

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 5 Tuesday, October 6, 1964 Price Ten Cents

## County Aides' Pay Fight

See Pages 1, 3, 16

AUTOMATION



**DEDUCTION** — Bettyann Welling, a senior stenographer with the Civil Defense Unit of the State Education Department in Albany is shown returning her signed payroll deduction card for a contribution to the Albany Community Chest-Red Cross Joint Appeal. Accepting the card is Dr. James E. Allen, Commissioner of Education and Chairman of the New York State campaign in Albany. Miss Welling is one of the first State employees to request a payroll deduction for a contribution.

## Automation's Axe Looms Again; Governor Urged To Explore All Solutions

(Special To The Leader)

ALBANY, Oct. 5 — Governor Rockefeller last week was urged to investigate all possible avenues of protection for State employees who face possible demotion, cuts in salary or other adverse effects of automation in their respective departments.

In a letter September 23 to the governor, Joseph F. Feily, president of the Civil Service Employees Association, cited the imminent displacement of 45 employees of the State Division of Employment because of increased computer operations in that department.

Feily told the Governor he had asked Budget Director T. Norman Hurd to survey all State agencies in which computers or data processing equipment are to be installed in order to get a full picture of the future effects of automation in all State offices.

### Expand Training

In addition to his request to the governor to look into all possible areas of protection for employees adversely affected by automatic machine installation, Feily specifically urged him to expand the State's "training facilities for such employees prior to their being affected," so they might qualify for other positions without loss in salary or salary grade.

Meanwhile, the Division of Employment announced that the 45 employees in that agency, who were the basis of CSEA's letter to the governor, would suffer no loss in pay until the study by the Budget Director was completed.

The Division said it had requested and received authorization from the State Civil Service Department for the "reinstatement (or transfer in lieu of imminent lay-off) of Tabulating Machine Operators in Grade 4 to Account Clerk or Statistics Clerk." (Continued on Page 14)

## New Correction Reallocation Appeal Planned

ALBANY, Oct. 5 — Joseph F. Feily, president of the Civil Service Employees Assn., last week appointed a special committee charged with preparing a salary reallocation appeal for state correction officers.

Richard Corcoran, elected representative of the Correction Department members on the CSEA board of directors, is chairman of the new committee to be known as the Special Correction Officer Reallocation Committee.

Others appointed are James Adams of Sing Sing, Robert Bliden of Napanoch and Averill Tice of Attica. Consultants to the Committee are Charles E. Lamb, CSEA (Continued on Page 14)

### Asks Immediate Review

## Schenectady CSEA Makes Sharp Protest On County Refusal To Raise Wages

(Special to the Leader)

SCHENECTADY, Oct. 5 — The Schenectady County Chapter of the Civil Service Employees Assn. sharply criticized the failure of the County Board of Supervisors to include salary increases for county employees in the tentative county budget for 1965 released last week.

Nicholas Pintavalle, president of the local CSEA chapter and an employee of the County Auditor's office, said he was shocked at the Board's complete disregard for the equitable needs of

county employees and their families.

He said representatives of the local chapter along with members of the state-wide organization's headquarters staff "had labored long and hard to prepare a realistic and up-to-date list of proposals concerning salary adjustments and improved working conditions for county employees which were submitted to the Board and its Finance Committee during the previous summer."

He said the same representatives met with the Finance Committee, at its request, to explain the proposals. At the meeting, he said "the committee showed a complete lack of preparation for a discussion of the points in the proposal and showed a disdain for employee needs that can only be termed as callous." Referring to the absence of any salary adjustments for employees in the (Continued on Page 16)

## CSEA Gets Solution To PW Problem of No Advance Crew Money

ALBANY, Oct. 5 — Floating plant captains in the State Department of Public Works will be provided sufficient State funds to finance the purchase of food until their crews receive reimbursement funds, it was announced last week.

The Civil Service Employees Assn. has protested to the department that crews' reimbursement was taking approximately (Continued on Page 16)

## NYC Chapter Has New Phone Number

New York City chapter of the Civil Service Employees Assn. has a new telephone number for its office in Room 905 at 80 Centre St., it was announced last week.

The new number is REctor 2-4543. This is the only telephone number to be used in contacting the New York City chapter office.

## L.I. Inter-County State Park Meeting

The Long Island Inter-County State Park chapter of the Civil Service Employees Assn. will hold their next meeting at the Seaford Fire House, Southard Avenue and Waverly Street, Seaford, at 8:30 P.M. on October 13. Refreshments will be served.

## CSEA Correction Committee Maps Out Huge Program For Aides In Meet With McGinnis

ALBANY, Oct. 5 — The Special Correction Department Committee of the Civil Service Employees Assn. met last week with Paul D. McGinnis, Correction Commissioner, for a lengthy discussion of important departmental-employee matters.

Included in the discussion were:

- Upward salary reallocation appeal for correction officers and related correction titles;

- Reclassification or reallocation of office and clerical institutional positions;

- Increased annual uniform allowance for correction officers;

- Adequate rest room facilities for female employees;

- Increased promotional opportunities;

- Improved yard facilities at certain prisons;

- Establishment of a training academy for future correction officers;

- Erection of sun and rain shelters for employees who man posts in the open, and other departmental problems.

A total of seventeen items concerning work or salary improvements were discussed. They will be reviewed at the meeting of the Correction chapter delegates in

conjunction with the CSEA annual meeting at Syracuse, October 13.

### Salary Reallocation

The committee, after discussion with Commissioner McGinnis decided to appeal for grade 14 for (Continued on Page 14)

## Notice to Executive Chapter Members

There will be a meeting of Executive Chapter delegates to the 54th Annual Meeting of the Civil Service Employees Assn. at 8 p.m. October 13, in Parlor "C" of the Hotel Syracuse. It was announced last week.

The meeting will be for all Executive Chapter delegates with the exception of State Police and Armories delegates, who will have their own meeting.

*Don't Repeat This!*

### Poll Continue

## Ticket-Splitting Is Political Fad In Election Races

TICKET-splitting is the popular item of the day. There is every indication from the informal Leader poll that this will be the year of the ticket-split.

It will see votes cast for Johnson-Keating; Goldwater-Kennedy; Goldwater-Paolucci; and Wallace-Paolucci.

As a matter of fact this trend has been accelerating at a tremendous pace in recent years. (Continued on Page 8)



# Judges Named to Pick Winners of Leader Gold Medal Awards

Five judges have been selected to name the winners of The Leader's gold medal awards for public service.

They will choose one public employee from the Federal civil service, one from State service, one from the City and one from county services.

The five judges are:

Mary Goode Krone, President of the State Civil Service Commission.

Lawrence H. Baer, New York Regional Director of the U.S. Civil Service Commission.

Dr. Theodore H. Lang, New York City Personnel Director.

Dr. Ray Harvey, Dean of the Graduate School of Public Administration, New York University.

Jerry Finkelstein, Publisher of The Leader.

The award winners will be selected on the basis of dedicated,

inspired service representing a major contribution to the public welfare on the part of a public employee over a period of five or more years. Service on the job and off will be considered.

Nominations have been solicited from department heads, organizations and agencies in the four jurisdictions. Nominations will be accepted until Oct. 15.

### Nominees

Among the more than a hundred persons nominated up to this time are the following:

Alexander Falk, New York State Civil Service Commissioner. Nominated by the Metropolitan Division of Employment chapter of the Civil Service Employees Assn. Commissioner Falk began his public service career in 1926 when he was elected to the New York State Assembly. In 1936 and 1937 he was a member of the New York City Board of Aldermen, and in 1940 was elected to the State Senate where he served until 1947 when he resigned to become Civil Service Commissioner.

Mrs. Gertrude Dangler, Senior Bacteriologist, Bureau of Laboratories, New York City Department of Health. Nominated by Lester J. Rosner, Administrative Assistant Commissioner, Dept. of Health. Mrs. Dangler has been working in the field of public health microbiology with the Health Dept. since 1931. She has been in charge of various laboratories, and because of her experience in so many different aspects of microbiology has been appointed supervisor in charge of a special bacteriology laboratory that deals with any problem in general bacteriology and provides informa-



MARY GOODE KRONE

tion to physicians and hospitals that in many cases would be available nowhere else.

Senator Austin W. Erwin, former member of the New York State Senate. Nominated by the State University College at Geneseo chapter of the Civil Service Employees Assn. Senator Erwin's public service career began in 1910 when he became a justice of the peace and then supervisor of the Town of Geneseo. In 1944 he was elected to the State Senate, and was elected for eight more consecutive terms. He retired in 1962.

Clare W. Faulhaber, New York City Policewoman. Nominated by Police Commissioner Michael J.

(Continued on Page 15)



DR. RAY HARVEY



LAWRENCE H. BAER



DR. THEODORE H. LANG



JERRY FINKELSTEIN

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## Your Public Relations IQ

By LEO J. MARGOLIN



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

### Public Relations Upswing

We have always felt strongly that government information officers must know the state of public relations in private industry. So interdependent are government and industry on one another that each must know what's going on with the other.

**AS THE SELF** - appointed liaison between public relations in government and public relations in industry, we wish to report that things are on the upswing and thriving in public relations for industry.

**THIS GOOD** word comes from the highly respected National Industrial Conference Board, which says that the public relations activities of industry are expanding.

**JUST AS GOVERNMENT** public

relations officers discovered long ago, industry is finding out that they, too, need public support for their activities. Government agencies with a bad image—or no image—are painfully aware of the difficulties in getting money to carry out their programs.

**NOW PRIVATE** industry is also becoming aware that bad public relations puts it in a difficult position. (Continued on Page 15)



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**Same Sought For Syracuse**

**Onondaga Reconsidering Retirement Contribution**

(From Leader Correspondent)

SYRACUSE, Oct. 5—Onondaga Chapter's proposal to have Onondaga County pay an additional three per cent of employee's salaries into the state retirement plan—turned down last month—is being reconsidered, The Leader has learned.

Reconsideration is being given the chapter's request reportedly because of the inclusion in the Syracuse 1965 budget of such payment for city workers.

A similar request also was made for city employees by the chapter, whose membership includes both city and county workers. Payment of the extra retirement cost would, in effect, give municipal employees a boost in take-home pay.

Payment by municipalities of the additional three percent for retirement was authorized by the 1964 Legislature. The city and county now pay five percent of employees' salaries into the retirement plan. The added payment would boost contributions of the municipalities to eight percent of salaries.

**No General Increase**

No across-the-board pay increase is included in the city's proposed budget, which must still go through a public hearing and formal approval by the Common Council and the mayor.

The county has approved a new salary plan which provides some wage boosts, but many employees have voiced private disappointments at what they claim will be increases of as little as \$7 to \$15 annually.

The added retirement payment reportedly would have overcome such objections.

The Board of Supervisors' Personnel Committee last month rejected the plan because of the "high cost."

But the city's budget, revealed last week, was said to have led to reconsideration of a similar payment for county employees.

The city's retirement plan payment boost will go into effect Jan. 1.

**St. Lawrence Membership Rally Oct. 10**

The St. Lawrence chapter of the Civil Service Employees Assn. will hold a membership rally and dinner on Oct. 10 at the Roman Gardens in Potsdam, N.Y.

All public employees, including chapter members as well as non-members, are invited.

Bryan Ringo, Social Security representative from the Ogdensburg office, will be the principal speaker and will discuss various phases of the Social Security program.

Mrs. Francis Williams, chapter president, will introduce Vernon A. Tapper, second vice president of the CSEA, who will serve as toastmaster for the evening.

Rev. Canon James Pennock, pastor of the Episcopal Church in Potsdam, will give the invocation and benediction, and the pledge of allegiance will be led by Lee P. Finley, St. Lawrence County Welfare Commissioner.

Malcolm Starks, chapter membership chairman, will speak on membership, and Mrs. Mildred Talcott, chairman, will speak on the progress of the Public Relations Committee in aims of the chapter.

**Post to Carrel**

ALBANY, Oct. 5—Jacob Lee Carrel of Tonawanda is the newest appointee to the State Board of Podiatry Examiners. He will serve a five-year term.

**Broome Aides Reject Pay Plan; CSEA Chapter May Revive Taxpayer Petition**

(From Leader Correspondent)

BINGHAMTON, Oct. 5—A group of Broome County employees last week emphatically declared they were not satisfied with a proposed pay increase plan.

Unless the Board of Supervisors promises them bigger wage increases at its meeting Monday and Tuesday, 5,000 petitions asking for taxpayer support will be put into circulation, they decided.

About 90 employees attended last week's meeting of the Broome County Chapter of the Civil Service Employees Assn. in the court-

house. The association contains nearly two-thirds of Broome's 1,000-plus workers.

The petitions probably would have been in circulation this morning had it not been for an appeal from A. Taylor Lord, executive secretary of the Civil Service Department.

**Last Resort**

"I would take petitions to the taxpayers only as a last resort," Lord said. "The supervisors are going to resent it from the start. Your case should be presented diplomatically as an appeal for justice and fairness, not as a demand."

"I think you'll find a lot of supervisors who don't agree with the Employees Committee."

Lord made reference to the action of the board's Employees Committee headed by Earle D. Ridley (R-6th Ward).

The Ridley committee at first rejected the complete five-point proposal for increased pay and benefits presented by the CSEA. The plan was highlighted by a 12½ percent across-the-board pay increase.

After a CSEA protest meeting last month the Ridley committee met again with the employee group's representatives.

**One Out of Five**

The committee last week announced a plan to give a three percent increase in take-home pay to employees who are members of the state retirement system. This would be accomplished by the county's increasing its share of employees' retirement contributions.

The increased county retirement contributions was one of the five points in the CSEA request.

The Ridley committee also plans to recommend to the full board Monday a system of increment increases which would increase the maximum potential salaries of non-professional employees.

It was pointed out last night that increment increase plan would boil down to a pay raise of \$1.50 a week at the most, while many employees would benefit by less than a dollar a week.

Lord said he was in complete sympathy with the employees. "When hospital aides are being paid \$2,6080 at the Health Center it is ridiculous," he asserted. The statement was greeted by applause.

A motion to begin distributing the petitions immediately to obtain the signatures of taxpayers was withdrawn after Lord's statement.

**State Chapter Support**

The county employees have been

promised the support of the 2,000 local members of the CSEA who are state employees. The newly-formed city CSEA chapter also will call on city workers to circulate the petitions.

"There are 5,000 petitions already printed and stacked in my sunparlor," said James A. Burrows, chapter president. "If we get no satisfaction at next week's board meeting they will be distributed immediately."

Al Dexheimer, president of the local chapter of state CSEA employees, also attended last night.

A CSEA delegation will visit Henry M. Baldwin, board chairman, today to ask permission to speak to the full board Monday or Tuesday. If it is turned down, the petitions will be in circulation this week, Burrows said after the meeting.

**'Bonehead' Award Winner Is Not Embarrassed**

ALBANY, Oct. 5—The State Department of Agriculture's social fraternity, the Benevolent Order of Boneheads, has a new member.

To join, a department employee must pull the biggest boner of the year and the 1964 honors have gone to an unnamed employee, who has been written up in the department bulletin as having been given the latest "Boob" award.

As the bulletin tells the story, the employee was in Buffalo. It was the time of the big flash flood. He was approaching an underpass and wondered about the depth of the water his car was about to negotiate. Near the curbing he saw a man apparently standing in water ankle deep. Satisfied that he was about to travel through water only ankle deep, he stepped on the gas.

As his car plunged into deep water and was submerged, he had to extricate himself and swim to safety. Soaking wet and bewildered, he proceeded to find out why he had been fooled. The answer, the bulletin said, was the other man was standing on the top of his own submerged car.

The prize was a large, wooden bone, gaily beribboned.

**Peter P. Didio**

GLENHAM, Oct. 5—Peter P. Didio, 67, a retired employee of the Matteawan State Hospital, Beacon, and a member of the Matteawan Chapter, Civil Service Employees Assn., died recently at his home here.

Didio, son of Mrs. Mary Venute Didio, Glenham, and the late late Rocco Didio, was born in New York City. He had been employed by Matteawan for 30 years prior to his retirement six years ago.

Pass your Leader on to non-member.

**Supervising Nurse (Psychiatric) Exam Requirements Delayed**

ALBANY, Oct. 5—The Civil Service Employees Assn. has won a postponement in the publication of requirements for the supervising nurse (psychiatric) examination which is scheduled for next month.

The Department of Civil Service had increased the requirements to include a baccalaureate degree in nursing without allowing for substitution of experience. Many career employees, in the title of head nurse have sufficient experience but lack the educational requirements. This change in requirements prompted a protest by CSEA to the Civil Service Department.

In a reply to Joseph F. Felly, president of the statewide organization, Mary Goode Krone, president of the State Civil Service Commission, pointed out that she had directed the examination division to withhold publication of requirements until an investigation could be made.

The CSEA is seeking a meeting with Miss Krone for the week of Oct. 19 and has asked that no action be taken before this meeting.



**AFTERWARDS** — Gary Perkinson, far left, director of public relations, Civil Service Employees Assn., smiles at the new officers, installed just before this picture was taken, of the New York City Chapter, CSEA. Seated, left to right, are: Minna Weckstein, corresponding secretary; Sey-

mour Shapiro, president; Yolanda Palumbo, recording secretary; and James Chiaravalle, financial secretary. Standing, left to right, are: Albert Corum, first vice president; Albert D'Antoni, second vice president; Edward Azarigian, treasurer; and Lawrence Newman, third vice president.



## Where to Apply For Public Jobs

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

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

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

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

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

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

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

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

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

## U.S. Service News Items

### New U.S. Employee Group Is Chartered

A new employee organization, the National Association of Government Engineers, has been chartered in Washington, D. C.

NAGE is similar to the Federal Bar Assn., for Government attorneys, and is a non-profit organization. Unlike many other Federal professional employee groups, it will serve only the engineers in Government service in order to conduct broader and more specific programs to meet the particular needs of its membership.

Membership will be open to professional engineers in the Federal Government, state, county, and city governments, and other public services.

The charter members of the group have elected Ted M. Moody of Ashburn, Virginia, as its first president, and appointed Roy E. Riddle of Washington, D. C., as executive director.

### Governors Island Aides Get Increases

Rhoda A. Salan and Mrs. Emma M. Wheaton, Civil Service employees in the Office of the Inspector General, First U.S. Army Headquarters, Governors Island, have received quality step increases for "outstanding and sustained high quality performance of duty" from June, 1963 to June, 1964.

The presentations were made by Colonel Edwin A. Perry, First Army Inspector General and Lieutenant Colonel Robert J. Spaulding, Deputy Inspector General, First U.S. Army Headquarters.

### Army Procurement Cites Cost Reduction

Presentation of Awards for adopted suggestions resulting in cost reduction were made to four New York Procurement District, U.S. Army employees recently in observance of Cost Reduction Week by Colonel John W. Graham, Commanding Officer of the District.

Cost Reduction Week, an emphasis on cutting Government costs, was observed this week nationally by U.S. Army Materiel Command of which the local District is an installation.

Those receiving awards were: Gabriel J. Habyan, a cash award of \$150 for saving the Government \$3,000; Barnett Schneider, a cash award of \$45 for a savings of \$843; Mrs. Dorothy E. Egius,

### Television Techs Needed in D.C.

Television operations and maintenance technicians are needed at \$3.61 to \$5.28 an hour, for duty with the United States Information Agency in Washington, D.C.

Varying amounts of technical experience in radio or television broadcasting, recording, or allied fields are required. Residence study above the high school level or in an electronic or radio engineer curriculum in a college or university may be substituted for some of the required experience. See Announcement No. 341-B.

Announcement and application forms may be obtained from many post offices, or from the U.S. Civil Service Commission's Information and Examining Office, 190 E Street NW., Washington, D.C. 20415.

awarded \$40 for a savings of \$880; and Charles E. Ballard, awarded \$30 for a savings of \$520.

### Ft Hamilton Employees' Courtesy, Ideas Cited

Mrs. W. V. Tomlin was presented the Employee Courtesy award and a \$25 U.S. Government Savings Bond at Fort Hamilton, Brooklyn, N.Y., where she is a special sales clerk in the Post Exchange. The presentation was made by Captain George H. Martin, director of administration, at a special ceremony attended by her husband, MSgt. Tomlin, operation sergeant in the post engineers, and C. Kapscedy, store manager.

Letters of appreciation were presented by the incentive awards committee to the following civilian personnel who submitted suggestions that help improve the post operations:

Frank J. Desiderio, post engineer section, whose idea was for a support bracket used for high tension work.

Ann Marie Bergman, secretary to the Director of Administration, whose idea was to send a letter to suggestors submitting five or more recommendations in recognition of participation.

Hyman Kleiman, post records management officer, who submitted a safety suggestion regarding traffic stop sign be placed on the exit roads at the commissary and warehouse.



**GRADUATION** — Award winners at the recent graduation ceremonies of the Transit Authority Police Department Probationary School are congratulated by TA member Daniel T. Scannell. Forty-one policemen were promoted at the ceremonies and 95 probationary patrolmen completed formal training. Left to right, are: Gerald Gallagher of the Bronx who won a revolver for proficiency in firearms; Thomas Neff of the Bronx who won a revolver for academic honors; Jay Rubin of Brooklyn who won the Commissioner's trophy for general excellence, and Commissioner Scannell.

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**OUR 67th YEAR**

**A CSEA ACCIDENT & SICKNESS POLICY PAID THIS MEMBER \$7,360.00**




**OVER THE PAST 64 MONTHS**

Imagine the relief on this man's face when the postman brings a monthly check for \$115.00. Disabled and out of work as a result of a serious car accident, this member has been receiving checks for the past 64 months: checks that help keep his family together until he can return to his job.

This money, plus the other important benefits covered by your State Health Plan, can mean the difference between extreme hardship—with staggering debts—and a normal recovery free from major financial worries.

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# JOIN Program Successful Counseling, Training and Jobs Await High School Drop-outs Through Anti-Poverty Agency

By JOE DEASY, JR.

Jobs in civil service and private industry are being made available to high school drop-outs because of a completely unorthodox approach to youth unemployment problems implemented by JOIN—a new City agency.

"Job Orientation In Neighborhoods" as JOIN is officially known, was born on January 2 of this year and, to date, 1,999 high school drop-outs have been counseled, trained and placed in jobs paying from \$50 to \$110 a week.

JOIN goes further than the usual employment agency—either private or public. It goes deep into the heart of the problem and the unemployed youth.

When a dropout enters one of the six JOIN centers seeking help, he gets it. But long before he is placed in a job, the "Joiner" receives counseling, training and, when the counselor assigned to the youth feels he is ready, a job.

### Elevates Out

At the present time, some 50 youths and six adults replaced in their elevator operator jobs through automation are learning the tricks of the building maintenance trade from experts of Local 32B of the Building Service Union.

In this case, JOIN and the local work hand-in-hand to accomplish a major training feat.

The City Department of Real Estate supplies the building—a former court house on Fourth Avenue and 43 St. in Brooklyn. The union and the Department of Real Estate supply the instructors and JOIN supplies the students.

JOIN plays a major part in President Johnson's anti-poverty campaign. Federal funds pay two-thirds of the \$3,000,000 cost through the Manpower Develop-

ment and Training Act while the remaining million dollars come from the City treasury.

### Can Break Cycle

As plans for the agency were being formulated, the late President John F. Kennedy hailed JOIN as an opportunity for thousands of high school drop-outs between 16 and 21 years of age to "break out of the cycle of little training, low wages and scarce jobs."

When the program did get under way earlier this year, President Lyndon B. Johnson said of the plan:

I am most pleased that we are starting 1964 by getting a major new program underway to attack the most serious sector of our unemployment problem—our unemployed young people. Last year, the unemployment rate for young people twice reached new highs. We must make sure that this does not happen again—that there will be jobs in the future of our young people. The new JOIN program is blazing a trail in dealing with this problem. I congratulate Mayor Wagner and the City of New York for the enterprise that helped produce this pioneering effort.

While undergoing training, the Joiners receive a stipend of \$20 a week. At the same time, job developers are in the field finding jobs for the youths who are being trained so that a job will be wait-

ing for them when they complete their training.

### Join Centers

Six JOIN centers are now accepting applications for assistance from high school drop-outs, boys and girls, between the ages of 16 and 21.

For further information, contact the nearest JOIN center listed below:

Herbert Lehman Center, 174 East 104th St., Manhattan, HA 7-1800.

John F. Kennedy Center, 1249 Fulton St., Brooklyn, ST 9-7002.

Angelo Patri Center, 1910 Arthur Ave., Bronx, LU 7-1133.

Eleanor Roosevelt Center, 815 Broadway, Brooklyn, ST 2-2901.

Walter White Center, 103-02 Northern Blvd., Corona, NR 2-1930.

Susan Wagner Center, 158-01 South Road, Jamaica, JA 3-4161.

## Bronx VA Hospital Needs Supply Clerks

The Kingsbridge Veterans Hospital in the Bronx has an opening for a supply clerk GS-4 at the annual salary of \$4,480. The hours of duty are 8:30 a.m. to 5 p.m. Applicants must have had general experience of one year and specialized experience of one year.

Additional information may be obtained from the Placement Officer, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx, N.Y. 10468, or by calling LU 4-9000, ext. 217.

### VA Treats More Patients

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## Free Training Courses Available Through JOIN

The following in-service training courses are available without charge to high school drop-outs between the ages of 16 and 21. For further information contact the JOIN center listed elsewhere on this page.

**Varitype operator**—applicants must be 17 years of age or older and type 40 words per minute.

**Apprentice mechanic**—City and private agencies require male applicants, 18 years of age or over.

**Office appliance operator**—City agency will train and prepare trainee for civil service examination. Requires male applicants over the age of 17.

**Cook aide**—Requires female trainees over 18 years of age. A City agency will train applicants in order that they may secure jobs in private industry such as hotels and restaurants.

**Kitchen assistant**—This 435 hour in-service training course will prepare the trainee for employment in food service.

**Maintenance man trainee**—City agency will train and prepare trainee for civil service examinations in maintenance work. Minor maintenance work will be performed following a program of orientation including safety, first-aid and discipline.

**Stockroom clerk**—City agency will train for positions as stock clerks in firms specializing in stationery and related items.

**Moving squad laborer**—City agency will train applicants for civil service laborer positions and also for jobs in private industry.

**Furniture maintainer helper**—City agency will train applicants for civil service positions of furniture maintainer helper and furniture maintainer as well as

prepare him for related positions in private industry.

**Mail clerk and messenger**—City agency will train a young man to seek employment as a mail clerk in private industry and to take entrance exams in government agencies.

**Office clerk**—City agency will train applicant to take employment in private industry as a clerk or to take civil service examinations in related titles.

**Reproduction department clerk**—Private industry will train young men over 18 years for reproduction machinery. This position will pay \$50 for the first six weeks of the two month trainee period, and \$55 a week for the last two weeks. JOIN reimburses the company for part of the salary.

**Sewage treatment worker**—City agency will train applicants for civil service examinations for permanent positions in this title and others in related fields.

**Assistant stockman**—City agency will train male applicants for stockworkers positions in private industry and civil service.

**Typewriter maintainer**—City agency will train applicants for work in this field by assigning them to journeymen. After nine months of this training, repair or machines will be introduced.

**Cleaning man**—Four week training course by a City agency to prepare applicants for civil service examinations in this field.

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# Civil Service LEADER



America's Largest Weekly for Public Employees  
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TUESDAY, OCTOBER 6, 1964

## Solution Must Be Found To Automation's Threat

**A**UTOMATION, in many ways a blessing of modern civilization, has turned out to be a destructive weapon to many types of employment, and civil servants are among the legion of workers whose livelihoods have been, are and will continue to be threatened by the Machine Age.

Inevitably, many positions in public employment will be swept away by the broom of progress and while government must yield to the savings provided by automation it has a moral obligation to find means of protecting the careers of thousands of employees who have become the unwitting victims of this progress. This is a matter of concern to employment on all levels—public and private.

Government has not been unaware of this devastation and some solutions—job retraining, transfer to other, similar employment, etc.—have served as stop gap measures. But it is obvious that more profound steps must be taken and, to this end, the Civil Service Employees Assn. has urged Governor Rockefeller to exhaust all possible means of research to find solid means of protecting the jobs and futures of career State employees.

We are certain the Rockefeller Administration intends to put its utmost effort in finding a solution to this spectre of unemployment. Its findings could set a pattern of correct job protection not only for all public employment but private employment as well.

## The Value of Training

**T**WO AMBITIOUS plans have been announced in recent weeks by Fire Commissioner Martin Scott in the field of education.

A new administration-classroom building will be dedicated on Welfare Island to train probationary firemen in the basics of firefighting and safety. This facility will also be used for in-service training of officers and those awaiting promotion.

Nearby will be samples of every hazard that a fireman would meet in fighting fires of electrical nature. This electrical aid has been set up by Con Edison, supplier of gas and electricity to New York City, in cooperation with the department.

Even more important are plans for an accredited four-year college which would give a baccalaureate degree in fire prevention engineering.

When formulated, this will be the first college in the nation to grant a degree in firefighting and prevention.

Commissioner Scott worked in concert with Chief of Department, Edward McAniff on this program while he served as director of planning for the Fire Department prior to his appointment as commissioner.

Chief McAniff came up through the ranks from a fireman and this school has been one of his major goals in the department.

As a career civil service employee for over 40 years, Commissioner Scott, too, knows the value of training and has put this knowledge to work after his appointment.

## Social Security

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

**Q. I am 65 but I am still working. Is there any reason why I should get in touch with the social security office?**

**A. Yes.** Recent changes in the social security law have made it possible for many people who are 62 and over to receive some social security benefits even though they are still working. Don't delay, check today.

**Q. My former employer has closed the plant. I am no longer employed. Although I am only 45, I have been unable to get a job up to this time. Since I have 10 years credit under social security, can I "freeze" my record at this time?**

**A. No.** The only provision for freezing a social security record is in the case of permanent and total disability. In your letter you did not mention being disabled, therefore, this provision would not apply in your case.

**Q. I will be graduated from high school in June and I plan to start working full time in July. Must I have a social security card before I start working, or can I get one at a later date?**

**A. If possible,** you should have your card to show to your employer when you start to work. Most employers will not hire you unless you have a social security number. If you do not have a card, you should get in touch with your nearest social security office. They will issue a card to you or give you a temporary receipt showing that you have made application for a number.

**Q. I may retire at 66, which will be in a few months. Will it cause any mix-up if I sign up and then decide to keep on working?**

**A. No.** You can apply as much as three months in advance of your birthday month, whether you plan to retire or not.

**Q. I originally estimated that my earnings would be \$2,000. I am receiving payments based on this estimate. My employer has since given me a paid vacation and will give me a bonus at the end of the year. Will I have to report these events to social security?**

**A. You should estimate** the amount of the vacation pay and the bonus and get in touch with the Social Security Administration right away so as to avoid a possible overpayment. This could cause a hardship to you if you had to repay this amount at a time when you were not working.

## 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.")

### Punishing Innocence

**DUE TO THE** pressure of work, the New York City Civil Service Commission frequently certifies candidates to positions subject to investigation. Months later, after having burned their bridges behind them on the natural assumption that they are permanently embarked on a civil service career, the candidates receive a "Not Qualified" notice of termination of employment for failure to meet qualifications of which they were never previously made aware.

**A DETERMINATION** that an appointee is not qualified for failure to meet a requirement of the Civil Service Commission may be reversible on judicial review. All that the petitioner need demonstrate to the court is that there was no fraud on his part and that the Commission's requirement was not fixed by statute or ordinance.

**TEN YEARS AGO,** a probationary patrolman was dismissed as "Not Qualified" because he was a few months short of twenty years of age when he filed his application for the examination. The twenty year minimum age requirement was fixed by regulation of the Civil Service Commission. There was no such requirement in State legislation or in the Administrative Code.

**CONCEDEDLY,** THE patrolman had not misrepresented his age, and the error was wholly the Commission's in admitting him to the examination. Yet, his employment was terminated after five months of satisfactory service.

**A SUPREME** Court petition led to a court order dated June 15, 1954 by Mr. Justice Aron Steuer directing the petitioner's retroactive reinstatement. The Corporation Counsel served a notice of appeal. By statute, the City of New York was thereby enabled to stay the effectiveness of the order of reinstatement until review by the Appellate Division. The petitioner was unable to afford further legal fees, and the respondents, the Civil Service Commission and the Police Commissioner, did not pursue the appeal, being satisfied with the stay they had achieved of Justice Steuer's order.

**A YEAR AFTER** his dismissal, the petitioner was reappointed as a patrolman upon passing a second examination.

**IN SEPTEMBER,** 1963 ten years after his dismissal, the petitioner retained new counsel and moved in the Appellate Division to dismiss the respondents' appeal for failure to prosecute. The Corporation Counsel opposed the motion on the basis of an old notation in his file which stated:

"10/6/53 — Petitioner's brother called; said petitioner took another exam for patrolman & is high on list & expects appointment. I told him to let us know when he is appointed as this case would then become academic."

**THE APPELLATE** Division rejected the argument that the wrongful discharge was "academic" and dismissed the appeal with the result that Justice Steuer's order again became effective. However, the respondents still refused to reinstate the petitioner as of the date of his wrongful dismissal.

**ON APRIL 6,** 1964, Justice Irwin D. Davidson ordered the Police Commissioner and the Civil Service Commission to show cause why they should not be punished for contempt of court for failure to comply with Justice Steuer's order of 1953. With contempt proceedings pending, the respondents entered into a settlement satisfactory to the petitioner. The terms of the settlement included reinstatement as of the date of his dismissal with full seniority and pension rights retroactive to his original appointment on October 1, 1952. Moreover, the respondents arranged for the payment into the Police pension fund to the credit of the petitioner's account the amount the petitioner would have himself been required to pay if his employment had not been terminated.

**THE INJUSTICE** TO civil service employees dismissed after appointment and satisfactory service because of belated discovery by the Personnel Department of innocent failure to comply with regulations of the Commission is manifest. The value of judicial review in this area is obvious.

**THE LEADING CASE** IS *Wolff v. Hodson*, 285 N.Y. 197, an Article 78 proceeding in which our State's highest court held that after making an appointment from a list of eligibles, the Commission in the absence of fraud may not thereafter refuse to recognize the appointment "merely because it erred in its determination of matters which it alone had power and jurisdiction to determine." Wolff, a social investigator for the New York City Department of Welfare, did not meet the educational standards formulated by the Civil Service.

(Continued on Page 13)

## This Week's Civil Service Television List

<b>WNYC TV — Ch. 31, U.H.F.</b> Tuesday, Oct. 6 2 p.m.—The Big Picture—U. S. Army Film Series. 4 p.m.—Around the Clock—N.Y.C. Police Dept. training series: "Practical Human Relations," Police Commissioner Michael Murphy.	lice Dept. training series—same as Tuesday. 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.
<b>Wednesday, Oct. 7</b> 4 p.m.—Around the Clock—Po-	<b>Thursday, Oct. 8</b> 4 p.m.—Around the Clock—Police Dept. training program—same as Tuesday. 7:30 p.m.—On the Job — Fire Dept. training program.
	<b>Friday, Oct. 9</b> 4 p.m.—Around the Clock—Po-

lice Dept. training program—same as Tuesday. 6 p.m.—The Big Picture — U. S. Army film series.
<b>Saturday, Oct. 10</b> 7:30 p.m.—On the Job — Fire Dept. training program. 8 p.m.—Airman's World — U. S. Air Force Series. 9 p.m.—The Big Picture — U. S. Army film series.



### Atomic Project Reps Sought by N.Y. State

The State of New York is seeking applicants to fill vacancies as atomic development project representatives in the Atomic Re-

search and Development Authority offices at West Valley.

Candidates for the position must have three years of admin-

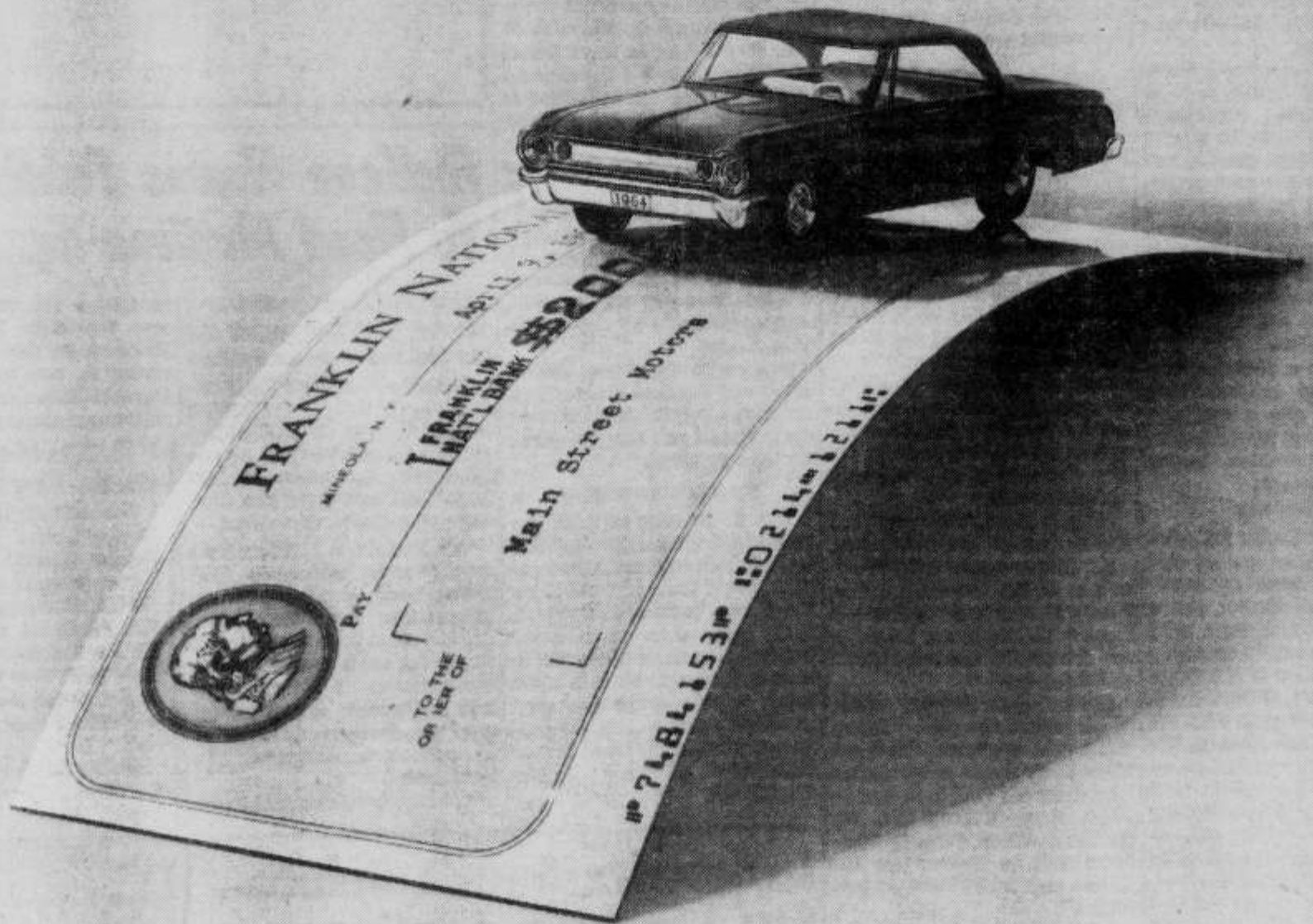
istrative experience in the construction engineering field and a bachelor's degree from a college or university with specialization in engineering physical science or business administration. Filing

closes Oct. 19.

For further information, contact the Department of Civil Service, The Campus, Albany, New York or the department's office, 270 Broadway, New York.

### Veteran Population

The total veteran population of the United States was 22,013,000 on June 30, 1964. It dropped from 22,166,000 on June 30, 1963, the V.A. reported.



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# DON'T REPEAT THIS

(Continued from Page 1)

Perhaps it is a status symbol, a show of sophistication—the idea of knowing how to vote.

Just remember Levitt's big "win" in 1962, notwithstanding Rockefeller's victory and the Javits "win" over FDR, Jr. at the time of the Harriman victory in 1954.

Because of the ticket-split, it is at this time difficult to ascertain what will happen in the Keating — Kennedy race for the NYS Senate seat, which is, admittedly a close one, with a neck and neck battle running. As the incumbent, Keating has enormous strength. He has virtually campaigned every day for the last six years he has been in the Senate. And he has dramatically shown from the very start his independence from Goldwater.

The poll indicates that this has caused him a great loss of the Conservative Republicans throughout the State. Because of this there has been great speculation on what the Conservative Party vote will be. Professionals say there is a chance the Conservative vote could be anywhere from 150,000 to 400,000—all of which would have ordinarily gone to Keating, if he had acted like a regular Republican.

Wagers show a feeling that a Johnson victory in New York State could be with a margin of between 500,000 to 1,300,000 votes with little Goldwater money around to dispute this.

### Fact Disputed

However, our Leader poll, disputes this fact, as far as civil service people are concerned. Among our civil service groups the Presidential race seems to be much closer with votes coming in from every section of the State.

At this time it is difficult to determine from our polls who the ticket-split will benefit most, but one thing is for sure, Keating will get a lot of votes tied-in with Johnson, because he won't back Goldwater; and another thing is for sure; Kennedy will get a lot of votes from the Conservatives, because Keating is not running with the national GOP ticket and some people don't want to waste their vote on Paolucci—and they want to protest Keating; however, don't forget Paolucci is getting a large vote, also—to show the

power of the conservative ballot.

### Poll Continues

The Leader, which has been getting a solid response in its informal poll is continuing the poll again this week.

We are asking the readers of The Leader to submit, by letter, card or coupon (see this page), their choice for President and New York State Senator.

The cards or letters or coupon need not be signed. One is asked to submit remarks regarding the races if one so chooses.

From Canton, New York, a reader wrote: "Thanks to The Leader we can express ourselves and make our opinions known. We're Democrats in our family but this year we're all for Goldwater and Paolucci. The country is becoming too radical. We must. "A Concerned Voter."

From Spring Valley, N.Y.: "It was the Cuban missile crisis which more than any other event revealed the political stature and capacities of both, Keating and Robert Kennedy. While Keating presented the fantasies of a little southern newspaperman as his own factual informations, trying to pressure the president and his closest adviser, Robert Kennedy, into a major military crackdown, which could have led only to an atomic holocaust, the president, through an act of brilliant political warfare, dissolved the smoldering crisis peacefully before the eyes of a breathlessly watching world.

"That's why I'd rather rely on Robert Kennedy as U.S. Senator."

An Albany writer said: "As a believer in the two-party system, I feel obligated to give my vote to Senator Goldwater for President and Robert F. Kennedy for United States Senator."

Another from Albany, stated: "I am one of the clear thinking civil service employees who is not taken in by smear or whispering campaigns, nor am I impressed by which paper endorses who. My vote for President will go to Goldwater and to Keating for the Senate, rather than the carpet-bagger."

A Central Islip interested party had this to say: "I am a Republican but I vote for Johnson for President and Keating for Senator. Will be watching your poll report. Please note that this is the

first time I ever voted for a Democratic President."

From Lyons, N.Y., came this quip. "I am for Johnson and Keating. Voting for Kennedy would be like voting for Ringo Starr. (one of the Beatles)."

An NYC voter remarked: "I vote for Goldwater and Paolucci—These liberals are the cause of the lack of responsibility encouraged all over. This disorder is horrible."

From Jamaica, Long Island: Gentlemen: "There is another man running for Senator from NY—Henry Paolucci. Didn't you know? He has my vote."

### For LBJ

And from East Greenbush, N.Y., comes this note: "I'm definitely voting for Johnson. I cannot imagine how any rational thinking person could do otherwise. At this time I tend to favor Robert F. Kennedy over Senator Keating. I'm 21 years of age and belong to no political party but tend to favor Democratic candidates."

From Gowanda, N. Y.: "As a contribution to a poll taken by The Leader I will, uncompromisingly state that Bob Kennedy, a real go-getter, is my man for Senator (if he came from lower Siobovia he would get my vote), and, of course, LBJ and Hubert Humphrey."

One card from Albany, stated: "For your informal election poll, my choices are: George C. Wallace for President and Henry Paolucci for Vice President."

### Send In Your Choices

This is the year of great importance. It will see many political faces go and many new faces appear. It will see a vote called for the highest position in the land. It will see votes cast for men who will shape the world of the future. It is important to know how the people think and who they want to run the government. So, send in your choices to: Don't Repeat This Editor, 97 Duane St., New York 10007.

## Lefkowitz Sends Salute On Leader's Anniversary

Louis J. Lefkowitz, Attorney General of the State of New York, joined with the many public officials last week in saluting the Civil Service Leader on its Silver Anniversary.

Lefkowitz, in a personal letter to Jerry Finkelstein, publisher of The Leader, said:

"Congratulations to you and to the staff of the Civil Service Leader on achieving the significant milestone of 25 years of outstanding public service to the people of the State of New York.

"As one who has served in public office for more than 30 years, I know of the tremendous contribution made by the Civil Service Leader to those who dedicate

their lives and talents to the cause of good government.

"Your newspaper always has been expressive of the best programs and policies of the Civil Service programs and I join with all of your many friends in government on all levels to extend to you and your staff the very best of wishes and warm personal regards."

## Steve Kennedy Named To Fair Security Post

Former Police Commissioner Stephen Kennedy has been named Commissioner of Security and Maintenance for the World's Fair, according to Robert Moses, Fair president.

Kennedy rose through the ranks of the New York City Police Department from his entrance into the department in 1929. He became chief inspector in 1954 and was appointed commissioner in 1955.

An attorney, Kennedy graduated from New York University

Law School while a member of the department and has been admitted to practice in New York State and Federal Courts.

### Conference Held

ALBANY, Oct. 5—The second State University Conference on the computing Science was held at the State University College at Stony Brook Oct. 2.

Those participating included J. Lawrence Murray, executive vice president of the University; Dr. Karl D. Martzell, administrative officer at Stony Brook; Dr. Aaron Finerman, director of the computing center at Stony Brook.

### YOUR CHOICE

Send this coupon with your choice for President and United States Senator to: Don't Repeat This Editor, 97 Duane St., New York, N.Y. You may include remarks if you wish and you may sign the coupon if you wish.

#### For President

- Lyndon B. Johnson .....
- Hubert Humphrey .....
- Barry Goldwater .....
- William Miller .....

#### For United States Senator

- Kenneth B. Keating ....
- Robert F. Kennedy .....
- Henry Paolucci .....

REMARKS:

## McKeon Names Publisher To Head Madison Sq. Rally

Jerry Finkelstein, publisher of The New York Law Journal and The Civil Service Leader, has been appointed chairman of the Madison Square Rally for President Lyndon B. Johnson on Saturday, October 31, according to an announcement by William H. McKeon, Chairman of the New York State Democratic Committee.

"Mr. Finkelstein and New York County leader Edward N. Costikyan have been at work on preparations for 'the largest demonstration ever held in New York,' for many weeks but the announcement of the rally was held up pending formal acceptance by President Johnson of an invitation to participate," McKeon added.

"We expect to have Democratic

candidates for office from all over the state join with the President in this unprecedented climax to our state-wide campaign," McKeon said.

### U.S. Senate Battle Page

The editors of The Civil Service Leader have invited Senator Kenneth B. Keating, former Attorney General Robert F. Kennedy, and Prof. Henry Paolucci, all candidates for the U.S. Senate from New York to air their views on civil service, or for that matter, on any subject they wish to discuss.

Watch for this report in a forthcoming issue of The Leader.

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### Seniors May Also Apply for These Trainee Posts

# State Careers Await College Graduates; Jobs Open in Six Fields

College graduates and those who expect to receive a bachelor's degree before August 3, 1965 are eligible to compete in the State's annual Professional career trainee test which is open for filing now for the December 5 examination. Filing closes on Nov. 13.

Trainees under the program will receive \$5,800 for the one-year training period. After this they will be appointed to professional level positions at \$6,180 to \$7,535 per year. Promotion opportunities to \$14,860 positions are available.

The professional careers test is used to enter fields of administration, science and many other fields.

Examinations for the program require no advance preparation. Tests are used to measure abilities, reasoning, and perception. Following the written exam, oral tests may be administered.

Citizenship is required although New York State residence is not. Those who pass the test and are inducted into the armed forces will keep their status on the list and will be appointed upon their discharge.

#### Positions Offered

Positions offered through this examination and the required major, are:

**ADMINISTRATION** — Personnel administrator, civil defense representative, budget analyst, research assistant, personnel examiner, training technician, administrative analyst and junior investment officer. These titles require a bachelor's degree with any major.

**LAW AND INVESTIGATION** — Junior attorney, legal aides, and industrial investigator. These titles require a bachelor's degree with

the appropriate specialization.

**MATHEMATICS AND STATISTICS** — Statistician, assistant actuary, scientific data programmer and junior insurance examiner. These titles require a bachelor's degree with a major in mathe-

## City Needs Statisticians

Six vacancies for Statistician, Grade 13 with an annual salary range of from \$6,400 to \$8,200 has been announced by the City Department of Personnel. There are annual increments and a longevity increment of \$300.

Application will be accepted from Oct. 6 to Oct. 27, 1964.

A Bachelor's degree is required with one year of satisfactory full-time paid professional work in statistics.

Further information may be obtained from the City Department of Personnel, 49 Thomas St., New York City.

### Named to Board

ALBANY, Oct. 5—Edward T. Mazilauskas of Jackson Heights has been named to the State Board of Pharmacy in the State Education Department for a three-year term.

matics or statistics.

**ELECTRONIC DATA PROCESSING** — Computer programmer and computer systems analyst. These titles require bachelor's degree with any major.

**SCIENCES** — Biologist, bacteriologist, chemist, conservation biologist, junior scientist, junior engineering geologist, forester, junior landscape architect, and junior civil, mechanical or sanitary engineer. A bachelor's degree with specialization in any of these sciences is required.

**SOCIAL SCIENCES** — Case-

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For further information contact the Department of Civil Service, The Campus, Albany, or the department's office at 270 Broadway, New York City.



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## City Offering Climber, Pruner Jobs; Requires Extreme Physical Effort

Strong and agile young men are needed by the City of New York for climber and pruner positions with the Department of Parks. The jobs pay from \$4,850 to \$6,290 a year, with a salary differential of \$920 a year paid above these rates.

The exam is open only to men who will not have passed their 30th birthday as of today. The job requires extraordinary physical effort.

### Requirements

Required are either six months of experience or completion of a study course for climbers and pruners, or a combination of the two.

One-half the final grade will come from the written test, the other coming from a physical exam. The written test will include questions on knots, ropes, tools, safety, and identification and care of trees.

Applications will be accepted from Oct. 6 to Oct. 27 at the Department of Personnel's Application Section, 49 Thomas St., New York, N. Y. 10013.

## Clerks Are Needed In Washington

Notice has been given by the United States Civil Service Commission that there are openings for clerks in various Federal agencies in Washington, D.C. The salary range is from \$3,680 to \$4,005.

The United States Civil Service Commission has made notice that they currently have openings for clerks for duties in various Federal agencies in the Washington, D.C. area. The salary range is \$3,680 and \$4,005.

All applicants must pass a written test and must show appropriate experience or academic training. High school graduates can

## Fort Slocum Stenos, Typists

Fort Slocum is offering positions as stenographers and typists. Recruiting is done through the U.S. Government office at Fort Totten, Queens.

The stenographers positions are offered at a salary of \$3,880 to \$4,215 per annum. The typists earn from \$3,620 to \$3,880 per

annum. Applications for these titles may be obtained from the Executive Secretary, Headquarters Fort Totten, Flushing, L.I., N.Y.

The stenographers positions are offered at a salary of \$3,880, provided they have reached their 16th birthday. Students who expect to meet the recruitments in the next nine months may also apply.

### To Apply

Announcement and application Form 5000AB may be obtained from the U. S. Civil Service Commission's Information and Examining Office, 1900 E. Street NW., Washington, D. C. 20415.

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## Blueprint Op. Needed By Naval Center

The U. S. Naval Training Device Center, Sands Point, Port Washington, Long Island, is recruiting for blueprinting machine operator, at \$2.75 per hour.

Applicants must have six month of experience in the operation of blueprinting machines and associated equipment. For further information write to the above address or call Miss Janout at 516-PO-7-9100, Ext. 211 or 216.

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# Transit Authority Artists Exhibit At N.Y. Flea Market

Employees of the New York City Transit Authority exhibited their art works in a special exhibit at the New York Flea Market last Sunday. The presentation was under the auspices of the N.Y.C. Transit Authority Art Association which was founded in 1957.

Paintings in oils, water colors and other mediums were among the exhibits by Civil Service workers whose jobs range across a broad spectrum of Transit Authority activities.

The New York Flea Market, which is held outdoors every Sunday at Sixth Avenue and 25th Street, Manhattan, from 1 to 7 p.m., displays the unusual wares and collections of about 100 antiques and art dealers and hobbyists.

A number of the participants in the Transit Authority show have impressive backgrounds in art. Henry R. Leon, a TA photographer has been a professor of art in his native Hungary as well

as with the U.S. Army in Germany and in various educational and community centers in New York. He teaches and lectures to members of the TA Art Association.

Gilbert Reiter, an assistant mechanical engineer, has exhibited at National Academy of Design, Brooklyn Museum, New York University, Art Directions Gallery and other art centers.

Other TA employees who displayed their paintings are Sylvia Hochrad, electrical engineering draftsman; Leonard Rosenthal, administrative assistant in Engineering Department; Ruth Rosenkrantz, supervising steno; John Nolan, assistant supervisor; Jennie Babich, senior clerk; Marie Roos, administrative assistant; Henry Jacobs, attorney, and John Hansen, retired.

The works displayed at the New York Flea Market were a preview of the next annual art show of the TA Art Association.

## Mediators Sought At \$8,650 A Year

Mediators are needed by the Federal government for duty with the National Mediation Board in Washington, D.C. Six years of labor relations experience, or three years of experience and a bachelor's degree are required.

The job pays \$8,650 a year to start, and applications will be accepted until Nov. 12. Further information is contained in announcement No. 337-B, which is available from most post offices, or from the U.S. Civil Service Commission, 220 E. 42nd St., New York City.

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# FIRE FLIES

by Joe Deasy, Jr.

"There will be no scaling of the marks for the past captain's examination." "This is definite," Dr. T.H. Lang, Civil Service Commissioner, told The Leader on Friday.

The annual Naer Tormid Society Concord Hotel week-end has been set for Thursday, Jan. 21 to Sunday, Jan. 24, according to Seymour Mencher, NTS president. Prices for the week-end of entertainment and fun start at \$34. For further information contact Frank Schwartz, care of the Marbet Furniture Co., 39 First Ave., New York 3. Telephone GR 7-3350.

Battalion Chief Eligibles Committee will meet on Tuesday, Oct. 13 at the Cornish Arms Hotel, 311 West 23 St. Speaker will be Commissioner Scott. Committee chairman is Captain Thomas Barry of Ladder 154.

The administration and classroom building on Welfare Island is nearing completion. Expect the opening within a week or two.

The new college on the Welfare Island training grounds is still in the planning stage. Commissioner Scott is continuing research on the program which will lead to a four year college degree in Fire Protection.

Promotion ceremonies will be held on Thursday according to Commissioner Scott. The Department of Personnel has certified 11 uniformed wipers, 30 lieutenants, 16 captains, 15 battalion chiefs and six deputy chiefs.

The complete certification for the next promotion includes:

**To Deputy Chief**

Edwin Kirchmeier, Edward Mellett, Frank Higgins, Frederick Hansen, Francis Ronan and Albert Sileo.

**To Battalion Chief**

Harry Biffar, Edwin Field, Robert Clarke, Robert Keller, George Finnerty, John Sesody, Max Berger, Andrew Dunn, Robert Brown, Wesley Sager, Edwin Uhlemann, Thomas Barry (no. 4), Charles Ryan, Robert Green and Thomas Whitton.

**To Captain**

Andrew Knox, Frank Florio (no. 2), Joseph Spollen, James Thomson, Walter Thomson, John McCormack (no. 4), Nicholas Spinelli, Howard Knoeller, Salvatore Acerba, George Murphy (no. 2), Joseph Pettit, Andrew Battilana, Charles Cooley, Robert Chapman, Joseph Kudless and Andrew Kerzner.

**To Lieutenant**

John Fausone, Thomas Baldwin, John McArdle, William Bowler, Gerard Pilat, Hrold Knab, Stanley Zaczek, James Gersosimo, Andrew Flanagan, James Gaffney, Edward Fitzgerald, Joseph Proglar, Joseph Sparks, Joseph Connelly, John Murphy, Howard Leyden, Robert Saranno, Raymond Oszust, William Libasci, Edward Satkowski, George Kirk, Angelo Polito, Herman Langenroger, John Wyan, Ernest Gifford, Frank Luongo, Walter Whittle, Carlos Rivera, Edward Boles

## Bronx VA Looking For Ed. Therapist

The Veteran's Administration Hospital in the Bronx has announced an examination for the position of Educational Therapist. The exam is for a career-conditional appointment in either Grade 5-6-7. The salary range is from \$5000 to \$6050. The specialization is in the field on fine arts.

The applicant appointed will work in a hospital situation with male adult patients for therapy and rehabilitation. The appointee will use, demonstrate and instruct in various creative art activities such as oil painting, water color and drawing.

Applicants must have completed four years of academic study in

## Three Named

ALBANY, Oct. 5—The State Board of Regents have reappointed Milton Klebenoff, Brooklyn; The Very Rev. Charles J. Lavery, C.S.B., Rochester; and Robert L. Taylor of New York to new five-year terms on the Advisory Council on Financial Assistance to College Students.

an accredited college, university or teacher training institution with a major in fine arts, including or supplemented by at least 12 semester hours in the field of education.

No actual experience is needed for grade 5, while grade 6 requires six months, and grade 7 requires one year.

Applicants should contact the Veteran's Administration Hospital, 130 W. Kingsbridge Rd., Bronx, N. Y. 10468.

and John Darcey.

**To Uniformed Wiper**

Victor Abbott, Jr., John Campbell, Edward Gordon, Louis Mareen, Peter Campanelli, Robert Franz, Louis Savella, Francis Meyer, George Grolz, Allen Murphy and James Scheller.

## House Organ Editors Form New Association

Editors of government agency newspapers are forming the Association of Government Agency Newspaper Editors. Arthur Fox of the office of the City Register is temporary chairman. For further information on AGANE, contact Fox at 31 Chamber St., New York, N.Y. 10007. The telephone number is 212-566-3748.

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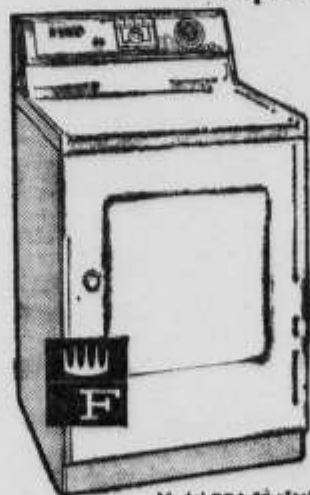
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THURS.—10 A.M., 1 P.M., 5:30 or 7:30 P.M.  
JAMAICA: 91-24 - 168 St., cor. Jamaica Ave.  
MONDAYS at 10 A.M. or 5:30 P.M., or  
TUES.—10 A.M., 1 P.M., 5:30 or 7:30 P.M.

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**DEDUCTION AUTHORIZATION** — Ben Sherman, N.Y.C. representative of Civil Service Employees Assn., (left) and Arthur Massalo, Gov. Rockefeller's assistant, watch Housing Commissioner James Gaynor sign the first State approved payroll deduction plan on behalf of the Greater New York Fund. Recent passage of the Chapter 632 law made New York the 20th state to provide payroll deduction for support of community welfare. The Greater New York Fund was approved by the State as the federated community campaign in the New York City area.

## Civil Service Law & You

(Continued from Page 6)

ice Commission, but which were not defined by statute or ordinance. His wrongful discharge after a year's employment was corrected by the court.

In fairness to candidates, confirmation of their compliance with requirements as to age, citizenship, education, etc. should be obtained by the Civil Service Commission prior to certification for appointment.

### Appointed

ALBANY, Oct. 5 — Governor Rockefeller has announced the recess appointment of Mrs. Lowell Grafton, Oneida, as a member of the Board of Visitors to the Rome State School for a term ending December 31, 1970. The post is unsalaried and requires confirmation by the Senate. Mrs. Grafton succeeds Dr. Arnold A. Sio, Hamilton, whose term expired.

### C.S. Course

ALBANY, Oct. 5—The Federal Office of Civil Defense is spon-

soring a 14-week course in the design of fallout and blast-resistant shelters for engineers and architects at State Civil Defense headquarters here.

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## Junior Civil Engineers Are Needed By The City

The City of New York is currently looking for 230 junior engineers to fill various positions. The jobs pay from \$6,750 to \$8,550.

File Thursdays only between 9 and 10 a.m.

All applicants must have either a degree in civil engineering or four years of experience in the field, or a combination of the two.

### The Exam

The final grade for placement on a list will be determined solely on the basis of the applicant's qualifications. A qualifying written test will be given and will consist of multiple choice questions on civil engineering, surveying, mathematics, elementary design, construction and inspection.

After six months in the title, junior civil engineers are eligible for promotion to civil engineer, a job which pays from \$8,200 to \$10,500 a year.

### 'Anti-Poverty' Chief Named in Suffolk

Suffolk County Executive H. Lee Dennison has announced the appointment of Commissioner of Labor Lou Tempera as Deputy in Charge of the Suffolk County Anti-Poverty Program, to implement the provisions of the recent Federal legislation known as the "Anti-Poverty Bill."

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### Police Captain Answer Changed

One key answer was changed from the tentative answers for the New York City promotion to captain exam given on April 11. The test was taken by 868 candidates from the Police Dept., 16 from the Housing Authority and one from the Transit Authority.

One hundred and thirty nine candidates protested 74 questions. Question 28 was changed from A to A or B.

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# Two Veteran CSEA Members Named 'Employees of 1964'

BUFFALO, Oct. 5—Two veteran Civil Service Employee Assn. members received special awards recently at the annual banquet of the Government Employees Exchange advisory council in the Executive Motel in nearby Cheektowaga.

George N. Burch, a state workmen's compensation examiner and a member of Buffalo Chapter, CSEA, was named "State Employee of the Year." Burch was cited for giving "unstintingly of his time" in helping other workers who were preparing for promotional examinations.

Burch was on a committee that helped amend the CSEA constitution.

Mary X. Riordan, superintendent of records in the Erie County clerk's office, and a member of Erie Chapter, CSEA, was named "county employee of the year."

Her citation mentions that she "strongly advocated maximum service to the public at all times."

Other awards went to Edward E. Schall, a retired Buffalo teacher, as "city employee of the year" and Staff Sgt. Thomas B. Carter of the U.S. Air Force Recruiting Station as "Federal employee of the year."

Each winner got a \$100 savings bond and a plaque.

Robert W. Grimm, Erie County clerk, and Dr. Joseph Manch, Buffalo superintendent of schools, spoke at the banquet.



**TWO REWARDED** — Dr. Lawrence P. Roberts, Director, Harlem Valley State Hospital, left, presents Kenneth Booth, blacksmith with

Certificate of Merit while Samuel Cohen, business officer, far right, presents a similar citation to Paul Boisvert. Both men received the awards for developing a new style of milk can cover remover.

# Cattaraugus CSEA Sets New Membership Drive

CLEAN, Oct. 5—Increased membership was the theme of a recent joint dinner meeting of the Membership Committee and the Board of Directors of the Cattaraugus County chapter of the Civil Service Employees Assn. The event was held at the L'Alcove Castle Restaurant, West State Road, here.

Mrs. Mary Cawley, chairman of the Membership Committee, instructed members of the committee about this year's plans to obtain new members.

Each member of the committee was requested to acquire at least five new members and as many renewals as possible. There will be an award made for any mem-

ber, other than on this committee or Board of Directors, of the Chapter who brings in the most new members over 10.

Arthur Haley, president, appointed Mrs. Clare Bradley, Raymond Donnelly, and Theodore Myers to serve on the Auditing Committee. Myron Klink, chairman of the Legislative Committee, presented resolutions for consideration at the annual meeting in Syracuse.

Plans for a meeting of the general membership were made. A dinner will be held in October. Arrangements for this will be made by Mrs. Gordon Kinney, Mrs. Malcolm Beck, Louis Sartori, and Arthur Haley.

# Automation Threat Grows

(Continued from Page 1) Grade 4," in the agency. Under this authorization, according to the Civil Service Department, D of E would be able "to retain without loss of pay (either immediate or ultimate) about a dozen of the 34 Tabulating Machine Operators (out of 42 employees) scheduled for displacement on or about October 1, 1964."

so they can themselves seek employment in a salary grade which will prevent financial loss to them."

He said the Association would make more specific requests when the survey requested from the Budget Director was completed and furnished to CSEA.

The Employees Association was

prompted in its action with the governor by the Albany Division of Employment Chapter which has been conferring with the Division's administrative staff on the immediate problems of the 45 affected employees and the overall problem of loss of jobs and salaries because of increased use of computer operations.

### Their Future

It is understood that, of the D of E employees mentioned above, six would move into permanent positions and approximately a dozen others into temporary positions, until such time as permanent jobs were available. Of the remaining operator positions, which are to be displaced, the Division said they would remain in their present Tabulating Machine Operator titles, at no loss in pay, but would assume clerical duties until such time as the Budget Director's study is completed.

In its request to the governor, the Employees Association suggested "consideration of further liberalization of recent amendments to the State Civil Service Law to curb the effect of automation on employees demoted, especially in regard to the accompanying reduction of salaries..."

### More Notice Urged

Felly also urged that "agencies which schedule automation give employees who will ultimately be affected, greater advance notice

# CSEA Maps Vast Program For Correction Aides

(Continued from Page 1)

prompted in its action with the correction officer and correction hospital officer and female correction officer. McGinnis indicated that the Department could give strong endorsement to such an appeal. Under the CSEA proposal, related titles of uniformed correction personnel would be treated equally to preserve the existing salary relationship.

In addition, McGinnis reported that the Department was requesting an increase in the annual uniform allowance, and indicated progress being made on many of

The CSEA Correction committee is headed by Richard Corcoran of Auburn. Other members of the committee who attended were: James L. Adams, Robert Bleden, William Brock, Irwin Cameron, John Flano, Joseph P. Keenan, Arthur Parry, Howard J. St. Clair, Donald Ter Bush, Averill Tice, Edwin Updyke, George Druckman, Harry Yelle, James Wilkinson, Maynard Gardner, Nicholas Ferrone, Robert Cole, and CSEA third vice president Charles Lamb, consultant, Joseph D. Lochner, CSEA Executive Director and William L. Blom, Research Director.

### Get New Terms

ALBANY, Oct. 5—Two members of the State Pharmacy Board have been reappointed to new terms. They are: Theodore E. Dungey of Williamsville and Albert Joseph Sica of New York City.

# CORRECTION REALLOCATIONS

(Continued from Page 1) third vice president and Albert Foster, Dannemora State Hospital, Research Staff

The committee will work with the CSEA Research staff in developing the salary appeal for grade 14 for correction officers. CSEA members and chapters in the Correction Department are urged to supply all pertinent information they believe would convince the state to reallocate the positions to grade 14.

Especially important are the facts pertaining to the increased responsibilities and duties of the position during recent years. Such information should be sent to William L. Blom, Director of Research, CSEA, 8 Elk St., Albany, New York.

# State Eligible Lists

SENIOR BUDGET EXAMINER—BUDGET	
1 Hartigan, J. Albany	888
2 Burmaster, A. Albany	887
3 Gifford, A. Albany	875
4 Ahern, L. Troy	863
5 Daly, J. Albany	854
6 McEivene, J. Albany	843
7 Hughes, R. Albany	838
8 Conley, F. Troy	829
9 Flood, T. Latham	822
10 Crutcher, D. Rexford	811
11 Lawrence, J.	781
12 Morris, W. Castleton	778
13 Conroy, R. Albany	767

INSURANCE EXAMINER—INSURANCE	
1 Birsbaum, M. Rensselaer	950
2 Aiken, W. Bronx	944
3 Goren, E. Brooklyn	890
4 Vernon, N. Syosset	874
5 Dier, P. Brooklyn	865
6 Stewart, J. Astoria	860
7 Gruber, S. NYC	845
8 Hayden, J. Jamaica	844
9 Muehle, J. Eastchester	843
10 Curtis, G. Glendale	840
11 Craig, T. Richmond H.	836
12 Fleming, R. Woodside	829
13 Hauer, S. Brooklyn	828
14 Rosenbaum, D. Schenectady	821
15 Lennon, T. NYC	819
16 Greider, B. NYC	819
17 Mahler, J. Brooklyn	819
18 Carey, P. P. Brooklyn	817
19 Goll, S. Brooklyn	815
20 Weisman, N. Bronx	815
21 McClain, M. Jamaica	798
22 Kaplan, H. Brooklyn	795
23 Garfield, J. Brooklyn	781
24 Kase, L. Flushing	779
25 Grinnell, L. Brooklyn	773
26 Gushki, C. NYC	754

SUPERVISING ESTATE TAX EXAMINER DEPT. OF TAXATION AND FINANCE	
1 Schumaker, S. Brooklyn	980
2 Herndon, R. St. Albans	869
3 Karschbaum, W. Brooklyn	849
4 Linn, J. Brooklyn	816
5 Bell, L. Mt. Vernon	778
6 Moravetti, D. Staten Is.	765

SENIOR FARM PRODUCTS INSPECTOR, SENIOR MARKETING REPRESENTATIVE—AGRICULTURE and MARKETS	
1 McCarthy, M. Albany	978
2 Bradway, P. Claverack	921
3 Benjamin, W. Buffalo	902
4 Bond, R. Mendon	892
5 Blakes, D. Harshbreds	859
6 Mobley, B. Halberston	885
7 Wells, A. Rome	885
8 Stewart, L. Malone	879
9 Schneider, N. Jamestown	877
10 Norzner, C. Marion	862
11 Boynton, A. Wayland	842
12 Fuller, J. Solida	831
13 Fox, G. Montgomery	827
14 Robinson, G. Valatie	816
15 Aldrich, H. Wappinger F.	814
16 Stell, M. Bulavita	804
17 Lanz, A. Niverville	801
18 Hazard, R. Sandy Creek	772
19 Baab, F. Riverhead	771

SENIOR ESTATE TAX EXAMINER, DEPT. OF TAXATION AND FINANCE	
1 Sternberg, H. Far Rockaway	942
2 Pagan, H. Bayside	877
3 Herzog, M. Cedarhurst	869
4 Greenberg, J. Brooklyn	842
5 Early, J. Schenectady	838
6 Epstein, M. Rensselaer	799
7 Reel, F. Albany	798
8 Cherney, M. Brooklyn	798
9 Passin, J. NYC	792
10 Peppin, H. Elmhurst	795
11 Wrighter, L. Ballston	791
12 Kestenbaum, M. Brooklyn	787
13 Moravetti, D. Staten Is.	780
14 Johns, J. Brooklyn	767

SENIOR CLERK (SURROGATE)	
1 Ryan, A. Mineola	925
2 Schader, J. N. Woodbury	925
3 Wolf, R. NYC	919
4 Hendl, F. Warwick	919
5 Druttu, T. Staten Is.	772
6 Clark, J. Yonkers	745

PRINCIPAL IDENTIFICATION CLERK—CORRECTION	
1 Armstrong, E. Troy	1014
2 Fontana, H. Albany	989
3 Collins, K. Albany	978
4 Connors, M. Albany	933
5 Kerwin, G. Troy	902
6 Hucan, O. Albany	875
7 Arwady, J. Albany	875
8 Connolly, M. Troy	868
9 Polan, E. Albany	862
10 Camp, H. Haines Fd.	859
11 Gurba, A. Troy	857
12 Driscoll, D. Rensselaer	785
13 Hickey, R. Kinderhook	774

PRINCIPAL CLERK (SURROGATE)	
1 Baskin, M. Brooklyn	985
2 Kelly, F. Syracuse	850
3 Ryan, A. Mineola	769
4 Schader, J. N. Woodbury	760
5 Wolf, R. NYC	745
6 Hendl, F. Warwick	745

## Candidates Needed

The nominating committee of the Civil Service Employees Assn. is seeking nominations for two vacancies on the statewide Board of Directors. The vacancies exist in the Departments of Banking and State.

Mildred O. Meskil, committee chairman, says chapter presidents who have members in these two departments have been asked to supply the committee with nominations within the week so that the committee can conduct an election to fill the vacancies.

She said, the Board of Directors, at its September meeting, authorized the election.



# Washington Needs Food And Drug Men

Food and Drug officers are currently needed by the Food and Drug Administration in Washington, according to an announcement by the United States Civil Service Commission.

All those qualified may apply now. Work in this ever-expanding field pays from \$7,030 to \$15,655 annually.

To qualify, applicants must have had appropriate education, or a combination of education and pertinent experience. The latter may have been acquired in food, drug, and related law enforcement work or in a business or industry subject to regulation by such laws.

Applications will be accepted until further notice. They must be filed with the Board of U.S.

## Leader Awards

(Continued from Page 2)

Murphy. Patrolwoman Paulhaber was appointed to the Department in 1952, from a number one position on the civil service list. She has been used in many types of special investigations in the Department and because of her proficiency is called upon to assist in the training of probationary policewomen. She does various types of volunteer work, working with children and participating in group discussions on interracial topics.

Civil Service Examiners, Food and Drug Administration, Washington, D.C. Forms and announcement no. 334-B may be obtained from the Board of branch in Brooklyn, General Post Office, room 413.

• Use postal zone numbers on your mail to insure prompt delivery.

# Senior Steno Jobs Offered By N.Y. State

An examination will be given on November 21 to fill vacancies as senior stenographer in New York State departments throughout the state.

Three examination filing numbers have been given: One, Number 1414 is for promotion to the position from those presently employed by New York State. The second, number 2674, is open to all who meet the minimum qualifications and the third number 1506, is to fill vacancies for which legal stenography is required.

The promotion examinations will be considered first in appointing candidates.

Dictation by record will be used at a rate of 100 words per minute for three minutes. However, instead of full transcription, an answer sheet will be used and will consist of simulated transcription of the 300 words.

A written exam will be given in addition to the performance test and will include questions on office and secretarial practices, supervision and interpersonal relations.

For further information, contact the State Department of Civil Service, The Campus, Albany, New York or the department's office, 270 Broadway, New York City.

## Weekly Express Makes Its Bow In New York City

New York City became the home of a new newspaper last week when the first issues of The New York Express went on sale. A fifteen cent weekly, the Express has 23 columnists who hold forth on fashions, society, arts, horses and other subjects.

The editor of the 28-page paper is Igor Cassini, 49 years old, former writer of the Cholly Knickerbocker society column in The New York Journal American.

The money behind the new venture was put up by Cassini, Roy Moriarty, former publisher of The New York Enquirer, and Donald I. Rogers, a former financial editor for the Herald Tribune.

Most of the columnists formerly worked for the old New York Mirror.

The offices of the paper are at 56 W. 57th St., N.Y.C.

**Interior Decoration Book**  
The booklet "Interior Decoration for Veterans Administration Hospitals," can be obtained at the Government Printing Office, Washington, D. C., for 40¢ a copy.

## Public Relations I.Q.

(Continued from Page 2)

cult position to sell its securities, to get favorable loan terms from banks and insurance companies and, even more important, to attract good employees.

**GOVERNMENT AGENCIES** with good public relations usually have less of a problem recruiting good employees than an agency with public relations in the gray area. Of course, government's salary standards have been a major detriment in recruiting but this condition has been somewhat alleviated. The fact is that good public relations will draw good employees, while bad public relations will keep them away.

**IN THE AREA** of speeches before various groups, government agencies are several legs up on private industry. However, the National Industrial Conference Board reports that industry more and more is employing this effective means of communicating.

**IN ONE AREA**, government and industry are on the same target—both are stepping up their public relations efforts to promote better employee relations. Industry depends on the same transmission belts as government—house organs, bulletin board notices, educational materials, meetings, open house, etc.

**IN THE FIELD** of community relations, private industry is also stepping up its activities, just as government has done. No industry or government agency can live a life of isolation in the community where it is located. Both a company and a government agency must be good citi-

zens of the community to achieve local cooperation in its activities.

**ONE ITEM** of interest to government agencies are these two paragraphs of the Board's report dealing with government relations:

**"EFFORTS** to influence legislation, or promote good-will in government circles, are reported to be more frequently in the hands of trade and business associations than those of a company public relations unit.

**"PUBLIC RELATIONS** goals in this connection include, in some cases, 'convincing certain members of Congress and the public that our profits in defense work have not been excessive and have, in fact, been inadequate in view of the enormous responsibility and capability we must demonstrate in order to be a major contractor for the government' and 'attempts to present the viewpoints of business and industry to state legislators'."

## TRAVEL AGENT CLASS BEGINNING OCT. 8

An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel as an income sideline, will open Thursday, Oct. 8 at Eastern School, 721 Broadway, N. Y. 3, AL 4-5029, or Information, write or call for Form 88.

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## SHOPPING FOR LAND OR HOMES LOOK AT PAGE 11 FOR LISTINGS



# Dutchess County Turns Down Probation Director's Request For 'Non-Competitive' Test

POUGHKEEPSIE, Oct. 5—A request to make the appointment of a director of the Dutchess County Probation Department noncompetitive was turned down last week by the County Civil Service Commission, William Moehrke, executive secretary, said.

Raymond Connelly, newly appointed director of the department, had asked for a "non-competitive promotion examination" based on his 18 years as a probation officer in Children's and Family Court, 15 of which he served as a supervising probation officer.

### Denies Appeal

Moehrke said the commission denied the Connelly appeal because it felt "any qualified person ought to be given permission to take the examination."

Connelly, in a letter to the com-

mission, had said that if an open examination is conducted he feels that "his civil service rights would be abridged."

The examination for the \$9,725 position is set for Oct. 24.

In another action, the commission rejected an application by Mrs. Rose Tyshack, an employee of Family Court, for reclassification. She had asked to be classified as confidential secretary to Family Court Judge Giudice, Moehrke said.

"The state, not the local commission, classified her as a legal stenographer," Moehrke said.

# Schenectady Chapter Hits Lack of County Pay Raise

(Continued from Page 1)

tentative budget, he said, "this latest slap in the face seems to be a result of this indifference on the part of the Finance Committee.

"The complete disregard for the welfare of Schenectady County's employees and their families certainly does not bespeak an enlightened county government that realizes the only way to attract and retain trained, competent and loyal employees is to accord them salaries and other benefits at least comparable to the minimum paid by other state, local non-public jurisdictions in the area," Pintavalle said.

### Wants Immediate Review

He said the local chapter would request "an immediate review and reconsideration of the rejected employee program, so that it might be reinserted in the final budget before its passage."

In addition to a 15 percent

across-the-board salary increase for all county employees, the chapter had also requested:

1. Continuance of the 5 percent reduction in employee retirement contributions to the State Retirement System plus the assumption by the county of an additional 3 percent of the employees' retirement contributions as won for State employees by CSEA in the 1964 legislative session.

2. Modification of the County personnel rules and regulations to provide sick leave at half pay.

3. Modification of the Personnel Rules and Regulations to provide for the accumulation of vacation credits up to a maximum of 30 days and to provide for payment in cash for accumulated vacation credits up to a maximum of 30 days upon retirement or separation from county service.

# CSEA Gets Solution

(Continued from Page 1)

three pay periods, necessitating the captains to furnish the food from their personal finances.

### Solution Approved

In a letter to CSEA President Joseph F. Feily, the department superintendent, J. Burch McMorran, said "our staff has devised a solution which has now been approved by the Department of Audit and Control and by the Division of Budget. McMorran said the new system would be inaugurated at the beginning of the 1965 navigation system.

In its protest, the Employees Association cited one captain who regularly borrowed \$2,000 in the spring of the year at a six percent interest rate, so he would have enough cash on hand to purchase food for his crew until they began receiving their reimbursement.

### CORRECTION

The dates of the Civil Service Employees Assn. annual delegates meeting were inadvertently given as Oct. 14 through 16 in last week's Leader. The correct dates are Oct. 13 through 15.

# Nassau Submits 11-Pt. Program

MINEOLA, Oct. 5—Guaranteed half-pay pensions after 25 years' service; job protection for non-competitive and labor class employees after one year's service and true longevity increments are among the major items in all 11-point program submitted to the Nassau County Board of Supervisors by the Nassau chapter of the Civil Service Employees Assn.

Irving Flaumenbaum, chapter president, said the program was now under advisement by the Board and would be discussed in detail in the near future.

Other items on the program call for:

- Pay for accumulated sick leave upon retirement or separation.
- Non-contributory State Health Insurance Program.
- Cost of living index increase from Jan. 1 to Dec. 31, 1964.
- Installation of central county personnel office.
- Premium pay for overtime and night work.
- Unemployment insurance.
- Establishment of a perpetual classification and salary review board.
- Payroll deduction of credit union loans and share payments.



**SOFTBALL WINNERS** — The New York State D.P.W. Chapter, Civil Service Employees Assn., softball team won the Dutchess County Industrial Softball League pennant and the play-off championships. Happy winners are: Standing, left to right: Richard Doxsey, Henry Albertelli, Edward Williams, William Hamm, Richard Shanahan, Joseph Gale. Front row, left to right: Richard Friel, Edward Brown, Richard Germiller and James Moriarty. Absent from photo are: Herb Witz and Dave McCoy.

# Mary Gormley Heads Buffalo Unit Delegation

BUFFALO, Oct. 5—Mrs. Mary Gormley, president of Buffalo Chapter, Civil Service Employees Assn., will head the Chapter's Civil Service Employees Assn., will head the Chapter's delegation to 1964 CSEA convention, Oct. 13-15 in Syracuse.

Other officers who will attend include Mary Cannell, vice president; Mary Brady, corresponding secretary; Kathy Dowling, recording secretary, and Joseph Vollmer, treasurer.

# 5 A&M Workers Are Richer By \$560 For Suggestions

ALBANY Oct. 5—Five employees of the State Department of Agriculture and Markets are \$560 richer this week, thanks to cash awards presented them for suggestions on improving state service.

Commissioner Don J. Wickham made the presentations at a ceremony in his office. In addition to the cash awards, each employee received a Certificate of Merit.

Receiving the awards were: Ceasar J. Coluzza, supervising

inspector, Division of Food Control, \$50 and \$25. He designed seven new forms which have been adopted by the Department. All seven forms have been approved for use in his division and four have been adopted by the Division of Milk Control. They are designed to simplify office and field work.

### Prompt Testing

Mrs. Madelyn A. Rickes, senior clerk, Division of Animal Industry, \$100. Suggested a way to assure prompt testing of herds of cattle for tuberculosis thereby stepping up the performance of an important department function.

Dr. Grant S. Kaley, Director of Division of Animal Industry, \$200 and \$100. Suggested changing the procedures for printing and distributing lists of ring-negative and ring-suspicious cattle herds and also an improved way to serve herd quarantines.

Duane H. Dewan, inspector, Division of Milk Control, \$35 and \$25. Designed an entirely new form to cover economic inspections of restaurants. It has been adopted by both Food Control and Milk Control. He also prepared an accurate and condensed list of standards for milk and milk products, cheeses and frozen desserts. The listing of these standards should eliminate confusion and be of material assistance in the enforcement of product standards.

Mildred E. Smith, clerk, Division of Food Control, \$25. Designed a memorandum for use by field employees of her division which permits more accurate filing of correspondence and inspection reports.

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**SUPPORT** — Members of the Middletown State Hospital chapter, Civil Service Employees Association discuss pending supervising nurse (psychiatric) examination with Nicholas Puzifferri, president of the Southern Conference, CSEA. The

conference voted support for the chapter in the fight against increased requirements for the test. Left to right are, seated: Beatrice Murray, R.N.; Puzifferri; Raymond Swope, R.N. and Ralph Perna, R.N. Standing are, Thomas Umina, R.N. and Felice Amodio, chapter president. (See Page 3.)