 806
 - 3 Legere E Voorheesvi 802
 - 4 Harris P Watervliet 782

- PRINCIPAL ADMINISTRATIVE ANALYST—INTERDEPARTMENTAL**
- List A
- 1 Solodow W Albany 910
 - 2 Tafel P Albany 890
 - 3 Foley J Loudonville 860
 - 4 Noisieux J Albany 860
 - 5 Ehrlich L NYC 845
 - 6 Thayer M Troy 838
 - 7 Wilson J Schenectady 832
 - 8 Fontanetta A Bronx 831
 - 9 Sheerin W Albany 830
 - 10 Winter S Coonie 818
 - 11 Singer A Schenectady 818

- 13 Soudakoff J Bronx 818
- 14 Thompson P Albany 813
- 15 Yomtov B Brooklynn 810
- 16 Ovadovits Albany 800
- 17 Schaeffer M NYC 800
- 18 Feeley T Albany 790
- 19 Decker R Voorheesvi 774

- List B
- 1 Taylor S Schenectady 888
 - 2 Stern M Yonkers 885
 - 3 Goldman N Elmsa 849
 - 4 Halloran D Albany 809
 - 5 Skripas R Averill Pk 798
 - 6 Albrecht Albany 796
 - 7 Defreest P Albany 794
 - 8 Croteau D Rexford 785
 - 9 Lincoln H Altamont 783
 - 10 French R Chatham 775
 - 11 Lally T Saratoga 760

Dr. King Honored By Univ. Chapter

FREDONIA—Retiring dean of the College at the State University here, Dr. Harry A. King, was honored at a dinner-meeting recently of the University College chapter of the Civil Service Employees Assn.

Dr. King, now Dean Emeritus of the school, is a long-time member of the chapter and served for over 37 years at the school.

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Beginning June 25 the summer session is open to both men and women. Registration for undergraduate and graduate courses will be held in Albertus Magnus Science Hall, 432 Western Avenue on June 10 from 4 p.m. until 5:30 p.m. and from 7 p.m. to 9 p.m. and on June 11, from 9 a.m. until 11:30 a.m.

college graduates

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SCHOOLS IN ALL BOROUGH



THE WORKERS — The great success of the Metro-Southern Conference and annual workshop could never have been accomplished without the teamwork of this group of men, seen here with

Franklin D. Roosevelt, Jr., fourth from left, a speaker at the event, and Henry Shemin, far right, dinner toastmaster. From left are James Lennon, Solomon Bendet, Salvatore Butero, FDR, Jr., Issy Tessler, Nicholas Puziferri, Samuel Emmett and Shemin.

Conference Salute To Feily

(Continued from Page 1)

reached ears far and wide," to State Tax Commission President Joseph Murphy's "Joe has not only served you well but has been a valued and devoted servant of the State of New York as well."

Roosevelt, Murphy

Roosevelt, who served as chairman of the President's Commission of Equal Employment Opportunity, led off the speeches and, taking note that he is a candidate for the Democratic nomination for Governor this Fall, declared he knew that "we are through with the day when the government can have a policy of support for collective bargaining for all workers except those working for it." He predicted that no matter how the battle came out over revision of the Condon-Wadlin Law, the right of employees to have a voice in shaping their destiny through collective bargaining will be recognized.

Roosevelt then declared that "we are not going to have quality administration and equality unless we pay salaries competitive with private industry," and said further that "let the time be now that you will contribute your ideas and experience to the formulation of advanced and expert new programs."

Murphy, a Rockefeller appointee, who was to present Feily with a plaque designed in the shape of New York State, prefaced his praise of the evening by declaring that "the State not only already relies heavily on the creativity and loyalty of its employees but in the past seven years of the Rockefeller Administration has rewarded that creativity and loyalty by giving State workers the greatest benefits and advances under any administration in the history of the State."

True Representative

Leaving politics for acclamation, Murphy declared that responsible leadership under Joseph Feily "showed that Joe was the true representative of the voice of the rank and file public employee."

Murphy then proceeded to draw some parallels between the Rockefeller and Feily terms in office, which run parallel. "Both men," said Murphy, "have been the creators of growth, the Governor in the public economy, welfare and education and Feily in the growth of his organization and the creation of policies that led to better wages, working conditions and status."

Henry Shemin, of the Metropolitan Conference, was toastmaster for the event and conducted the evening with a capable touch of humor, reminiscence and awareness of Feily's long history as an active CSEA member and officer.

A surprise event of the evening was the presentation of a large bouquet of red roses by Solomon Bendet, chairman of the CSEA Salary Committee, to Mrs. Kathleen Feily "for putting up with us so patiently when we have



M.C. — Henry Shemin, chairman of the statewide resolutions committee of the Civil Service Employees Assn., served as toastmaster for the testimonial dinner for Joseph F. Feily, sponsored by the Metropolitan New York and Southern Conferences, CSEA at the Concord Hotel recently.

called on Joe for so much of his time." Almost tearfully, but happily, Mrs. Feily accepted the flowers to resounding applause.

Feily Shares

Shemin, in introducing Feily, announced that "Joe has always shared his honors with others" and Feily did so again that night.

"I have been proud of the accomplishments of CSEA under my administration and I accept this tribute tonight gratefully," he declared. "It is impossible, however, to claim total credit entirely for myself. There was the outstanding negotiation skill of Solomon Bendet; the selling job of Grace Nulty and her Legislative Committee; the invaluable advice and brilliant work of Harry Albright, Jr., our counsel; the great team of lieutenants of our

statewide officers, (and a professional headquarters staff second to none in the country.)"

Feily also singled out Mrs. Harriet Durocher, his secretary at the Miscellaneous Tax Bureau, where she is employed, for her invaluable assistance on "the job for the State I must do as well as a job for you."

The second and last dinner was a tribute to the officers of the CSEA and Feily was the speaker that night. Toastmaster for the event was Bendet and another tribute was given when Paul Kyer, editor of The Leader, presented Feily with an antique German beer stein. Feily is a collector of such steins.

Feily took note of the hard work of the two Conference chairmen, Salvatore Butero, Metropolitan, and Issy Tessler, Southern, and complimented them on conducting a workshop in "the great style of education and leadership that is a hallmark of our voluntary leadership in this organization."

VP Appreciation

Certificates of appreciation for services to the Employees Association were then distributed to Ted Wenzl, first vice president; Vernon A. Tapper, third vice president; Frederick H. Cave, Jr., fifth vice president; Hazel G. Abrams, secretary, and John Hennessey, treasurer.

Workshop programs included seminars on Medicare, a summary of CSEA legislative activity by F. Henry Galpin, assistant executive director, and a preview of the forthcoming World's Fair to be held in Montreal next year.

Arrangements were made by the combined Conference Committee consisting of Bendet, Butero, Tessler, James Lennon, Samuel Emmett and Nicholas Puziferri.

The Case Of . . .

(Continued from Page 1)

The point of these unusual case histories is that you can never tell when you will need protection against truly unpredictable accidents. Such protection is given under the CSEA Accident and Sickness Income Insurance plan, which is open to all Employees Association members.

For this week's unusual story, turn to Page 4. At the bottom of the story you will see a coupon that will bring further information about the CSEA plan. Fill it out and mail it in. It costs nothing. And the story's worth it.

Salary Appeals Set For Bldg. Cleaning Titles

ALBANY — Salary reallocation appeals affecting more than 2,300 employees in building cleaning titles throughout State service will be submitted to the State Division of Classification and Compensation in a short time, the Civil Service Employees Assn. announced last week.

The Employees Association also is expected to request higher rates of pay for some 865 part-time workers in "charwoman" titles, a spokesman reported.

CSEA's Research Department has been compiling supporting information for the reallocation requests for the past several months and will submit them jointly.

Titles Involved

There are nine separate titles involved in the appeals. The titles and present and requested grades are:

Domestic, grade 1 to 3; women's rest room attendant, grade 1 to 3; cleaner, grade 2 to 4; janitor, grade 11 to 13; assembly hall custodian, grade 6 to 8; window washer, grade 4 to 6; chief janitor, grade 15 to 17.

Jackie Robinson

(Continued from Page 1)

Duncan G. MacPherson of Albany; Joseph Sauer of Oneonta; Mrs. Jennie Allen Shields of New York City; Joseph Sykes of Albany; Mrs. Adele West of New York City and Frederick H. Cave of New York City, consultant.

Regional conference chairmen and the areas they represent are: A. Victor Costa of Albany, Capital District Conference; Emmett J. Durr of Raybrook, Central Conference; Irving Flaumenbaum of Nassau County, Long Island Conference; Salvatore Butero of New York City, Metropolitan Conference; Issy Tessler of Middletown, Southern Conference and Mrs. Melba Binn of Rochester, Western Conference.

Southern Conf. Holds Seminar On News Media

KIAMESA LAKE — Some 30 delegates from chapters in the Southern Conference took part in an educational seminar on preparing news copy for The Civil Service Leader and other news media during the joint workshop of the Southern and Metropolitan New York Conferences of the Civil Service Employees Assn. here on May 22 and 23.

Speaker at the seminar, moderated by Issy Tessler, president of the Conference, was Joe Deasy, Jr., city editor of The Leader. Following the session, Tessler announced that he was forming a publicity committee for the conference—to be made up of chapter publicity chairmen—and that the committee would hold regular meetings. Committee membership and a chairman will be announced at a subsequent conference meeting, he said.

Among the points covered during the discussion and the question and answer period which followed were:

Importance of deadlines, style, the use of regional correspondents, and photography, news content and the importance of the use of full names and titles.

Also explained was the proper method of making a change of address.

The seminar on publicity and the use of The Leader was the second in a series planned by Tessler on services available to chapter members. The first session was held at the last regular meeting of the conference at Middletown State Hospital at which Stanley Mailman, regional attorney was the guest speaker.

Future sessions include such topics as the role of the field representative, health insurance and retirement. Tessler announced.



VP'S CITED — Solomon Bendet, left, toastmaster for the second dinner of the Metro, Southern Conference which honored the organization's vice presidents, is seen here as he presented the first certificate of appreciation to Ted Wenzl, CSEA first vice president.