

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVI, No. 25 Tuesday, February 23, 1965 Price Ten Cents

## Central Conference Report

See Page 3

THOMAS GOYLE  
P O DRAWER 125  
CAPITOL STATION  
ALBANY 1 N Y  
1965

k Acts

## Order To Reclassify Interviewers Signed; Appeal Delays Action

(Special To The Leader)

ALBANY, Feb. 22—A State Supreme Court Justice, here last week, signed an order directing the reclassification of State employment interviewers (grade 12) to employment counselor (grade 14).

The order, signed by Justice John H. Pennock, is the result of a decision won last month by the Civil Service Employees Assn., in which Judge Pennock ruled that the duties of interviewers and counselor titles within the State Division of Employment essentially are the same.

### Would Be Retroactive

The reclassification, which includes senior employment interviewers, would be retroactive to Feb. 15, the day Justice Pennock signed the order. It is understood, however, that the State Civil Service Commission already is preparing an appeal of the decision, which would mean that the higher courts would have to uphold the reclassification before it becomes effective.

The court suit was brought after the State Civil Service Commission, last Fall, gave competitive examinations for counselor positions. A group of interviewers objected to the examination, maintaining they already were fully qualified to be counselors without further examination.

A New York City attorney, Louis Yavner, was attorney for a group of interviewers. The CSEA intervened on behalf of all interviewers.

### Pennock's Ruling

In his decision last month, Judge Pennock wrote, "it is evident . . . that the titles (inter-

viewer and counselor) are interchangeable with the higher grade carrying no further qualifications."

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

In last weeks order, Judge Pennock directed the Civil Service Commission to reclassify all interviewers to the counselor positions and enjoined the Commission from making any use of the promotional examination given last September.

The judge also said the order would not effect the use of the open-competitive examination given on the same day for the purpose of filling future vacancies.

### Tim Merritt

Tim Merritt, an electrician mechanic with 42 years of State service, died last week in Manhattan State Hospital. He was 63.

Merritt was a member of the Manhattan State Hospital chapter of the Civil Service Employees Assn. Interment was in St. Raymond's Cemetery.



### BROTHERHOOD AWARDS —

Pictured above are the recipients and participants in the 12th annual New York State Employees Brotherhood observance held last week at the Waldorf-Astoria Hotel, New York City. Left to right are: John Sterrett, chairman; State Tax Commissioner Joseph H. Murphy who received the Benjamin Potoker Memorial Award from Sen. Jacob

Javits; Morris Gimpelson, Queens Director of Motor Vehicles, who received the Civil Service Employees Award; State Motor Vehicle Commissioner William S. Hulst who presented the award to Gimpelson; Joseph F. Feily, president of the Civil Service Employees Assn., one of the sponsors of the affair, and Frank Carrk, president of the Albany Tax chapter, CSEA.

### Seek Five Cents Per Week

## To Aid Growth, Strength And Service, CSEA Will Call For Small Dues Increase In March

ALBANY, Feb. 22—To provide the Civil Service Employees Assn. with the strong financial position it needs to continue its increased growth and influence on behalf of public employees, the CSEA leadership has announced it will seek a dues increase at the annual meeting of delegates March 10 and 11 in Albany.

Joseph F. Feily, CSEA president, fully outlined the need for such an increase in a detailed letter to chapter officers. The emphasis was on service and the letter said:

"As president it is my duty to advise you that the future needs and welfare of our members require an increase in CSEA membership dues effective October 1, 1965. The Association Officers recommended such action to our Board of Directors on January 21st, indicating their approval of increase of 5 cents weekly. The Board went on record in support of an increase if a Special Committee Study indicates the need, with the understanding that Treasurer John J. Hennessey, will be the chairman of the committee to assemble essential data, recommend the amount of increase, and distribute such information to members at least 10 days prior to the March 11th Delegate Meeting, so that amendment to the By-Laws may be considered at that meeting.

"The Special Committee to Study Proposed Dues Increase is composed of: Treasurer John J. Hennessey, Chairman; A. Victor Costa, president, Capital District Conference; Emmett J. Durr, president, Central New York Conference; Arthur Miller, president, Long Island Conference; Salvatore Butero, president, Metropoli-

tan New York Conference; Nicholas Puzziferri, president, Southern New York Conference; William J. Rossiter, president, Western New York Conference; William F. Kuehn, chairman, Directors' Budget Committee, and Edward J. Ryan, chairman, Auditing Committee.

### Basic Facts

"The basic facts which make the dues increase necessary are: "1. There is every indication that our expenditures will exceed our income during the current fiscal year ending September 30, 1965. Last year we had a surplus of income over expenses of \$51,870; the year before \$136,581, so it is conclusive that necessary costs of operation have steadily

(Continued on Page 14)

## Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swim-

(Continued on Page 16)

## Thruway Aids In Job Problem From Toll Automation

The East Hudson Parkway Authority Board will install automatic toll collection machines at their Saw Mill and Hutchinson River Parkway Toll Stations. This will result in abolishment of 15 positions of toll collector when the machines are installed. An additional four positions will be dropped at a later date.

### Transfers Planned

The Civil Service Employees Assn. asked the Thruway Authority to arrange for transfers to positions of toll collector which became vacant on the Thruway staff in the area in which the displaced employees would be interested. The Thruway Authority said they would accept an

(Continued on Page 16)



**NASSAU'S 10,000th MEMBER** — Pamela Sneddon left, is the 10,000th member to be enrolled into the Nassau Chapter of the Civil Service Employees Assn. Pamela is 18 years old and a clerk typist in the Board of Elections. Looking on, left to right, John F. English and William A. Meisser, Board of Elections Commissioners, and Irving Flaumenbaum, president, Nassau chapter.

*Don't Repeat This!*

The Big Question—What Will Dems Do For Civil Service?

WITH the dust of that rough intra-party battle settling somewhat in Albany now that the Democrats, with the help of Republicans, have organized the Legislature, the big question being asked by civil service employee organizations is "What are the Democrats going to do for public employees this year?"

The question is an anxious one because, to date, the only major civil service bill being talked about in the Democratic-dominated

(Continued on Page 2)

# DON'T REPEAT THIS

(Continued from Page 1)  
ed Legislature is one that would do something about the Condon-Wadlin anti-strike law. Concensus has it that the Legislature bill will call for outright repeal of the law—and that Governor Rockefeller will veto any measure that does not forbid public employees to strike. In addition, it is felt that the Democrats could not muster the necessary two-thirds majority required to override the veto.

The only area of agreement right now appears to be on retirement matters for State employees. Comptroller Arthur Levitt last Fall said he would seek to make the State Retirement System wholly non-contributory. Governor Rockefeller then proposed the same benefit in his budget message and Levitt assured State workers he would continue his support of the measure and would submit his own legislation on it. This benefit then, appears safe.

### No Plans Announced

In the area of salary increases and other matters costing money, however, there have been no announced programs from the Democrats. This is not too surprising at this stage because committee appointments in the Senate and Assembly were only announced last week and employee organizations did not know with whom they would have to negotiate and deal.

Now that the business of getting Democratic support for civil service programs is under way, however, many groups are wondering how many of the promises made by Democrats as a minority for three decades will be kept. Sensible organization leaders realize that a good deal of this promising was done without the authority of majority control. But they believe strongly that Democrats are essentially committed to improving the lot of public employees and are waiting for some cohesive

party program in this area.

### Fear and Hope

The biggest fear right now among civil servants is that the Democrats will be so intent on cutting Rockefeller's budget and revenue-raising programs that they may be inclined to economize at the expense of public employees. Should this turn out to be so, the reaction would be strong and, perhaps, very bitter. In both local and State government, large groups of public employees are still being paid wages below that paid for similar work in private business and industry. In the area

of fringe benefits, Government has lost its position as a leader in the field and fallen behind the enlightened worker programs offered by great sections of private employment.

The biggest hope for positive action from the new Legislature majority rests on two factors—the need for getting re-elected in November and the size of the civil service vote in New York State, which is an estimated 20 per cent of the electorate.

In general, the GOP has done well by civil servants during the Rockefeller Administration. Pub-

# Mackell Calls For Study Of Police Salaries

ALBANY, Feb. 22 — State Senator Thomas J. Mackell, Queens Democrat, wants a study made of police salaries by a joint legislative committee. "The police are the front line in the war on crime," Mackell said. "Recruitment of personnel capable of coping with the challenge is the most immediate concern of the police."

The senator urges the committee to investigate police salaries in villages, towns, cities and counties "and the adequacy of State aid for such purposes."

Mackell maintained that recruitment and retention of capable police cannot be achieved without adequate salaries. He concluded:

"Absurd and inexplicable pay differentials based upon accidents of geography and political subdivision must be eliminated."

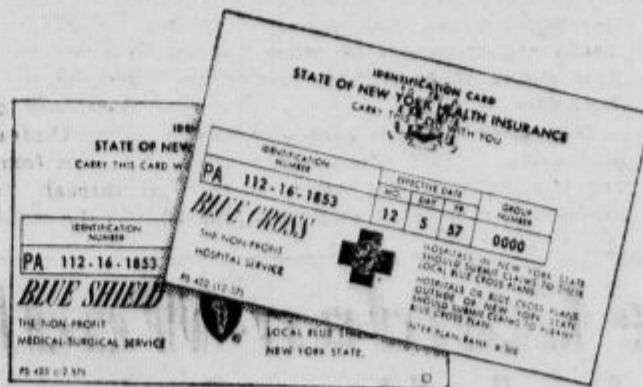
• Use postal zone numbers on your mail to insure prompt delivery.

lic employees are now waiting to see if the Democrats will show similar concern for the welfare of the civil service. The next few weeks, maybe even days, will bring the answer.



## This is New York State's No. 1 sculpture . . .

The Statue of Liberty is probably the best-known piece of sculpture in the world. Towering above New York Harbor, "The Lady with the Lamp" — gift of the people of France — has lighted millions of European immigrants to the freedom and security of our United States of America.



## . . . and these are New York State's No. 1 Get-Well Cards!

More than 485,000 State employees and employees of many local subdivisions of New York State and their dependents are glad they have them. These New Yorkers depend on the three-way STATEWIDE PLAN — Blue Cross, Blue Shield and Major Medical — to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the STATEWIDE PLAN offers the most liberal benefits at the lowest possible cost . . . see your payroll or personnel officer.



ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERLOO

**CIVIL SERVICE LEADER**  
America's Leading Weekly  
for Public Employees  
**LEADER PUBLICATIONS, INC.**  
97 Duane St., New York, N.Y. 10007  
Telephone: 212-866-1010  
Published Each Tuesday  
Entered as second-class matter and  
second-class postage paid, October 3,  
1939 at the post office at New York,  
N.Y. and at Bridgeport, Conn., under  
the Act of March 3, 1879. Member  
of Audit Bureau of Circulations  
Subscription Price \$5.00 Per Year  
Individual copies, 10c

**MEN & WOMEN**  
Wanted by City of New York  
Applications Must Be Filed  
Before 4 P.M. Wednesday, Feb. 24

**CORRECTION OFFICERS**

N.Y. City Written Exam May 15  
SALARY \$145 to \$173 A WEEK  
Plus Full Civil Service Benefits

Men—20 to 31 Yrs. Min. Hgt. 5'7 1/2"  
Women—22 to 31 Yrs. Min Hgt. 5'5"

OUR SPECIALIZED TRAINING  
Prepares for Official Written Test

ENROLL NOW! DON'T DELAY  
Practice Exams at Every Class

For Complete Information  
PHONE GR 3-6900

In MANHATTAN on TUES., FEB. 16  
at 1:15, 5:30 or 7:30 P.M.  
JAMAICA: WED., FEB 17 at 7 PM  
Just Fill In and Bring Coupon

DELEHANTY INSTITUTE C-216  
115 East 15th St., Manhattan or  
89-25 Merrick Blvd., Jamaica.

Name .....

Address .....

City .....

Admit FREE to Correction Off. Class

**File Now!**

# Insurance Plan Open Without Physical Test ONLY During March

New applicants for Civil Service Employees Assn. group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1965.

Announcement of the month-long special enrollment period was made by Joseph F. Feily, CSEA president, who emphasized that there are many advantages to the plan for those who qualify.

**Many Features**

Among the inviting features are:

- No medical examination for applicants under age 50 who have not been previously rejected for this insurance on the basis of a medical examination.
- Your premiums are waived if you should become permanently and totally disabled as described

in the plan.

- Eight per cent additional insurance guaranteed until Nov. 1, 1965 without additional charge.
- Double indemnity in the event of accidental death at no additional charge, as described in the plan.
- Low cost—much less than you can arrange through regular channels, regardless of whether your occupation is hazardous. The 30 percent additional insurance furnished prior to Nov. 1, 1961 is incorporated into the basic amounts issued under the plan effective that date.
- Payroll deductions make it easy to pay.

**\$26 Million Paid Out**

To date, nearly \$26-million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the ever increasing membership becoming insured. The total membership of CSEA is now more than 127,000.

State police, prison guards and other members who have hazardous employment usually have to pay additional premiums for life insurance, but in the CSEA Group Life Plan, cost to all members, regardless of employment, is the same.

**Who is Eligible?**

Any member of CSEA, or eligible employee who joins, employed by the State or any political sub-division or school district in which the low cost Group Life Insurance Plan is installed, can apply for coverage.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association Headquarters at 8 Elk Street, Albany and 11 Park Place, New York City.

This special offer is good only during March, 1965. Members are requested to bring this matter to the attention of fellow employees.



**INFORMATION, PLEASE —** Many themes were emphasized at the recent meeting of the Central Conference of the Civil Service Employees Assn., held in Syracuse, and public re-

lations rated as one of the top items for discussion. A display on the subject was set up for delegates to study—and learn from. The on-looker was not identified.

**Syracuse Annual Dinner**

# Central Conference Holds Information-Packed Meet; Miss Krone Main Speaker

SYRACUSE, Feb. 22—"Through thorough study, re-training and effective placement, we hope to retain everyone on the State payroll" despite the switch in many departments to electronic data processing," Mary Goode Krone, president of the State Civil Service Commission said here.

Miss Krone was the principal speaker at the dinner climaxing the winter meeting of the Civil Service Employees Association's Central Conference and County Workshop in Hotel Syracuse Countryhouse.

Another highlight of the two day meeting—Feb. 12-13—was the acceptance by the Central Conference of Onondaga Chapter as a member. The chapter, first county unit to join the conference, was accepted without payment of any dues until next Oct. 1.

Emmett J. Durr, conference president, also said the group agreed to accept for membership under the same conditions—without dues—any other county chapter in the Central Conference area which runs from the Southern Tier through the center of the state to the North Country.

Delegates to the meeting also saw the first showing locally of the CSEA film, "Accent on Service," and heard talks on membership, the CSEA legislative program and public relations.

**On Automation**

Miss Krone said the Civil Service Commission itself is transferring much of its work to electronic data processing (EDP) equipment to help speed service to local civil service units.

On the use of EDP by state agencies, she told the delegates and guests: "It is the policy of this administration that with the development of EDP we want to make certain our employees in the state departments do not lose their jobs."

"We must consider the overall job," she said, "and protect as many employees as possible."

"With all the work saved and the improved services resulting from automation, no one can deny that there are human problems involved in each state affected, she said.

Action has been taken by the governor to study the problems, and "it is hoped the governor's action will uncover new ways of dealing with these very real problems."

She declared: "State government may be big, but it is run by human beings like you and me. We don't want to see anyone lose a job because of automation if we can help it. Though thorough study, re-training and effective placement, we hope to retain everyone on the state payroll."

**Governor's Program**

Discussing briefly Governor Rockefeller's program of new benefits for state workers, Miss Krone pointed out that "all these benefits cost money."

"And with the other tremendous demands for services taxpayers want, it is understandable that

the Governor had to propose tax increases. No one likes to pay higher taxes — the governor included—but it is the only solution to government's needing money," she said.

Some of the recommendations of a group set up by the Governor to study the education and re-education of women in New York State, she said, will be implemented this year "in so far as they affect women in state service."

**Perkinson on PR**

In the Feb. 12 morning session, Michael Vadala, first vice president of the Central Conference, urged active participation in chapter and conference activities by all members. He spoke after showing the CSEA film by Clara Boone.

Gary J. Perkinson, CSEA public relations director, said (Continued on Page 16)

**Marie Owen May**

Mrs. Marie Owen May, 77, of West Islip, head nurse at Central Islip State Hospital for six years until her retirement in 1957, died last week after a long illness.

Mrs. May also had served as supervisor of nurses at Jones Beach State Park 20 years and was head nurse at Edgewood Division of Pilgrim State Park Hospital for two years. She was long active in the affairs of the Civil Service Employees Assn., having once served as secretary-treasurer of the Long Island State Park chapter, and as membership secretary of the Pilgrim chapter. She was a member of the CSEA state-wide committees on membership and canvassing and was instrumental in forming the Long Island Conference of the Employees Association.

She is survived by a son, William R. Owen, and four grandchildren, all of Birmingham, Ala.

Services and burial were last week.

## Orange County Chapter Hears Committee Aims

GOSHEN, Feb. 22 — James Adams spoke on the "Aims of the State Membership Committee" at a meeting of the Orange County chapter, Civil Service Employees Assn., attended by representatives of the City of Newburgh, Port Jervis, Orange Walkkill and the Greater Newburgh Board of education units at the Goshen Inn recently.

Charlotte English, president, presided. Discussion included methods of securing new members and keen interest was generated for a sustained membership drive, according to Isabel Van Pelt, secretary.

Attending were Marion Shea and Blanche Kolassa, Newburgh Board of Education; Frank English and Raymond Rogers, City of Newburgh; Bill Conlton and Paul Fink, Port Jervis; John Keller and Conrad Kroll, Orange; Douglas Hendrickson and Charles Sharpe, Walkkill; Mr. and Mrs. Adams; Mrs. English; Richard Riker, vice president; Frank Spisso, treasurer; and Miss Van Pelt.

# Continue Condon-Wadlin, Gov. Rockefeller Asks

ALBANY, Feb. 22—Governor Rockefeller has asked the Democratic-controlled Legislature to continue the Condon-Wadlin Law and to make its anti-strike provisions permanent.

In submitting a bill to accomplish his goal, Rockefeller quoted former President Franklin D. Roosevelt in urging passage of the measure:

"A strike of public employees manifests nothing less than an attempt to prevent or obstruct the operations of government until their demands are satisfied. Such action, looking toward the paralysis of government by those who have sworn to support it, is unthinkable and intolerable."

Rockefeller also quoted former Governor Thomas E. Dewey to make his point:

"A strike against government would be successful only if it could produce paralysis of govern-

ment. This, no people can permit and survive."

**Cites Reasons**

Pointing out he had approved amendments to the Condon-Wadlin law in 1963, Rockefeller urged they now be made permanent, saying:

"In the light of the experience of the past two years, the new provisions have proven to be more effective in deterring strikes by public employees in providing reasonable sanctions than the old provisions which they replaced."

Prior to 1963, the law provided that a striking public employee

forfeited his job and could not be reemployed except at the same salary. He also forfeited any pay raise for three years and was on probation, without tenure, for five years.

Under the 1963 changes, the striking employee is held to the same salary for a minimum of six months and placed on probation for one year. The employee also is required to give up two days pay for each day on strike.

The Civil Service Employees Assn. is among the organizations seeking repeal of the Condon-Wadlin Law.

**100% Of DA's Office Aides Join CSEA Westchester Unit**

Employees in the Westchester County chapter of the Civil Service Employees Assn. have all joined the Westchester County District Attorney's office. This makes the department the

second one to attain 100 percent membership in the chapter. According to a chapter spokesman,

the District Attorney's office joins the Supreme Court Librarian's office in the 100 percent category. The total membership of the

Westchester County chapter is now 2,500.

**TAKE A TIP FROM MR. ZIP . . . INCLUDE ZIP CODES IN ALL ADDRESSES**

# ATTENTION City Employees!

If you are a New York City Policeman, Fireman, Transit Policeman or employee of one of the other City Departments about to choose a new health protection plan for yourself and your family, don't make this important decision before reading these facts.



Here's why your wisest choice  
in health care is the new

## TRIPLE PROTECTION PLAN

backed by the 3 largest specialists in health protection



**BLUE SHIELD - BLUE CROSS  
AND METROPOLITAN LIFE**



- Only this three-part package brings you *Major Medical coverage* by Metropolitan Life Insurance Co. *in addition to basic medical-surgical and hospital coverage* by Blue Shield and Blue Cross.
- Only Blue Shield has approximately 20,000 Participating Physicians (twice as many as the next largest plan). *Your own doctor* is probably one of them.
- Only this tailored-to-your-needs program offers you benefits for ALL these valuable services:

Home and Office Visits  
Maternity Care  
Doctor Care in Hospital  
Specialist Consultations  
Laboratory Examinations

Ambulance Service  
General Anesthesia  
Hospital Care  
Private Duty Nursing  
Surgical Care

Radiation Therapy  
Diagnostic X-Ray  
Oxygen  
Therapeutic Equipment  
Prescription Drugs Out-of-Hospital

Don't miss out on these important advantages! Choose wisely . . . choose the

## TRIPLE PROTECTION PLAN

## Testimonial Set For Ed McAniff

A testimonial dinner will be tendered for retired Chief of the Fire Department Edward McAniff at the Waldorf-Astoria Hotel on Thursday, Feb. 25. Chief McAniff retired recently after 28 years as a New York City Fire-fighter.

Chief McAniff has been named director of firefighting studies at Delehanty Institute.

Reservations at \$15 per person may be obtained by calling 566-3206 or 566-3258. The reservation includes a complete prime ribs of beef dinner, and two bottles of liquor for each table of ten.

NOW THRU 28th

## SPORTS VACATION TRAVEL SHOW

N. Y. COLISEUM

Adventure! Thrills!

Hundreds of exhibits. • Latest in hunting, fishing, travel • Newest campers, travel trailers • Win free foreign trips • Surf casting tournament • Trout fishing for prizes • Admission \$2. Children half-price.

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

By JAMES F. O'HANLON

### Civil Service Commission Rules Out Retirement Adjustment This Year

The Consumer Price Index for 1964 has not shown a sufficient increase over that for 1962 to allow a cost-of-living adjustment of civil service retirement annuities, according to the Civil Service Commission.

Under 1962 Retirement Act amendments, annuities will be adjusted upward three months after the end of the first year in which the annual average of the Consumer Price Index is at least three percent higher than it was in 1962. The year that triggers this upward adjustment then becomes the new base year on which future adjustments are calculated.

The annual average of the Consumer Price Index for 1964 is 108.1 as compared to 105.4 for 1962. This is an increase of 2.7 points,

or 2.6 percent.

The Commission also noted that for the single month of December 1964, the Consumer Price Index was 108.8, or 3.2 percent up from the annual average for 1962. However, unless the cost of living remains at about this level or increases, there will not be an automatic annuity increase effective April 1, 1966. If an increase does become due in April 1966, it will affect only those annuitants who were already on the retired rolls on January 1, 1965.

### President Seats Ten On Retirement Comm.

President Johnson has named the 10 members who will serve on a special committee which will review Federal pay scales and report to him by April 1. The President will review the committee report and then make a recommendation to Congress on Federal

pay. Members of the committee are: George Meany, AFL-CIO president; Marion Folsom, former Secretary of Health, Education and Welfare; Don Price of Harvard University; Sydney Stein, an investment counselor; and retired Gen. Omar Bradley.

Also from the administration, Defense Secretary Robert McNamara, Labor Secretary W. Willard Wirtz, Postmaster General John Gronouski, Civil Service Commission Chairman John W. Macy Jr. and Budget Bureau Director Kermit Gordon.

### Fino Re-Introduces Hazardous Duties Retirement Bill

Congressman Paul A. Fino (R.-N.Y.) has re-introduced his bill to increase the retirement annuities of civil service employees engaged in hazardous duties.

Congressman Fino, in re-introducing this bill, said: "Surely it is not unreasonable to increase

the retirement benefits of employees who have set themselves apart from their fellows by engaging in hazardous duties. This bill would in effect raise the retirement annuities of such persons by 25 percent. I feel their service merits this increase."

**BE FULLY PREPARED!**  
Applications NOW Open for WRITTEN EXAM, MAY 15

## PATROLMAN

N.Y. POLICE DEPT.



**\$173**

A WEEK AFTER 3 YEARS (Includes Pay for Holidays and Annual Uniform Allowance)

Excellent Promotional Opportunities PENSION AFTER 20 YEARS

Ages: 20 through 28—Min. Hgt. 5'8"

ENROLL NOW! DON'T DELAY! Practice Exams at Every Class

For Complete Information PHONE GR 3-6900

Or Be Guest at a Class  
MANHATTAN: TUES., FEB. 23 at 1:15, 5:30 or 7:30 P.M. or  
JAMAICA: WED., FEB. 24 at 7 P.M.  
Just Fill in and Bring Coupon

Delehanty Institute, L216  
115 East 15th St., Manhattan or  
89-25 Merrick Blvd., Jamaica  
Name .....  
Address .....  
City ..... Zone .....  
Admit FREE to One Patrolman Class

**HIGH SCHOOL DIPLOMA** **MONROE BUSINESS INSTITUTE**

- Accepted for Civil Service
- Job Promotion
- Excellent Teachers
- Short Course - Low Rates

Call Mr. Jerome for Consultation  
KI 2-5600

E. Tremont Ave. & Boston Rd.  
(RKO Chester Theatre Bldg.)  
Bronx 60, N.Y. KI 2-5600

the real danger...  
**TOTAL DISABILITY**



Nobody likes to think about being sick or injured, but the sad fact is that most of us, sometime during our lives, will be forced by sickness or accident to stay out of work. Fortunately, this period is usually short. . . But, you can't always count on this.

You can count on C.S.E.A. Accident and Sickness insurance to pay you a steady income if you are disabled. Over 40,000 C.S.E.A. members enjoy this protection—which supplements their benefits under the State Hospital Plan. Hundreds of members already have received benefits totaling millions of dollars.

You owe it to yourself and your family to investigate the C.S.E.A. Accident and Sickness insurance plan.

For full information call or write



**TER BUSH & POWELL, INC.**  
*Insurance*  
SCHENECTADY  
NEW YORK EAST NORTHPORT BUFFALO SYRACUSE

## The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways)  
JAMAICA: 89-25 MERRICK BLVD., bet. Jamaica & Hillside Aves.  
REGISTRAR'S OFFICE OPEN: Monday to Friday 9:30 AM to 9 PM CLOSED SATURDAYS

50 Years of Successful Specialized Education For Career Opportunities and Personal Advancement

Be Our Guest at a Class Session of Any Delehanty Course or Phone or Write for Class Schedules and FREE GUEST CARD.

- PREPARE FOR OFFICIAL WRITTEN EXAMS FOR:
- HIGH SCHOOL EQUIVALENCY DIPLOMA
  - PATROLMAN - N.Y. Police Dept. Exam May 15
  - Correction Officer (Men and Women) Exam. May 15

CLASSES NOW FORMING FOR COMING EXAMS FOR:

**RAILROAD CLERK** —Men & Women  
(Subway Station Agent—N.Y. City Transit Authority)  
No Age, Educational or Experience Requirements  
Salary \$98. to \$103.90 —40-Hour, 5-Day Week

**Also MAINTENANCE MAN—\$142 a Week**  
At least 2 years of paid experience in maintenance, operation and repair of buildings. No age limits.

Inquire for details and Starting Dates of Classes

- Thorough Preparation for NEXT
- N.Y. CITY LICENSE EXAMS for
    - MASTER ELECTRICIAN - Fridays at 7 P.M.
    - STATIONARY ENGINEER - Class Forming
    - REFRIGERATION OPERATOR - Thur. 7 P.M.
- Small Groups — EVE. CLASSES — Expert Instructors

**PRACTICAL VOCATIONAL COURSES:**  
Licensed by N.Y. State—Approved for Veterans

**AUTO MECHANICS SCHOOL**  
5-01 46 Road at 5 St., Long Island City  
Complete Shop Training on "Live" Cars  
with Specialization on Automatic Transmissions

**DRAFTING SCHOOLS**  
Manhattan: 123 East 12 St. nr. 4 Ave.  
Jamaica: 89-25 Merrick Blvd. at 90 Ave.  
Architectural—Mechanical—Structural Drafting  
Piping, Electrical and Machine Drawing.

**RADIO, TV & ELECTRONICS SCHOOL**  
117 East 11 St. nr. 4 Ave., Manhattan  
Radio and TV Service & Repair, Color  
TV Servicing, "HAM" License Preparation.

• **DELEHANTY HIGH SCHOOL**  
Accredited by Board of Regents  
91-01 Merrick Boulevard, Jamaica  
A College Preparatory Co-Educational Academic High School. Secretarial Training Available for Girls as an Elective Supplement. Special Preparation in Science and Mathematics for Students Who Wish to Qualify for Technological and Engineering Colleges. Driver Education Courses.

For Information on All Courses Phone GR 3-6900

# Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007

212-BEEKMAN 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, Federal 8-8350

10c per copy. Subscription Price \$2.55 to members of the Civil Service Employees Association, \$5.00 to non-members.

TUESDAY, FEBRUARY 23, 1965

## Good Work

A plot was uncovered last week to destroy at least three National shrines. Through the efforts of a rookie New York City patrolman acting as an undercover agent this bizzare activity was aborted.

We join with other citizens in congratulating Raymond Wood for his outstanding service to his city and country.

We also commend for their cooperation in this activity, the Federal Bureau of Investigation, the Royal Canadian Mounted Police, the United States Border Patrol and the City of New York Police Department.

## 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.

## Ombudsman

SO FREQUENTLY is the good public relations of civil servants damaged by unfounded charges or "shotgun" denunciation, that a discussion of the problem seems appropriate.

PART OF THE solution of course, is the individual performance of civil servants—performance which always should be outstanding. But regardless of superior performance of many civil servants, there are always those who will complain of bureaucrats—any bureaucrats.

THUS, IT IS interesting for all of us to know something about a rather unique institution, called an ombudsman, which has operated successfully within the framework of the Swedish government for 156 years.

AN OMBUDSMAN—an abbreviation of the official justitiombudsman—has the responsibility to "institute proceeding before the competent courts against those who, in the execution of their official duties, have, through partiality, favoritism, or other cause, committed any unlawful act or neglected to perform their official duties properly."

THE OMBUDSMAN is now official in Finland, Norway, Denmark, and New Zealand. In Sweden, the ombudsman may prosecute civil servants who have committed errors or been negligent in their work.

THERE ARE several public relations angles to the work of the ombudsman in Sweden. One of the most startling is this fact: approximately nine out of every ten complaints that come into his office prove to be unfounded or without evidence.

WE HAVE no doubt that ratio

is about the same in the United States. Which leads us to pose the question: would the establishment of an ombudsman in the United States be feasible?

IN THE United States there are hundreds of government agencies which now have official complaint bureaus, to which those who feel they have been wronged by a civil servant can complain and ask that the wrong be righted. Interestingly enough, many of these citizens' complaint bureaus are considered a public relations function and are supervised by whatever official is in charge of a government agency's public relations.

FOR EXAMPLE, the complaint bureau in the New York City Police Department is supervised directly by the department's public relations specialist. However, frequently the actual investigation is carried out by the Police Commissioner's own confidential investigators.

ALTHOUGH, there are now agencies which can entertain complaints and determine whether the complaint is valid or unjustified, there is something to be said the ombudsman arrangement if for no other reason than that the ombudsman can protect the civil servant as much as the complainant.

WHAT BETTER protection could be for the innocent civil servant than to be guarded from (Continued on Page 7)

## LEADER BOX 101

Letters To The Editor

### Sanitation Dept. Commends 'Leader'

Editor, The Leader,

Thanks for the Leaders containing your nice treatment of our night people.

Commissioner Lucia has read the article and shares my appreciation of it—and the fact that you absorbed a lot of information on the Department and boiled it down to a very accurate and readable report.

In fact, we like your piece so much that we are thinking of reprinting it in SWEEP.

Thank's again—and don't forget that there are a lot of features in the Department whenever you decide to take a look at some other phase of "the world's biggest housekeeping job."

J. D. RODDA

Public Relations Adviser  
NYC Dept. of Sanitation

### Compliment 'Leader' On Test Questions

Editor, The Leader:

In this day and age we all seem quick enough to complain about this or that, but what about a word of compliment when you're pleased about something.

That is exactly our sentiments about the recent article in the February 9th, 1965 issue of The Civil Service Leader. Those sample clerical test questions you printed were just wonderful and what a challenge. We started doing them and before long we had other members of our office staff offering their answers.

How about a continuation of this . . . just enough questions to keep us interested and offer a little brain work.

CAROLYN CROICK  
VALERIE CANNITO  
MARGARET LORINI  
ROSAMOND EDLUND  
WILLIAM F. EICHENHOFER  
Jamesville, N. Y.

### Beautician Upgrading

Editor, The Leader:

I am a beautician and I did not see any up-grading for us.

At the present time, we beauticians are level with the practical nurses. They are listed in the up-grading.

Are we to remain at the same grade 6 level? We have had special training in our field at our own expense. Our work is of equal importance.

There is nothing like a shmapoo and set for a morale boost.

GLADYS BECK  
Pilgrim State Hospital

### Explains Employee's Temporary Status

Editor, The Leader:

My attention has been drawn by the president of the Division of Housing & Community Renewal chapter of the Civil Service Employees Assn., to some correspondence carried in your letter columns in the issues of December 22, 1964 and January 12, 1965.

In the first letter, signed by "An employee of the Division of Housing and Community Renewal," it is alleged that the writer has not received salary increases as provided by law.

In the second letter, Mr.

## 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.")

## Service Connected Disability

HEART DISEASE is a frequent basis for claims for retirement from the New York City Fire Department at three-quarters pay. The problem to be resolved usually is whether the heart attack is service connected. The answer in each case must depend upon its own facts.

IN A RECENT opinion the Court considered thoroughly the applicable law. The petitioner sought Court annulment of the action of the Board of Trustees of the New York Fire Department Pension Fund in denying by a tie vote (twelve to twelve) the application of a Fire Lieutenant for a pension of three-quarters pay.

THE PETITIONER suffered his heart attack while on a routine building inspection of five newly constructed two family houses. The petitioner was hospitalized for twenty-nine days, and two months after discharge from the hospital he was placed on light duty status. Thereafter, a three-man medical board found a partial permanent disability not caused by performance of duty. Two years later petitioner applied for service induced retirement but the full medical board unanimously found a partial permanent disability unrelated to the performance of duty. The petitioner appealed and a two-man special medical board, one of whom was selected and paid by the petitioner, concluded that if the petitioner's contention of excessive physical activity on the day of his heart attack could be confirmed, the thrombosis was service connected, but that if the Chief Fire Marshal's report, which did not confirm the claim of excessive physical activity be accepted, there would be no basis for finding the heart condition to be duty caused. As the petitioner had more than twenty years of service he was accordingly ordered retired on a one-half salary pension.

A YEAR AFTER his mandatory retirement the petitioner submitted additional evidence to the Fire Commissioner who refused to request a re-evaluation by the Pension Board. Three years later the petitioner, with the help of affidavits and other evidence, achieved reconsideration, but the Board of Trustees, again by tie vote, denied a three-quarters service caused pension.

FIREMEN'S PENSIONS are governed by Article 1, Title B, Chapter 19 of the Administrative Code. The Board of Trustees may award a disability pension upon a certificate of a medical board or a special medical board. For the Board of Trustees to act, its resolution must be adopted by at least seven-twelfths of the total authorized votes.

IN DENYING THE petitioner's application, the Court relied upon the precedent of City of New York vs. Schoeck, in which the Court of Appeals considered Battalion Chief Schoeck's application for a three-quarters disability pension. The issue was whether Schoeck's disability was caused by the actual performance of his duties. The Court found that the medical board's determination of disability is binding. However, the issue as to whether the disability was service induced must be decided by the Board of Trustees in the exercise of a sound discretion.

IN THE CASE at bar, the record was held to create room for reasonable differences of opinion as to whether the Lieutenant's heart attack was caused by the performance of his duties. Of course, on an incontestably correct finding by the medical board of service-connected disability or upon evidence of fraud or bad faith, there would be room for judicial intervention, but such was not the case. While the Board of Trustees failed to reach a decision on the record before it, the Court stated that in view of the reasonable ground for differences of opinion, the Court was not empowered to break the tie. There can be no action upon petitioner's request for a service incurred disability until such time as the Board of Trustees breaks its own tie.

Solomon Bendet drew attention to the existence of our chapter and the New York City chapter. He indicated that it was possible that the writer was a member of one of these chapters and that the writer might find it advisable to bring the facts in his case to the attention of the respective chapters. He offered the help of the New York City chapter, if the writer were a member of that chapter. Insofar as we know, nothing further has developed with respect to the original communication, and, as we shall now indicate, for a very good reason. If the person writing the letter or the New York City chapter had made inquiry of our chapter (which has approximately 220 members and far exceeds those (Continued on Page 12)

**P. R. Column**

(Continued from Page 6)

unjust accusation by a totally objective, scrupulously honest official whose only purpose is to get at the truth?

**ANOTHER INTERESTING** public relations angle of the Swedish ombudsman is the annual report that the official publishes—a book which last year totalled 591 pages.

**THE CURRENT** ombudsman in Sweden, Mr. Alfred Bexellus, says: "That is the ombudsman's real weapon because nobody wants to have his name in that book. It is a kind of 'Who's Who' in reverse of public officials and civil servants. To keep their names out of it, the people in the courts and agencies are likely to be a little more careful about the way they do their work."

**UNDOUBTEDLY**, there is something to what Mr. Bexellus says. A newspaper friend, who did a tour of duty in Sweden as a foreign correspondent, tells us that Swedish civil servants and officials are among the most polite and helpful in all Europe.

**When you can choose your health plan...**

**please  
choose  
carefully...**

**THE GHI FAMILY DOCTOR PLAN**

**Coverage from the first visit:** Under the GHI Family Doctor Plan, your insurance starts with the first dollar.

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

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

**YOUR FAMILY DOCTOR PLAN BENEFITS**

**Out-of-Hospital**

- Home Calls
- Office Visits
- Diagnostic X-ray Examinations
- Diagnostic Laboratory Examinations
- Annual Physical Examinations
- Immunizations
- Infant Care
- Well-Baby Care
- Maternity Care

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

**In-Hospital**

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

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

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.  
This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.

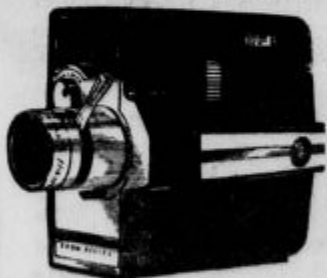


For more details call or write  
**GROUP HEALTH INSURANCE, INC.**  
221 Park Avenue South, New York 3, N. Y., Phone: SP 7-6000, Extension 3100

AT  
**STERLING HOWARD**  
FEATURE for FEATURE

THE **BELL & HOWELL**

**ZOOM MOVIE CAMERA BEATS THEM ALL!**



- Reflex Viewing
- Zoom Lens
- Electric Eye
- Pistol Grip
- Cartridge Loading
- Low Price

**NEW DEAL RADIO & CAMERA**

87 2nd AVE.  
N.Y. City GR 5-6100

Prepare For Your

**\$35— HIGH —\$35**

**SCHOOL EQUIVALENCY DIPLOMA**

- Accepted for Civil Service
- Job Promotion
- Other Purposes

Five Week Course prepares you to take the State Education Department Examination for a High School Equivalency Diploma.

**ROBERTS SCHOOL**  
517 W. 57th St., New York 19  
PLaza 7-0300

Please send me FREE information.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ Ph. \_\_\_\_\_

# IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

**CAN AN AGENCY LIMIT 'MOONLIGHTING' TO THOSE WHO HAVE WRITTEN CONSENT?**

**What Happened:** If you regulate a requirement for written permission before an employee can perform some act or others, is it implicit that such approval will be given provided all the other rules are met?

- Inevitably, another question will arise—can the man who claims oral permission use that argument as a defense when taxed for failing to win written consent?
- And finally, if the employee's act is valid and above board, how serious then becomes a failure to get necessary written permission?

All these questions came up in a dispute between Jim Carlton, a member of Michigan's pardons and parole board, and the state civil service commission.

Carlton, a lawyer, had acted for several years as a registered legislative agent for a hospital association. While still so serving, he was given a provisional appointment to the pardons and parole board and after six months attained permanent civil service status.

It was not much later that Carlton was called in by a member of the corrections commission. "We understand, Jim," the Commissioner said, "that you are doing work for the hospital association—including lobbying. We find this a bit disturbing."

"That is not altogether correct," Carlton answered. "All I do is give

them advice on legislative matters from time to time. The association has its own paid lobbyist and I have nothing whatsoever to do with those activities."

"That may be, Jim" the Commissioner answered. "Nonetheless, it could be embarrassing for us. We must ask you to drop it."

"That's not completely fair," Carlton answered. "Before I was given my post, I told the Commission I would continue doing advisory work for the association on a part-time basis. No objection was raised."

"Well, you don't have written permission so I don't see how you can raise that argument. You know the regulations."

Carlton was ordered to end his connections. He refused and was fired. The Michigan Civil Service Commission upheld the discharge and Carlton took to the courts.

The Commission read to the Court its directive on moonlighting, including Provision No. 6 which said:

"A classified state employee

shall secure the written approval of the appointing authority of his agency before engaging in any supplementary employment, and shall keep the appointing authority fully informed of any contemplated changes in supplementary employment and have his approval therefor."

Carlton answered:

- The Commission was informed verbally of my out-

side work before my appointment and knew I intended to continue. They condoned it and ought not to raise questions now.

- My outside work does not interfere with my state job. It meets all the directives and the Commission must give me written consent on request.

Did Carlton Win Reinstatement?

YES  NO

(Answers on Page 10)

**FIND OUT TODAY HOW YOU CAN FINISH HIGH SCHOOL AT HOME IN SPARE TIME**

\$6 Monthly includes all Books, Exams, Individual Instruction!

Our Students have entered over 500 Colleges!

If you are 17 or over and have dropped out of school write for FREE Booklet. Tells how.

**AMERICAN SCHOOL, Dept. 9AP-91**  
130 W. 42nd St., New York 36, N.Y. Phone BR 9-2664; Day or Night

Send me your free 56-page High School Booklet

Name \_\_\_\_\_ Age \_\_\_\_\_  
Address \_\_\_\_\_ Apt. \_\_\_\_\_  
City \_\_\_\_\_ Zone \_\_\_\_\_ State \_\_\_\_\_

**OUR 68th YEAR**

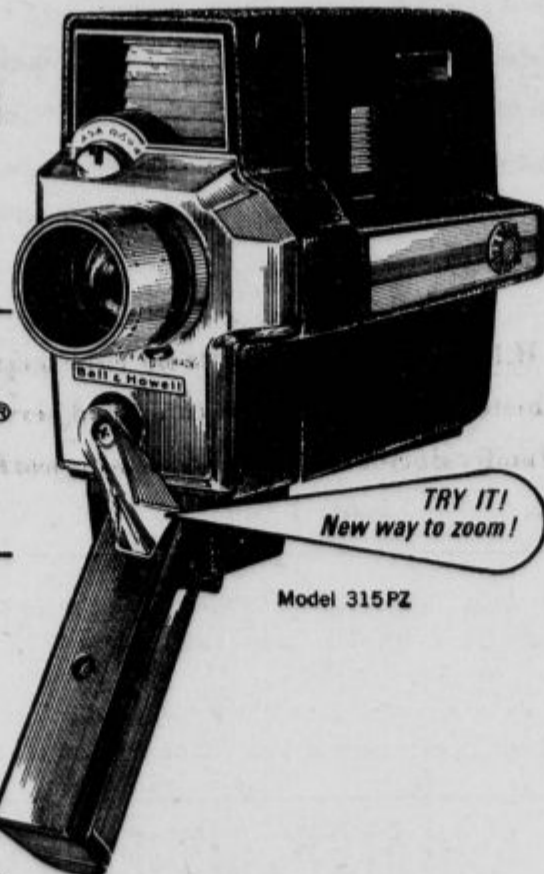
# LOST!



...all these picture-taking opportunities while you were changing film!

**YOU'LL NEVER MISS THE ACTION with the CARTRIDGE-LOADING**

**Bell & Howell AUTOLOAD® 8mm MOVIE CAMERA**



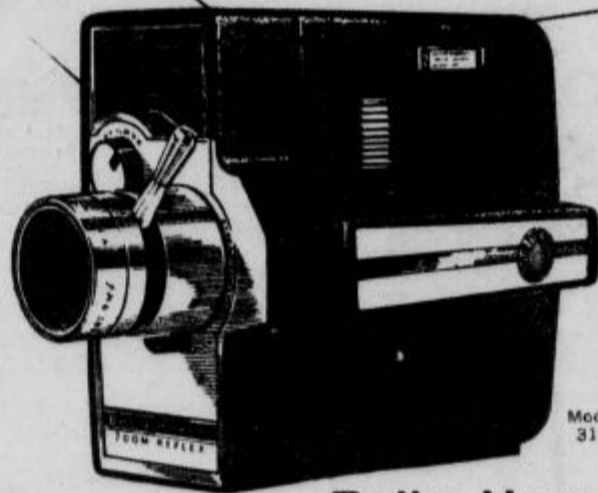
Model 315PZ

TRY IT! New way to zoom!

You'll know you have found the camera you've been waiting for with the Bell & Howell 315PZ. Just slip several pre-loaded cartridges into your pocket. When that big scene comes up, you'll be ready for it everytime!

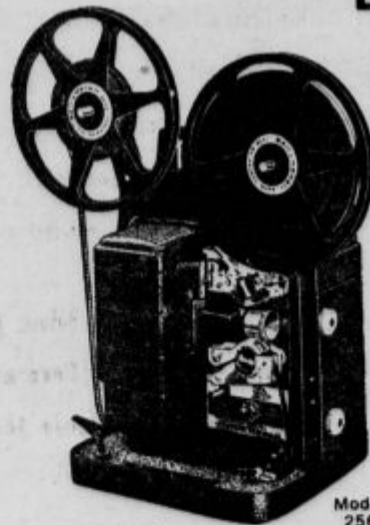
- \* REFLEX "THROUGH THE LENS" VIEWING lets you film exactly what you see in the viewfinder.
- \* ELECTRIC EYE sets the lens automatically.
- \* ZOOM LENS . . . Sharp, Coated f/1.8 Zoom Lens

**HAS THE BEST BUY IN AN AUTOLOAD® ZOOM MOVIE OUTFIT**



Model 315

**Bell & Howell 8mm MOVIE OUTFIT**



Model 256

The perfect combination for perfect movies! Just slip a pre-loaded cartridge in the 315 and you'll never lose another important scene. Gives you Reflex "Through the Lens" Viewing, Electric Eye, sharp f/1.8 Zoom Lens. Autoload® Projector has Automatic Threading, Forward, Reverse, Still Picture Control and 400 ft. Reel Capacity.



48-page ILLUSTRATED MOVIE GUIDE



HANDY CARRYING CASE



Bell & Howell OPTI-KLEEN



FILM SPLICER



Bell & Howell ABBOTT & COSTELLO COMEDY

See all the latest in movie outfits at...

- 95 CHAMBERS STREET
- 1122 AVENUE OF THE AMERICAS
- 1662 BROADWAY
- 1140 AVENUE OF THE AMERICAS
- 265 MADISON AVENUE
- 132 EAST 43 STREET

# UNITED CAMERA EXCHANGE



**Dr. Mulkerne Has Answer For Those Who Can't Spell It**

During his 15 years at the State University of New York at Albany, Dr. Donald J. D. Mulkerne, member of the Civil Service Employees Assn. and former president of the

local college chapter, has been plagued with spelling problems. As a result, he has co-authored a book, "How Do You Spell It," that is intended to prove the an-

swer to people who wish to look up the correct spelling of a word, to learn spelling and word division rules and see examples of how the rules are applied.

A feature of the book is the treatment given to words that sound alike but have different spellings such as "allusion," "elusion," and "illusion," "aisle" and "isle," "kernel" and "coionel." In addition there are common

abbreviations with their full identifications included such as AFL-CIO, MDTA, CORE, and many others. The back pages carry the correct spelling of people, places and things currently in the news.

**Q WHY CAN'T OTHER PLANS DO ALL H.I.P. DOES? A**

**Q.** Why is it that *only* H.I.P. is able to provide the widest range of services, including "miracle" surgery, without extra charges, loopholes, claim forms, deductibles, discussion of family income with the doctor or other red tape?

**A.** It's not hard to see if you picture each H.I.P. Medical Group as a sort of "super-doctor"—a kind of family doctor who at the same time possesses all the specialist skills, knowledge and equipment of modern medicine. Since he combines all medical training and experience, he needs to maintain only one professional office and pay only one technical and nursing staff.

Furthermore, instead of giving this "super-doctor" a fee each time you see him, suppose you decide it makes more sense to pay him a certain amount every month to take care of all your family's medical needs. You pay him the same amount whether everyone in the family is sick or well during the month. Since this "super-doctor" has all the skills and experience to be found in the medical profession, you would know your family was in capable hands. And you would know that the monthly amount you pay him is *all* you have to pay.

That's the idea behind H.I.P. But since there is no such person as this "super-doctor", H.I.P. offers an even better alternative—the combined services and combined judgment of a whole team of family doctor and specialists who *work together* for you. And you have no doctor bills to worry about!



**HEALTH INSURANCE PLAN OF GREATER NEW YORK**

625 MADISON AVENUE, NEW YORK, N. Y. 10022

PLaza 4-1144

**IT COULD HAPPEN TO YOU**

(Law Case On Page 8)  
ANSWER

What The Supreme Court Of Michigan decided: "We do not read this directive to require that written approval be given for such supplementary employment upon employee request.

"If such had been the intention of the civil service commission, it would have directly authorized civil service employees to engage in such supplementary employment, perhaps with mere notice to their appointing authority, but without requiring their appointing authority's prior written approval.

"Such requirement of prior written approval implicitly carries with it the power to deny such approval even when there is no conflict or interference with state duties."

What of Carlton's oral advice of his outside work? "The wisdom of requiring such prior written approval is manifest upon review of the testimony—much of which was made in an effort to establish what was the Commission's understanding," the opinion declared.

"The only certainty which emerges from the record is that a misunderstanding occurred — a misunderstanding that could have been avoided by compliance with the directive's requirement for prior written approval."

Carlton was out permanently. (129 NW 2d 861)

**COMMENT:** The Michigan Civil Service Commission's directives on conflicts of interest are explicit, forceful and indicate a point of view. They read as follows:

1. Supplementary employment is not encouraged but is permitted under proper conditions.
2. State and other governmental employment, much more than private employment, is open to public view and critical scrutiny. State employees therefore must consider that what they do as individuals will reflect on the state either to its credit or discredit. For this reason a state employee should not engage in any employment supplementary to his state work without carefully considering its possible effect on himself, his state job, and on the state service as a whole.
3. No state classified employee shall hold a full-time job, or its equivalent, in addition to his regular full-time state employment. Such double employment is not in the best interest of the state civil service, since it would tend to impair the efficiency of an employee's work performance and might otherwise interfere with his full-time state employment.
4. Under the specific restrictions provided in this notice

a classified employee, if he desires, may hold a part-time job in addition to his regular full-time state employment. This additional employment must in no way conflict with the employee's hours of state employment, or in quantity or nature interfere in any way with the satisfactory and impartial performance of his state duties.

5. Any supplementary part-time employment of full-time or part-time state classified employees shall be in work situations which in no way conflict with the employee's official state duties; and which would not in any way interfere with the rendering of completely impartial service and employment loyalty to the state; or which would in any way prevent the satisfactory fulfillment of duties as a state employee.

**Water And Sewer Superintendent**

Applications will be accepted until March 5 by the Clinton County Civil Service Commission for the examination for water and sewer superintendent. Salary in this position is \$5,300 to \$5,800.

For further information contact the Commission, Plattsburgh.

**Bids Will Open Mar. 2**

ALBANY, Feb. 22—The State University Construction Fund will open bids March 2 for construction of a service building at the Agricultural and Technical College at Morrisville.

**SPECIAL HOTEL RATES FOR FEDERAL AND STATE EMPLOYEES IN WASHINGTON, D. C.**

\$8.00 single  
\$12.00 twin

*The Manger Hamilton*  
14th and K Street, NW

Every room with Private Bath, Radio and TV. 100% Air-Conditioned. Home of the popular *Purple Tree*

*The Manger Annapolis*  
11th to 12th on H, NW

Every room with Private Bath, Radio and TV. 100% Air-Conditioned.

FOR RESERVATIONS AT ALL *Manger Hotels*  
In NEW YORK CITY — call Murray Hill 3-4000  
In ALBANY—call ENTERPRISE 6886 (Dial Operator and ask for number)  
In ROCHESTER — call 232-4500

**WHEN WE SAY: FULLY EQUIPPED**



**DATSUN**

- |                       |                       |                                       |
|-----------------------|-----------------------|---------------------------------------|
| 1. Heater             | 9. Oil Filter         | 17. Trouble Lite                      |
| 2. Defroster          | 10. Dual Headlites    | 18. Air Cleaner                       |
| 3. White Wall Tires   | 11. Hydraulic Clutch  | 19. 4-Door Unit Body                  |
| 4. Windshield Washers | 12. Hydraulic Brakes  | 20. Wool Carpets                      |
| 5. Electric Wipers    | 13. Air Foam Seats    | 21. Gas Tank Filter                   |
| 6. Padded Dash        | 14. Gas Tank Lock     | 22. 2-Tone Vinyl Interior             |
| 7. Deluxe Hub Caps    | 15. Full Undercoating | 23. 3-Speed Synchro-Mesh Transmission |
| 8. Balanced Wheels    | 16. Alternator        | 24. 60 H.P. OHV Engine                |
|                       |                       | 25. 12 Month/12,000 Mile Warranty     |

ALL THIS **\$1696<sup>00</sup>** FOR ONLY

Low Down Payments  
Easy Terms • 36 Mos.

**DOWNTOWN AUTO SALES**

**74 AVE. of the AMERICAS CA 6-1400**  
(Corner of Canal St.) (At the N.Y. Side of The Holland Tunnel)

**J. EIS & SONS & FRIGIDAIRE**

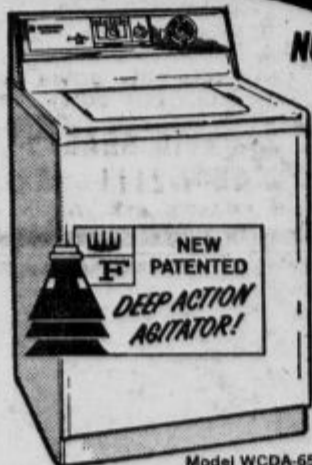
Introduces Its New 1965 Models

**FRIGIDAIRE Golden Opportunity Days**

**WORLD'S FIRST JET ACTION WASHER**

by **FRIGIDAIRE**

*Hurry in now while they last!*



**NO WONDER THE JET ACTION WASHER IS SELLING SO FAST!**

- New Deep Action Agitator—creates jet currents for "deep action" cleaning.
- Jet-Away lint removal—needs no lint trap.
- Jet-spin assures quick drying.
- Jet-simple mechanism has fewer parts for top dependability!

**Come To J. EIS & SONS For Low Prices**

**EVEN LOWER WITH GOOD LATE MODEL TRADE!**  
Matching DDAG-65 Gas Dryer just \$



No belts to break! No gears to wear out! No pulleys to jam!

**FRIGIDAIRE Golden Opportunity DAYS**

**!!SPECIAL!!**

HURRY FOR THIS SPECTACULAR FRIGIDAIRE VALUE!

**LOWEST PRICED FROST-PROOF 2-DOOR IN FRIGIDAIRE HISTORY!**



Model FPD-12J 12.1 cu. ft. (NEMA standard) 8 colors or white!

- Come see the 106-lb. size freezer.
- Come touch the full-width fruit and vegetable Hydrator.
- Compare Frigidaire Frost-Proof foodkeeping—no defrosting ever!

**J. EIS GIVES YOU BEST VALUES**

Even less with good operating trade!

**We Carry A Complete Line of FRIGIDAIRE PRODUCTS**

**J. EIS & SONS**

**105-7 FIRST AVE., N.Y., N.Y.**

**GR 5-2325-6-7-8**

**1965 PONTIACS & TEMPESTS**

IMMEDIATE DELIVERY ON MOST MODELS

**SPECIAL OFFER:**

Bring In Your Identification For Your Civil Service Discount!  
**IMMEDIATE CREDIT OK!**  
Also Large Selection Of Used Cars

**ACE PONTIAC**

1901 Jerome Ave. Bronx, NY 4-4424

# Civil Service School Urged For Ellis Isle

A civil service academy, along the lines of West Point and the Navy Academy at Annapolis, has been proposed for Ellis Island by Congressman Abraham J. Multer (D-Brooklyn). Ellis Island, which used to be a

screening and detention center for immigrants coming to this country, has been abandoned for some time. It is located in Upper New York Bay, near the New Jersey shore.

The civil service academy would be similar to the service academies, except that it would give civilian career training, rather than military.

The school would offer graduate training to career Federal employees who wish to broaden their abilities. Agencies would establish their own procedures for selecting applicants.

**GOING TO NEW YORK?**  
HOTEL  
**CHESTERFIELD**  
130 West 49th St.  
AT RADIO CITY IN TIMES SQUARE  
AIR CONDITIONING • TELEVISION AVAILABLE



**\$650** from SINGLE  
**\$850** from DOUBLE  
RADIO PRIVATE BATH

**SPECIAL FAMILY PLAN RATE AND WEEKLY RATES ON REQUEST**

18 Floors . . . 600 Rooms  
For booklet or reservations,  
CALL YOUR TRAVEL AGENT  
or WRITE TO HOTEL

## Ogdensburg Public Works Unit To Hold Annual Banquet

OGDENSBURG, Feb. 22 — The annual banquet of the Department of Public Works chapter, Civil Service Employees Assn., will be held Feb. 27 at the American Legion Club rooms, 328 Franklin Street, this city. Dinner will be served at 7:30 p.m.

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

**GUN HILL ROAD Vic. SURREY**  
814 TILDEN STREET  
Just off Gun Hill Road  
3 1/2 rms. \$138  
4 1/2 rms. \$150  
(2 bedrooms)  
6 rms. \$190  
(3 bedrooms; 2 baths)  
**FREE GAS • FREE TV OUTLET**  
Built-in Wall Oven — Garage  
**ONE BLOCK FROM SUBWAY**  
Near Schools; Shopping  
**IMMEDIATE OCCUPANCY**  
Agent on Premises  
**AD 1-2515 or J.G. HAFT & CO. MU 7-7570**

**Farms & Acreage, Greene County**  
COUNTRY properties & businesses. JOHN MAURI RLTY, 306 Main, Catskill, NY. 518-943-3037 or 518-878-3315.

**RETIREMENT HOME Ulster County, N.Y.**  
90 MILES N.Y.C. Beautiful Hudson River view, 2 bedrooms, 1 1/2 baths, lg. living rm., baseboard hot water heat, concrete front patio, 95x110 plot. Sacrifice \$13,000. Write L.C. GRECIOSUS, Box No. 67, Port Ewen, N.Y.

**LEGAL NOTICE**  
CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.

TO Elsie G. Goldman, Vivian G. Buetow, Jeanne Lyon Benjamin, Hazel Griff as executor of the Will of Floyd Griff, Barbara J. Lagriffe a/k/a Gloria Griff, Jacquelin Waight Fox, Ruth K. Ford, Agnes Leavitt, Baldo M. Kristovich, Public Administrator of the County of Los Angeles, California as administrator c.t.a. of the Will of Ella Waight, being all of the persons who may be entitled absolutely or contingently by the terms of the last Will and Testament of Delia Grabfelder, deceased, late of the County of New York, to share in the trust property accounted for herein and all of the beneficiaries of the trust accounted for herein required to be cited upon this accounting. SEND GREETING:

Upon the petition of Morgan Guaranty Trust Company of New York (formerly Guaranty Trust Company of New York), a New York corporation having its principal office and place of business at 23 Wall Street, New York, New York, as Trustee of the trust under Paragraph 17 of the last Will and Testament of Delia Grabfelder, deceased. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 26th day of March, 1965, at ten o'clock in the forenoon of that day, why:

1. The first and final account of proceedings of Morgan Guaranty Trust Company of New York, as Trustee of the trust created under Paragraph 17 of the Will of Delia Grabfelder, deceased, covering the period from April 26, 1949 through December 31, 1963, should not be judicially approved, settled and allowed, and the said Trustee should not be released and discharged of and from any and all liability, accountability or responsibility as to any and all matters embraced in said account.

2. This Court should not direct distribution of the remainder of said trust in equal shares to Elsie Goldman, Vivian Buetow, Jeanne Lyon Benjamin, Barbara J. Lagriffe, the estate of Floyd Griff and the estate of Ella Waight.

3. This Court should not approve the payment of the claim of Davis Polk Wardwell Sunderland & Kiehl in the sum of \$850.00 as appears from Schedule C-1 of the account for their services in generally representing the Trustee.

4. This Court should not grant such other and further relief as it may deem just and proper in the premises together with such costs, disbursements and allowances as may be properly taxed and awarded in this proceeding.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 8th day of February, in the year of our Lord one thousand nine hundred and sixty-five. s/PHILIP A. DONAHUE, Clerk of the Surrogate's Court. (L.S.) Seal.

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. To the heirs at law, next of kin, and distributees of GRIEG TABER deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, Dwight S. Brigham, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on March 18, 1965, at 10 A.M., why a certain writing dated January 26, 1962, which has been offered for probate by Harold M. Lindstedt, residing at 242 East 19th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GRIEG TABER, Deceased, who was at the time of his death a resident of 144 West 47th Street, in the County of New York, New York. Dated, Attested and Sealed, January 28, 1965.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County Philip A. Donahue, Clerk

# Real Estate Best Buys

CALL BE 3-6010 Long Island

**REDUCTION SALES**

**ONE FAMILY LAURELTON GDS. \$15,990**  
G. I. RESALE  
Det. Colonial situated on a tree lined street. 5 1/2 large rooms plus sun porch, streamlined kitchen & bath. Finished basement, garage. Move right in.

**ST. ALBANS \$17,490**  
OWNER RETIRING  
Det. new shingle colonial with 7 large rooms, ultra modern kitchen & bath, nice club finished basement, garage, walk to subway & bus, schools, shopping, garden grounds.

**SPRINGFIELD GDS. \$21,500**  
5 BEDROOMS 2 BATHS  
Det. Eng. Tudor stucco situated on a tree lined street with 10 large rooms, wood burning fireplace, streamlined kitchen & baths, finishable basement, 2 car garage, all appliances. Immediate occupancy.

**CAMBRIA HTS. \$22,990**  
INCOME PROPERTY  
Det. Eng. Tudor Brick. Owner sacrificing this ultra modern home consisting of 6 large rooms plus rentable basement apt. situated on a large landscaped plot. Everything goes. G.I. \$490 Down.  
**LEGAL 2 FAMILY**

**SPRINGFIELD GDS. \$18,990**  
FORECLOSURE SALE  
Detached new shingle legal 2 family consists on 2-4 1/2 room apartments with 2 bedrooms in each apartment. Ultra modern kitchens and baths, 2 car garage, all the son over 4000 sq. ft. of landscape grounds. Immed. occupancy.

**CAMBRIA HTS. \$22,990**  
DUE TO ILLNESS  
9 yr old legal 2 family brick located in one of the finest areas with 2 large modern apts. 5 rooms for owner plus 3 1/2 room apt. for income, garage, landscaped garden, conv. to everything.

**ST. ALBANS \$26,990**  
ENGLISH TUDOR BRICK  
Legal 2 family detached consisting of a large 5 & 3 1/2 room apts. Mod. kitchens and baths, plus exquisite nice club finished basement, with bath, garage, many extras, conv. to everything.

**ROSEDALE GDS. \$32,500**  
BRICK BUILT TO ORDER  
Owner purchased another house & must sell this house at a sacrifice. This detached 9 year old brick legal 2 family with a large 6 & 5 room apt. Plus finished basement and thousands of dollars of landscaping. Move right in.

**EXACTLY AS ADVERTISED**  
G.I. \$490 DOWN FHA \$690 DOWN  
Many other 1 & 2 Family homes available

**QUEENS HOME SALES**  
170-18 Hillside Ave. — Jamaica  
Call for Appt. **OL 8-7510** Open Every Day

# Shoppers Service Guide

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

**HELP WANTED — MALE**  
SHOE SALESMAN: part-time Saturday & 3 evenings. Children's experience preferred. Queens resident. Apply Buster Brown, 405 So. Oyster Bay Rd., Plainview, L.I. or call WELLS 1-7775.

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

**CSEA LICENSE PLATE - \$1.00**  
STANDARD N.Y.S. SIZE - 6x12 inches  
Easy to attach to front bracket, requires no special holes as will smaller plate. Oval holes—top & bottom—C.S.E.A. Emblem, Assoc. name printed in Blue on White. ALL ENAMEL. \$1.00 (Postpaid). send to: SIGNS, 54 Hamilton, Auburn, N.Y. 13021.

**NYC EMPLOYEE PLATE**  
NYC EMPLOYEES FRONT LICENSE PLATE, 6x12 in. Standard NYS size, slotted holes for easy attachment, Red & White Enamel. Plate carries, NYC Seal with lettering, "City of New York, Municipal Employee." Order from: Signs, 54 Hamilton, Auburn, N.Y. 13021. \$1.00 Postpaid.

**TYPEWRITER BARGAINS**  
Smith-\$17.50; Underwood-\$22.50; others Pearl Bros., 476 Smith, Bklyn TR 5-3024

**Appliance Services**  
Sales & Service record Refrigs. Stoves. Wash Machines, combo sinks. Guaranteed TRACY REFRIGERATION—CY 2-5900  
240 E 149 St. & 1204 Castle Hills Av Bx



**DISCOUNT PRICES**  
Adding Machines  
Typewriters - Mimeographs  
Addressing Machines  
Guaranteed. Also Rentals, Repairs.

**H. MOSKOWITZ**  
27 EAST 23rd STREET  
NEW YORK, N.Y. 10010  
GRamercy 7-5588

Presenting the Best Shopping from Sixty Centuries

21<sup>st</sup> NATIONAL  
**ANTIQUES SHOW**  
272 Exhibits FOR SALE OR SEEING

MADISON SQUARE GARDEN  
Wed., Feb. 24 - Thurs., Mar. 4



**SEE IT TODAY!**  
**BELL & HOWELL**  
**AUTOLOAD®**  
**MOVIE PROJECTOR**  
.. with Automatic Threading, Forward, Reverse, Still Acture Control and 400 Feet Reel Capacity.  
You'll be amazed AT THE LOW PRICE AT . . .

**New Deal Radio & Camera**  
87 2nd AVE., N.Y. CITY GR 5-6100

**SOLID BRICK ST. ALBANS \$19,990**  
6 large rooms plus huge bath, log burning fireplace, finished basement, garage.  
**Cash Down \$995**  
**VETS NO CASH DOWN**  
Agent AX 1-1818

**\$12,500 ST. ALBANS Bright Rooms Warm Oil Heat**  
Near School, Shopping & Transit  
**ONLY \$450 FULL DOWN VETS NO CASH DOWN**  
**E. J. DAVID REALTY**  
AX 7-2111  
150-05 HILLSIDE AVE., Jamaica

**LAURELTON \$22,490**  
Solid brick tudor, 4 bedrooms, modern kitchen, 1 1/2 tile baths, finished basement, garage.  
TERMS ARRANGED  
**JAXMAN REALTY**  
169-12 Hillside Ave., Jam.  
AX 1-7400

**BUY NOW — PAY LATER**  
CAMBRIA HEIGHTS — Detached Ranch. \$101.51 Mgt. payment. 6 rms. newly decorated.  
HOLLIS ESTATES — Brick English Tudor. \$92.77 Mgt. payment. 6 rms. finished basement.  
SPRINGFIELD GARDENS — 2 family detached. \$96.83 mgt. payment. 4 1/2 & 4 1/2. Rent free!  
G.I. NO DOWN PAYMENT OTHERS \$490 CONTRACT  
**LONG ISLAND HOMES**  
168-12 Hillside Ave., Jam.  
RE 9-7500

**QUEENS**  
Unfurnished apts. for rent St. Albans, 6 rooms, ultra modern, \$150 per month.  
**ST. ALBANS**  
No security, 3 rms, \$100, gas and electric. N.I.  
**Home Finders, Ltd.**  
Dial 341-1950

**MOVE RIGHT IN WHY PAY RENT?**  
**LAURELTON**  
6 1/2 ROOMS English Tudor, brick, finished basement, garage. \$12,000 cash.  
**HOLLIS**  
BRICK, 5 down, 3 up, patio. A steal at \$21,900; \$450 down.  
Dial 341-1950  
**HOMEFINDERS, LTD.**  
BELFORD D. HARTY Jr.  
Broker  
192-05 Linden Blvd., St. Albans

**OWNER'S SACRIFICE**  
Big 7 1/2 room house in Jamaica, Queens for **\$13,500**  
Must Sell Immediately  
**Good Income**  
**CASH NEEDED \$3,700**  
Mr. Giannone - AX 7-2111

**HOUSE FOR SALE - L.I.**  
BRENTWOOD, Long Island; \$14,000. Cape Cod, 2 Bedrooms, Large Attic, complete except decorating, glassed patio, playground, city water, 76x560. Tel 473-7461.

# LETTERS TO THE EDITOR

(Continued from Page 6)

ew individuals who are employed in this Division and are still maintaining their membership in the (New York City chapter), the following facts would have been drawn to the attention of the individual concerned, namely, that he was not entitled to the increases. The reason for this is that a construction advisor is a temporary employee and is not entitled to the increases under consideration because such position is not in the salary grade under the Civil Service Law.

There is no real issue raised that a construction advisor is not a State employee. The Attorney General has ruled that, except for workmen's compensation purposes, such an employee is a State employee. However, that question of status does not determine the rights to the increases.

As chairman of the publicity committee of our chapter, I deem it appropriate to write to you so that your readers may fully and properly be informed and thus eliminate any possibility of misapprehension resulting from the appearance in your letter columns of the correspondence referred to.

**MYRON HOLTZ, Chairman**  
Publicity Committee  
New York City

## Says Rescheduling Exam Is Fair

A letter from Mrs. R. K. of Buffalo in the January 26 issue of The Leader complains about the make-up examination for senior stenographer, I believe that a reply is necessary. First of all, let me say that I expect never to be eligible for the position of senior stenographer and thus have no direct interest in the exam or the result of the exam.

Mrs. R. K. shows a laudable interest in the merit system, but there were a number of distortions in her letter which may have been caused by her direct interest in the senior steno list. An unbiased approach to the problem would certainly lead to different conclusions. One point raised by Mrs. R. K. was that the City of Buffalo did not proclaim November 21 a "storm disaster" day. But those of us in Erie County are well aware that weather in the Buffalo area is extremely spotty. There is, in fact, a zone south of the City known as the "snow belt." It is not unusual—rather it is common—that heavy snows skip the City and fall instead on the southern areas of Erie County. Whether or not the City of Buffalo has snow has little effect upon travel in the

"snow belt" of Erie County. Residents of the "snow belt" must travel to the City for the exam.

Mrs. R. K. states that some people took "2½ hours longer than normal to reach the place of the exam." The examination was scheduled for 9:30 a.m. If any individual who required an extra 2½ hours lived a normal 30 minutes away from the examination, she must have left home at 6:30 a.m.! This seems a bit far-fetched. But if it is true, how long would it have taken a resident of southern Erie County who lives a normal 60 minutes away?

To my own knowledge, one of the radio stations in Buffalo announced that the civil service examinations had been cancelled. Certainly any prospective exam-

inee who heard that announcement would have been justified in remaining at home. I understand that some individuals who called the place of examination received no answer on the morning of November 21. This was a second indication that the examination was cancelled.

In summary, the facts were: 1. There was a very serious snow storm in areas of Erie County surrounding the City of Buffalo. 2. There was an announcement on the radio that the examination was cancelled. 3. When individuals attempted to call the place of examination they received no answer on the telephone. 4. According to Mrs. R.K. in order to reach

the examination place on time, some of the candidates who lived more than 30 minutes travel time from the City would have been required to leave home during the dark in order to reach the examination on time. With these facts in mind, no fair-minded individual could resent re-scheduling of the examination.

F. B.  
West Seneca

## Lieut. Benevolent Assn.

The Lieutenants Benevolent Assn. will meet Feb. 24 at McAnns Restaurant, 465 Lexington Avenue, Manhattan.

**Wofford Beach**  
RESIDENCE CLUB HOTEL

RETIREMENT CAN BE FUN!  
For All Ages—Yearly Basis

**\$135 TO \$250** per year  
plus a personal fee

Includes 3 meals daily.  
European Plan, Attractive Rates  
Planned Entertainment  
Oceanfront Boardwalk • Pool • Beach

Write BOX 2218 Phone: 531-6691  
**MIAMI BEACH**  
COLLINS AVE. AT 24TH STREET

**AAA Bradford HOTEL**  
IN BOSTON

*The Friendly Hotel*

All Rooms with Private Bath, Television, Radio

• Rooms with Air-Conditioning  
**CHILDREN FREE!**

*3-Day Package Plan*  
write for Plan A

**SPECIAL STUDENT RATES**  
ROBERT M. APPLETON, General Manager

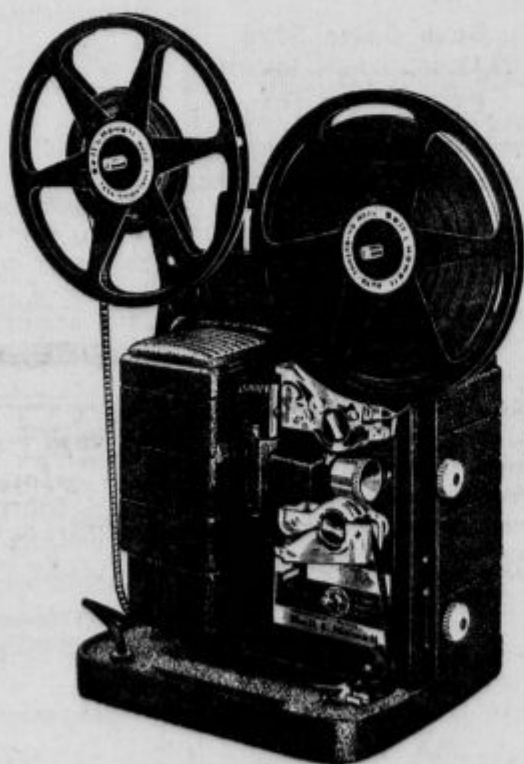
**FREE OVERNIGHT AUTO PARKING**

BILLY SULLIVAN  
Our General Hotel Bellman

Rooms from **\$8.50**

## Bell & Howell 256 AUTOLOAD PROJECTOR

High quality automatic-threading projector! Threads quickly, safely, conveniently every time. You'll appreciate such features as Forward, Reverse, and Still Picture Control . . . full, half-hour, uninterrupted shows. Pictures are bright and clear, thanks to the sharp, coated f/1.6 lens!



## Bell & Howell 315PZ AUTOLOAD CARTRIDGE 8mm MOVIE CAMERA

You'll capture all the action with cartridge loading. Just slip in a pre-loaded cartridge . . . no more film fumbling when you shoot those once-in-a-lifetime scenes. Fast f/1.8 Zoom Lens . . . Reflex "Through the Lens" Viewing. Pistol Grip lets you hold camera steady.

plus

### ALL THESE VALUABLE ACCESSORIES



CONVENIENT CARRYING CASE



FILM SPLICER



48-page ILLUSTRATED MOVIE GUIDE



Bell & Howell OPTI-KLEEN



Bell & Howell ABBOTT & COSTELLO COMEDY

ALL THIS NOW AT

# ARNEE

CAMERA

# 7 ATLANTIC AVE.

LYNBROOK

opposite W. T. GRANT

See Phone Directory

BRANCHES IN FREEPORT & HEMPSTEAD

# ARNEE

APPLIANCES

ARNEE SELLS FOR LESS • ARNEE SELLS FOR LESS • ARNEE SELLS FOR LESS • ARNEE SELLS FOR LESS •



**HISPANICS MEET** — Th presidents of three New York City Hispanic Societies met recently with Governor Sanchez Vilella of Puerto Rico during the governor's visit to New York City. Left to right are: Joseph Rodriguez, Fire Department; Governor Vilella; Detective Hector Velez, Police Department and Gilbert Prince, Housing Police.

**Philip McErlean Is Elected President Of Stony Brook Chapter**

Philip McErlean, senior safety officer at the State University of New York, at Stony Brook, was elected president recently of the Civil Service Employees Assn., Stony Brook chapter, after a year's absence.

Other officers elected were: 1st vice president, Bernard Quinn; 2nd vice president, Vincent Ruggi; secretary, Vivian Modesto; treasurer, Gerard Campion; delegate, Jack Moore; alternate delegate, Bernard Quinn.

Board of directors: Charles Gullo, Warren Randall, Richard Glasheen, William Richards, Florence Graff, Louis Buffone, Roy Carlson, and Edward Skolitz. Director at large, outgoing president Harold McDowell.

**LEGAL NOTICES**

**SUPPLEMENTAL CITATION.** — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.  
TO: Edward Baumgarten, Etta Tafaris, Cecil Feldman, Gussie Gerber, Gussie Feldman, Rose Fields, Meyer Helfrott, being the persons interested as creditors, distributees or otherwise in the estate of Baruch Rottenberg, also known as Baruch A. Rottenberg and Baruch Abraham Rottenberg, deceased, who at the time of his death was a resident of 345 West 84th Street, New York, N.Y., send GREETINGS:

Upon the petition and the supplemental petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:  
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 13th day of April, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the sum of \$350 should not be expended for the erection of a monument on the decedent's grave and for religious services.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
(Seal) WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, on the 10th day of February in the year of our Lord one thousand nine hundred and sixty-five.  
Philip A. Donahue,  
Clerk of the Surrogate's Court

**CIVIL SERVICE EMPLOYEES ON A BUDGET!**

IN NEW YORK CITY RESERVE YOUR ROOM AT NATIONAL HOTEL  
7th AVE. & 42nd ST., (Broadway) AT TIMES SQUARE, N.Y.C.

2 In Room \$4.50 Per Person  
SPECIAL WEEKLY RATES  
All Transportation At Corner  
Phone WI 7-3800

**Pulaski Assn. Dance & Social**

The Pulaski Assn. of the New York City Police Department will hold their Spring social and dance April 24 at the Flushing Armory, Northern Boulevard, Queens.

For tickets and information contact John Kaye at Flushing 7-7215 in the evening.

**LEGAL NOTICE**

File No. 1745-1964.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.

TO: Patricia Battin, individually and as co-Trustee of trust under Article EIGHTH (a) of the Last Will and Testament of William Frederick Battin, deceased; Barbara B. Ward, individually and as co-Trustee of trust under Article EIGHTH (b) of said Will; May G. Walker; Charlotte E. Fielding; John Lewis Hay, 3rd; Carolyn Twigg Hay; Alexandra Louise Battin, individually and as successor co-Trustee of trust under Article EIGHTH (a) of said Will; Victoria Rose Ward, individually and as successor co-Trustee of trust under Article EIGHTH (b) of said Will; Carol Elizabeth Hay; John Battin Hay; Joan Marite Hay; Helen Edith Poth; Harrison K. Chauncey; Dora Helen Holbert; John A. Nelson; Mae E. Keller; Ruth E. Arnold as Executrix of the Last Will and Testament of Chester H. Arnold, deceased; Lillian Greene (nee Lillian Klaus); Lillian Hannus; Carl Kiviranta; Betty Douglas; Mary R. Welch; Vinetta Richardson; Mary Flaherty; Sleepy Hollow Cemetery at Tarrytown (named in Will as "Sleepy Hollow Cemetery Association, North Tarrytown, New York, or the Trustees thereof"); The Rector and Churchwardens of St. James Cathedral (named in Will as "St. James Cemetery Association, Parliament Street, Toronto, Canada, or the Trustees thereof"); The Knollwood Cemetery Association (named in the Will as "Knollwood Cemetery Association, Cleveland, Ohio, or the Trustees thereof"); Hillside Cemetery Corporation (named in Will as "Hillside Cemetery Association, Middletown, New York, or the Trustees thereof"); Grace Mary Battin as co-Trustee of trusts under Article SEVENTH and Article EIGHTH (g), (h) and (i); and Bankers Trust Company as co-Trustee of trusts under Article SEVENTH and Article EIGHTH (a), (b), (g), (h), and (i); being persons interested as legatees, trustees, donees of powers, beneficiaries, remaindermen, or otherwise, in and to the estate of, or the trusts created by the Last Will and Testament of William Frederick Battin, deceased, who at the time of his death was a resident of the County of New York.

SEND GREETING: Upon the petition of Grace Mary Battin, residing at No. 510 Park Avenue, New York, New York, and Bankers Trust Company, a New York banking corporation, having its principal business and head office at No. 18 Wall Street, Borough of Manhattan, City, County and State of New York, as Executors of the Last Will and Testament of William Frederick Battin, deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 20th day of April, 1965, at ten o'clock in the forenoon of that day, (1) why the First Intermediate Account of Proceedings of Grace Mary Battin and Bankers Trust Company, as Executors of the Last Will and Testament of William Frederick Battin, deceased, for the period from March 5, 1964 through December 31, 1964, should not be judicially settled, (2) why the Will of said decedent, with respect to Article SEVENTH as amended by Article FIRST of the Codicil to said Will, should not be judicially construed and the effect thereof determined, and (3) why such other and further relief as the Court may deem just and proper should not be granted and had.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable Joseph A. Cox, a Surrogate of our said county, at the County of New York, on the 11th day of February, in the year of our Lord one thousand nine hundred and sixty-five.  
Philip A. Donahue, Clerk of the Surrogate's Court. (L.S.)

**Meeting Notices Of NYC Departments**

If you want your organizational meeting notices to appear in The Leader, forward such notice to The Civil Service Leader, 97 Duane Street, two weeks before the meeting date.

**Local 832 Grievance Committee**

The Grievance Committee of Terminal Employees Local 832 meets every Tuesday afternoon from 4:30 p.m. to 7:30 p.m. in Room 505, 325 Broadway.

**Sanitation Columbia Assn.**

The Columbia Assn. of the Department of Sanitation will hold their regular monthly mass meeting on Feb. 25 at 8 p.m. at 39-01 Queens Boulevard, Queens. Refreshments will be served.

**Hispanic Society**

The Department of Sanitation Hispanic Society will meet at 8 p.m. on Feb. 24 at 239 West 14 Street.

**American Legion**

American Legion Post 1110 of the Department of Sanitation will meet Feb. 24 at 128 West 17 Street. An executive meeting will be held at 8 p.m. The regular meeting will begin at 8 p.m.

**St. George Assn.**

The St. George Assn. of the Department of Sanitation will meet at 8:30 p.m. Feb. 26 at 71 West 23 Street, Room 1002. In the event of snow the meeting will be cancelled.

**Police Department Holy Name Society.**

The Holy Name Society, Brooklyn-Queens, will meet, March 23 at Christ the King H.S., 68-02 Metropolitan Avenue, Middle Village at 8 p.m.

**Hispanic Society Installation Set**

The annual installation dinner-dance of the Hispanic Society of the New York City Police Department will be held March 6 at the Astor Hotel.

Tickets can be purchased from Det. John Acosta. He can be reached at SPRing 6-8890.

**Engineering Draftsman**

New York City will accept applications until March 2 for its civil engineering draftsman examination. For further information contact the Applications Division, Department of Personnel, 49 Thomas Street.

**The TEN EYCK Hotel**  
UNDER THE NEW MANAGEMENT OF SCHINE HOTELS WILL CONTINUE TO HONOR

**SPECIAL RATES FOR N.Y.S. EMPLOYEES**

**PLUS ALL THESE FACILITIES**

- Free Parking
- Free Limousine Service from Albany Airport
- Free Laundry Lounge
- Free Coffee Makers in the Rooms
- Free Self-Service Ice Cube Machines
- Free Use of Electric Shavers

Make Your Reservation Early By Calling HE 4-1111

In N.Y.C. Call MU 8-0110

**SCHINE TEN EYCK HOTEL**

State & Chapel Sts. Albany, N.Y.

**Climber & Pruner Proposed Answers**

These are the proposed key answers for the written test held Jan. 27 for the Climber and Pruner by the City of New York.

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

**If I wanted Service with No Service Charges-- I'd contact...**

The Keeseville National Bank Keeseville, N.Y. 834-7331 Member F.D.I.C.

**TOWN HOUSE Motor Hotel**

Northern Boulevard at Shaker Rd. Albany, N.Y. • Tel.: HO 2-5562

SINGLE STATE RATE \$7. ANY TIME

**ALBANY'S FINEST ADDRESS**

FREE LIMOUSINE FROM AIRPORT AIR CONDITIONED - ADJACENT TO SHOPPING, BUSINESS, THEATRE DISTRICT - MEETING ROOMS - TV RESTAURANT - COCKTAIL LOUNGE

**YOUR HOST— MICHAEL FLANAGAN**

**PETIT PARIS RESTAURANT**

BUSINESS MEN'S LUNCH 11:30 TO 2:30 — \$1.50

SPECIALIZING, AS ALWAYS, IN PARTIES, BANQUETS & MEETINGS COMFORTABLE ACCOMMODATIONS FROM 10 TO 300

OPEN DAILY EXCEPT MONDAY, SUNDAY AT 4 P.M.

— FREE PARKING IN REAR —

1060 MADISON AVE. ALBANY

Phone IV 2-7864 or IV 2-9881

**LEPORE MOTEL**

EAST GREENBUSH, N.Y.

RTS. 9 & 20

OPPOSITE ROYAL GEORGE

RESTAURANT & COCKTAIL LOUNGE

10 Min. From Downtown Albany

**STATE RATES**

TEL. GR 7-4250

P.O. RTS. 9 & 20, Rensselaer, N.Y.

**In Time of Need, Call M. W. Tebbutt's Sons**

633 Central Ave. Albany 489-4451

420 Kenwood Delmar HE 9-2212

Over 114 Years of Distinguished Funeral Service

**ARCO CIVIL SERVICE BOOKS and all tests PLAZA BOOK SHOP 380 Broadway Albany, N. Y. Mail & Phone Orders Filled**

**SPECIAL RATES for Civil Service Employees**



**HOTEL Wellington**

DRIVE-IN GARAGE AIR CONDITIONING • TV

No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

136 STATE STREET OPPOSITE STATE CAPITOL

See your friendly travel agent.

**SPECIAL WEEKLY RATES FOR EXTENDED STAYS**

HILTON MUSIC CENTER Fender Gibson Guitars. YAMAHA PIANOS. New and used instruments sold and loaned. Lessons on all instruments. 52 COLUMBIA ST. ALB. HO 2-0945.

**SPECIAL RATES FOR STATE EMPLOYEES**

**MAYFAIR INN MOTEL**

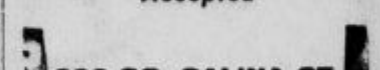


IN THE HEART OF DOWNTOWN SYRACUSE

**SYRACUSE, N.Y.**

- Free Indoor Parking
- Air Conditioned
- Restaurant and Coffee Shop
- Free TV
- Swimming Pool

State Lodging Requests Accepted



666 SO. SALINA ST.

**DEWITT CLINTON**

STATE & EAGLE STS., ALBANY

A KNOTT HOTEL

A FAVORITE FOR OVER 30 YEARS WITH STATE TRAVELERS

**SPECIAL RATES FOR N.Y.S. EMPLOYEES**

FOR N.Y.S. EMPLOYEES

TV or RADIO AVAILABLE

Cocktail Lounge - Dancing Nightly

BANQUET FACILITIES TAILORED TO ANY SIZE PARTY

FREE TELETYPE RESERVATIONS TO ANY KNOTT HOTEL, INCLUDING

New Weston, NYC.

Call Albany HE 4-6111

THOMAS H. GORMAN, Gen. Mgr.

**MAYFLOWER - ROYAL COURT APARTMENTS**

— Furnished, U furnished, and Rooms. Phone HE 4-1994. (Albany).

**ALBANY BRANCH OFFICE**

FOR INFORMATION regarding services please write or call JOSEPH I. BELLEW 303 SO MANNING BLVD ALBANY, N. Y. Phone IV 2

# Feily Outlines Need For Increased Dues

(Continued from Page 1)  
approached and now will exceed our income. Since 1959, a dues increase has been deferred by our ability to increase membership. But now it is apparent that our expense per member has equalled our income per member—so larger membership may mean larger deficits unless the dues amount is increased.

"CSEA funds are expended with great care. The President must submit the detailed Budget each year to the Board of Directors who selects its own Committee to examine the Budget and report on it to the Board of Directors. Through Budget action, expenditures are approved in advance and any expenditure not budgeted for must be submitted to the Board for approval before it is made. CSEA has an Auditing Committee which works throughout the year making spot checks and a firm of Certified Public Accountants makes a detailed examination of CSEA financial records at each year end. Summary of the CPA report is printed and sent to all chapters in sufficient quantity to distribute to all members. All CSEA checks contain the signatures of the President and Treasurer. Our funds are kept in good control and order.

### Everything Costs More

"2. Everything CSEA buys to service its members costs substantially more than it did on October 31, 1959, when the dues were last increased, and these costs continue to rise steadily. You, I, and our members have experienced these same rising costs and have needed salary increases since 1959 to help maintain our living standards. CSEA is no different. The State has likewise required increased taxes to meet its obligations.

### Service Needs Increase

"3. The needs of our members required new services since the last dues increase, and existing services had to be expanded. Additional CSEA staff was added and related expenses incurred to provide vital new and expanded services sought by the members, and put into effect with the approval of the duly elected representatives of our members. These new and expanded services accounted for a considerable part of the last dues increase.

"4. One-fourth of the last dues increase in 1959 was paid as dues refunds to chapters. Chapter officers and Committees, numbering in excess of 5,000 members, donate freely of their time and effort to Association work. They are the backbone of CSEA. They do an outstanding job in their own public positions first—their unselfish efforts thru CSEA on behalf of their fellow employees comes on top of that. When our chapters were small, the unpaid services of Chapter Officers sufficed to furnish the local services necessary to fill the members' needs. Today is different. Many of our chapters are very large, some spread over a wide area, some embracing many local governments.

"As government has become more complex and complicated, so have the problems of employees. More individual service to members is demanded along many lines. It is unrealistic and inhuman to expect the unpaid Officers and Committees to absorb all

of this additional work. They have responsibilities to their families and to their health. These bulwarks of our Association must be given additional experienced help thru increased CSEA field, public-relations, research and headquarters staff. Increased dues refunds to chapters may be needed to enable the larger chapters to hire part-time help to assist in carrying out essential chapter programs, activities and services.

"We are confident that members appreciate the work and sacrifice made by our unpaid Chapter Officers and Committees and will support the 5 cents per week dues increase suggested. If the voluntary services referred to had to be paid for, the proposed dues increase would have to be many times the amount suggested.

### We Must Advance

"5. CSEA must advance, not only in membership strength, but in the service provided members, or its present pre-eminent position among public employee groups in New York State will be endangered. We must continue to give more effective representation, and service to our members than do the Unions who compete with us. There are several Unions, with substantial financial resources, striving every day to organize State and local government employees. The latest is the Motel, Hotel and Bartenders Union which recently organized the employees of a County Welfare home. The cheapest Union competitor charges four to five times the present CSEA dues. If, because of inadequate financial support, CSEA fails, it is not unrealistic to assume that our members, and other public employees, to be represented at all, will pay the much higher Union dues.

"It is absolutely basic that we must advance in the area of our greatest potential—local government employees—where presently over 500,000, excluding teachers, are eligible for CSEA. We must and will try to recruit as members employees of the City of New York government. Also there are almost 30,000 State employees who are not members of CSEA in spite of our many accomplishments on their behalf. Before our competitors move strongly into the local government potential, we should be firmly entrenched there—this we must do.



**MISS HIGHWAY HOPEFULS** — Pictured above are the seven finalists in the "Miss Highway Safety" contest sponsored by the Department of Motor Vehicles chapter, Civil Service Employees Assn., Albany. Seated, left to right are: Patricia Belmonte and Mary Ann Alberino. Standing, in the same order are: Linda Wilson, Jean Witowski, Donna Guzek, Carol Hayden and Barbara LeMar. The queen will be crowned at the chapter's dinner-dance Feb. 25.

The membership support of this large potential will add materially to the effectiveness of CSEA for the benefits of its members.

"To maintain our present 128,000 member strength, and attract the added growth we need, and at the same time provide essential services and effective representation, we require more field representatives; additional research staff to assist in planning salary and fringe benefits programs for State and local government employees; greater legal support, and additional staff to enable more intensive promotion of work condition improvement programs. When the dues were raised in 1959, additional field representatives were planned so that on an average each representative would not have to serve more than 7500 members. At present our 128,000 members will be served by 12 field representatives with fixed areas, an average of 10,666 per member; and there will be two field representatives assigned exclusively to organizing

work on the huge potential membership of over 500,000. This situation must be improved.

### New Headquarters

6. We need a new modern Central Headquarters. We moved into our present Headquarters in January, 1949. At that time we had 21 employees on our staff and our total membership was almost 45,000. Today we have 86 on our staff and over 128,000 members. Our staff now works in about 6300 square feet of space and the space expert on our Building Committee estimates the present need at 12,000 square feet. Modern, well equipped and manned Central Headquarters is a must if we are to give efficient, effective service to our members thruout the State—it is the nerve center of our Statewide operation. With the approval of our Board of Directors, initial steps have been taken to solve this problem as reported in the Civil Service Leader. Land has been purchased, and an Architect retained preliminary to construction of a modern Headquarters Building. Funds must be available to underwrite the cost of this necessary and vital undertaking.

"7. Our present dues of 40 cents bi-weekly are very low. If raised to 50 cents bi-weekly, they still would be less than the cost of a pack of cigarettes per week. The Union which is our major (presently not serious) competitor charges \$2.00 bi-weekly. The independent California State Employees Association, (100,000 members), the one organization most comparable with CSEA, charges 81 cents bi-weekly (twice our present dues). All Unions attempting to organize public employees charge four or more times as much as CSEA. All independent employee organizations in other States of any consequence charge considerably more dues than we do. This, alone, is not an argument to raise dues, but certainly the experience of other organizations, as to income necessary to serve their members, is significant.

"8. The Board of Directors on March 10th will consider a proposal

of our Special Committee to negotiate The Leader contract—to increase the annual per member subscription from \$2.55 to \$3.00. An increase of 45 cents per member per year, based on 135,000 members, would increase cost annually, effective October 1, 1965, by about \$60,000.

"We hope that you will carefully and promptly bring to the attention of all your chapter members the information contained in this letter. The Special Committee to Study Proposed Dues Increase will send to your chapter and publicize to the members, at least ten days before the March 11th Delegate Meeting, the essential data with its recommendations concerning the dues increase so that action may be taken to amend the CSEA By-laws as to the amount of dues.

### Not A Luxury

"When your chapter considers the matter, we trust you will bring to your members' attention the many accomplishments of CSEA which have improved their salaries and fringe benefits; the many services they receive from CSEA, day in and day out, as reported in the Civil Service Leader and otherwise. The members must realize that CSEA is not a luxury, it is not a social activity—on the contrary, it is a necessity—it has to do with the member's bread and butter—his salary and other important work conditions upon which depend his standard of living and what he can do for his dependents.

"I have full confidence in our chapters and members. I am sure they will give full consideration to the information herein and the data and recommendations received from our Special Committee to Study Proposed Dues Increase. I am confident they will support adequate membership dues to enable CSEA to do a first-class job for its members, and put the Association in a strong position financially to meet any crisis which may arise which threatens the welfare of the members, and to maintain our present pre-eminent position among public employee groups in New York State."



**SCHENECTADY JOINS UP** — Arthur Orzili, right president of Schenectady County chapter of the Civil Service Employees Assn., is seen being welcomed by A. Victor Costa, president of the CSEA Capital District Conference, after the Schenectady chapter voted to join the Conference recently. Looking on is Roy Rainey, who will serve as chapter delegate to the Conference.

# J. EIS & SONS GIVES YOU THIS

FRIGIDAIRE Golden Opportunity Days

## WORLD'S FIRST JET ACTION WASHER

by  
**FRIGIDAIRE**

Hurry in now while they last!



**NO WONDER THE  
JET ACTION WASHER  
IS SELLING SO FAST!**

- New Deep Action Agitator—creates jet currents for "deep action" cleaning.
- Jet-Away lint removal—needs no lint trap.
- Jet-spin assures quick drying.
- Jet-simple mechanism has fewer parts for top dependability!

**COME IN FOR  
YOUR LOW,  
LOW PRICES**

**EVEN LOWER WITH GOOD  
LATE MODEL TRADE!**

Matching DDA-65 Electric  
Dryer just \$



Model WDA-65  
4 colors or white!

FRIGIDAIRE Golden Opportunity Days

# !!SPECIAL!!

HURRY FOR THIS SPECTACULAR  
FRIGIDAIRE VALUE!

**DON'T PAY A PENNY MORE FOR A 2-DOOR  
UNTIL YOU SEE THIS!**



- Come see the separate 120-lb. size freezer.
- Come touch the huge fruit and vegetable Hydrator.
- Compare Frigidaire deep-shelf door storage and lots more.

**We Carry a  
Complete Line  
Of Frigidaire  
Products**

Model FD-12TJ 12.1 cu. ft.  
(NEMA standard)  
Aztec Copper or White

Even less with good operating trade!

# J. EIS & SONS

105-7 FIRST AVE., N.Y., N.Y. GR 5-2325-6-7-8

# Broome CSEA Pushes For New Minimum Pay

(From Leader Correspondent)

BINGHAMTON, Feb. 22—Broome County employees have kicked off a campaign for a 10 per cent across-the-board pay increase for 1966. Members of the County chapter of the Civil Service Employees Assn. approved a seven-point program asking higher pay and increased benefits at a membership meeting here.

The chapter, representing nearly two-thirds of the 1,000-plus County employees, also is seeking a \$3,040-a-year minimum wage. The present minimum starting pay is \$2,560.

About 100 Broome employees are making less than \$3,000.

### Fieldman On Hand

Patrick Rogers of Albany, supervisor of CSEA field representatives, and Benjamin Roberts of Ithaca, field representative, attended the meeting.

James A. Burrows, chapter president, said the membership has decided to submit its proposal for increased pay much earlier than last year.

A request for a 12½ per cent pay raise last year was turned down by the Board of Supervisors, although the County approved a plan which gave most employees up to three per cent more take-home pay.

The raise resulted from increased contributions by the County to the State Retirement Plan. This proposal was approved by the supervisors after the County chapter had printed and was about to circulate 5,000 petitions asking taxpayer approval of the CSEA program.

### The Program

These are the employee requests in the program for 1966:

- A 10 per cent raise for all nonprofessionals.
- Elimination of the first four grades in the nonprofessional salary schedule, with a new minimum of \$3,040.
- Three days of paid personal leave per year.
- Longevity increments after 15 years, instead of the present 25 years of continuous service.
- Payments or compensatory time off for overtime.
- Twelve days of sick leave per year, instead of the current seven days.

At present only certain departments pay employees for overtime work. Time off is usually given to make up for overtime.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

At present only certain departments pay employees for overtime work. Time off is usually given to make up for overtime.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

Burrows said the Employees Committee of the Board of Supervisors will receive the new request as soon as it has been prepared by the CSEA staff in Albany.

## Earn Your High School Equivalency Diploma

for civil service  
for personal satisfaction  
Tues. and Thurs., 6:30-8:30  
Course Approved by N.Y. State  
Education Dept.  
Write or Phone for Information

**Eastern School AL 4-5029**

721 Broadway N.Y. 3 (at 8 St.)  
Please write me free about the High  
School Equivalency class.

Name .....  
Address .....  
Boro ..... PZ..... L8

## FOR ALL TESTS

ARCO BOOKS AVAILABLE AT  
**PAUL'S BOOK STORE**  
18 E. 125th St., N.Y. City 35, N.Y.  
We Carry Books On All Subjects  
Phone or Mail Orders  
**TR 6-7760**

## Do You Need A High School Diploma?

(Equivalency)  
• For Personal Satisfaction  
• For Jobs Promotion  
• For Additional Education  
START ANY TIME

## TRY THE "Y" PLAN

**\$50** Send for Booklet C **\$50**  
15 W. 63rd St., New York 23  
TEL: ENdicott 2-8117

## GRADED DICTATION

GREGG • PITMAN  
Also Beginner and Review Classes in  
STENO-TYPING,  
BOOKKEEPING,  
COMPTOMETRY,  
CLERICAL  
DAY: AFTER BUSINESS: EVENING  
**DRAKE** 154 NASSAU ST.  
(Opp. N.Y.C. Hall)  
BEckman 3-4840  
SCHOOLS IN ALL BOROUGH

50 TRAINEES WANTED  
AGE 25 PLUS  
**DRIVING  
INSTRUCTORS**  
FOR ALL BOROS  
SALARY \$500 to \$850 YEAR  
With Own Late Model Cars  
MALE FEMALE  
High School or Equivalency  
INCENTIVE PLAN & BONUS  
U. S. AUTO CLUB, Inc.  
404 Jay St., Bklyn (Boro Hall)

## TRAIN TO BE A LEGAL SECRETARY

**\$125.00 FULL TIME  
\$4.50 PER HR. PART TIME**  
Free advisory placement service.  
Monthly payment plan available.  
Call now—for Free Booklet—  
RE 2-3550  
**St. Charles Institute**  
20 Vesey Street  
New York, N. Y.  
Must have knowledge of typing  
and shorthand  
No age or education requirements

**CIVIL SERVICE COACHING**  
City, State, Fed & Promotion Exams  
Jr & Asst Civil, Mech, Elect, Engr  
Civil, Mech, Elect Engring Draftsman  
M... Alg, Geom, Trig, Surveying  
HS Diploma, Arithmetic-English  
Cons... Inspr Federal Engr  
Electrical Inspr P.O. Clk Carrier  
Engineer Aide Maintenance Man  
Licenses Engineer, Stationary, Refrigeration,  
Master Electrician, Portable  
Classes Days, Even, Saturday Morning  
**MONDELL INSTITUTE**  
154 W 14 St (7 Ave) CH 3-3876  
Over 50 Yrs Train Civil Service Exams

**HIGH SCHOOL  
Equivalency  
DIPLOMA**  
This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:  
• Employment • Promotion  
• Advanced Educational Training  
• Personal Satisfaction  
Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N. Y. State Dept. of Education.  
Attend Classes in  
Manhattan or Jamaica  
**ENROLL NOW! Start Classes  
In Manhattan on Wed Feb. 17  
Meet Mon. Wed. 5:30 or 7:30 P.M.  
In Jamaica on Thurs. Feb. 18  
Meet Tues. & Thurs. 5:30 or 7:30 P.M.**  
For Complete Information  
**PHONE GR 3-6900**  
or Be Our Guest at a Class!  
Just Fill In and Bring Coupon

**DELEHANTY INSTITUTE**  
115 East 15 St., Manhattan  
91-01 Merrick Blvd., Jamaica  
Name .....  
Address .....  
City ..... Zone .....  
Admit to One H.S. Equiv. Class

**Tractors Trailers Trucks**  
For Instruction and Road Tests  
Class 1-3  
Training for Professional Drivers  
Exclusively  
**COMMERCIAL DRIVER TRAINING,  
Inc.**  
2447 Ellsworth Street  
Seaford, L.I. 516 SU 1-4963

**Now Available . . .**  
Latest, Most Complete,  
Most Accurate Books For  
**STATE BEGINNING  
OFFICE WORKER  
\$3.50**  
**MAINTENANCE MAN  
TRAINEE  
\$3.95**  
**CORRECTION  
OFFICER  
\$3.95**  
**CIVIL SERVICE  
PUBLISHING CORP.**  
132 Livingston Street  
Bklyn - N.Y. 11201  
212 UL 2-8600  
Mail Orders: Include 25 cents  
postage per book.  
Please Send Me .....  
Name .....  
Address .....

**INVESTIGATE ACCIDENTS**  
Full, part time big money  
career, 12 week course (1 night  
or Sat. wkly) NO age, educa-  
tion or job license requirements!  
Free advisory placement service.  
Complete Course Only  
plus \$10 registration fee **\$95**  
Quick FREE Booklet-Call WA 4-8400  
**ADVANCE INSTITUTE**  
30 E. 20 St., N.Y.C.

## SCHOOL DIRECTORY

**MONROE INSTITUTE—IBM COURSES** Keypunch, Tab Wiring, SPECIAL PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, Electric Typing, NCR Bookkeeping machine, H.S. EQUIVALENCY, Med. Legal and Air-Line secretarial, Day and Eve Classes, Monroe Business Institute, East Tremont Ave. & Boston Rd., Bronx, NY 2-8600.

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

# Syracuse Host To Central Conf.

(Continued from Page 3)  
Public relations director, discussed methods by which chapters can improve their public relations activities.

Perkinson discussed the definition of Public Relations as it applied to CSEA. He said a definition could be "the art of interpreting the aims of the Association to its public." He explained that the CSEA public relations include many groups; taxpayers; a member's immediate community; his employer, from the agency head down to his immediate supervisor; his fellow workers, CSEA members as well as non-members.

He said CSEA has two basic objectives; selling its specific goals, such as salary increases, needed benefits, a better merit system etc. to those persons who can give these things; and selling CSEA membership to prospective members. He said neither objective could be achieved without the other. That one depends on the other, and that "the success of CSEA depends entirely on how well we do these two selling jobs."

To do both effectively, he said, means constant attention to the Association's "Public Relations."

The best way to accomplish this Public Relations Program, he said, is through the utilization of the three "C's — cooperation, coordination, and communication. In discussing these three points he cited cooperation between chapter members and officials; between chapters and headquarters; between employees; between employees and supervisors; between

employees and the public they serve. He said coordination "involves doing our jobs as CSEA members, officers, and staff in such a way as to achieve our objectives with the least amount of disorganization."

Grace T. Nulty, chairman of CSEA's statewide legislative committee, discussed the legislative program during the afternoon session. She urged all chapters to participate in getting the program through.

A progress report on negotiations with the Rockefeller Administration on the CSEA salary and fringe benefit program for public employees for 1965 was given by Solomon Bendet, chairman of the CSEA Salary Committee. Bendet also noted that to "stay on top and still offer the best service to employees at the lowest cost" a small dues increase was needed by CSEA. "Most of us work for nothing, but not everything is free," he said. He reminded his listeners that "in these days everything goes up and nothing comes down."

The dinner winding up the meeting marked the 28th anniversary of Syracuse chapter, headed by John Riley. The unit was host to the Conference chapters.

Host chapter for the Workshop was Onondaga Chapter headed by Arthur Kasson Jr.

Durr presided at Conference sessions and Sam Borrelly, president of the Workshop, directed its activities.

Guests at the meeting and dinner were Joseph Feily, president of CSEA; Raymond Castle and Vernon Tapper, first and second vice presidents, respectively, and several local legislators.

## Matt Jordan Is Honored

BUFFALO, Feb. 27 — Matthew W. Jordan, a career employee in the Buffalo office of the Public Service Commission and a long-time member of the Buffalo Chapter, Civil Service Employees Assn., was honored last week in Albany.

Jordan, who has completed 25 years service in the Commission, was a guest of Commission chairman James A. Lundy at a luncheon.

Lundy also honored 51 other PSC veterans, many of them CSEA members.

# Says Wilna Town Board Not Wrong

(From Leader Correspondent)

WATERTOWN, Feb. 22 — The acting chairman of the Town of Wilna Housing Authority says the town board should be absolved of any "blame" in connection with a year-old move to place Authority employees in an exempt classification under civil service.

Mrs. Wendell Dickhaut says that any public criticism directed at the town board for the situation "is wrong." "The board," she said, "only approved a resolution passed on to it by the Authority."

### "Being Worked Out"

Mrs. Dickhaut asserted that Authority members have met with the Jefferson County Civil Service Commission and problems involved in civil service application to Authority jobs "are being worked out."

A New York State Civil Service Commission management survey of the Jefferson County Commission disclosed that the Authority had failed to "cooperate." The management survey pointed out that the authority was in violation of the public housing law.

"We are working to comply with Section 32 of the public housing law," Mrs. Dickhaut said.

# Watertown CSEA Scholarship Set

(From Leader Correspondent)

WATERTOWN, Feb. 22 — The Watertown chapter, Civil Service Employees Assn., will, for the second year, award a two-year \$300 scholarship to a son or daughter of a member of the chapter.

It was announced recently by Dorothy M. Eveleigh, chapter secretary, that applications may be obtained from her or the chapter president, C.J. Walsworth. Candidates must be in their senior year of high school and must pass a college entrance examination to qualify.

Applications, she said, will be accepted until March 1.

## Mexico Tour

(Continued from Page 1)

ming in the Pacific Ocean at Acapulco has been arranged and, for the first time, the beautiful spa-resort city of San Jose Purua will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe, Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary.

The total price of \$496 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc.

Application blanks and a descriptive brochure of the tour may be had by writing to Mrs. Eve Armstrong, 16 Florence Court, Babylon, L.I., New York.

## Armory Employees Chapter To Meet

The Suffolk chapter of the Armory Employees Assn. will meet March 23 at Nesconset Armory, Nesconset, Long Island at 12 noon.

# St. Lawrence County Member Drive Starts

(From Leader Correspondent)

CANTON, Feb. 22—A concentrated membership drive was kicked off at a meeting of the membership committee of the St. Lawrence County chapter, Civil Service Employees Assn., here last week.

Plans for the meeting were made by members of the chapter's board of directors. The committee session was at the Vets Club here.

### Nominations Due

It was announced last week by chapter officials that a general membership meeting of the chapter has been planned for March 18 in this village when the report of the nominating committee will be received. Nominations will be made by the committee, headed by Maxine Stone, Public Welfare Department, chairman. Nominations will be for all chapter officers and directors.

Other members of the nominating committee are: Elsie Gibson, Public Health Department; Mary Manning, City of Ogdensburg; Sue Commintzis, County Welfare Department; Albert Fuhr, Sheriff's Department, and Charles Baxter, non-teaching representative.

The board of canvassers of the

chapter will present its report on the annual election of officers at the annual meeting of the St. Lawrence County chapter in Canton the night of April 15. Members of the board are: Dolly Scott, chairman; Helen Reed, Clytia Rushman, Eleanor Couglar and Joan Magee.

### Annual Dinner

The tentative date for the chapter's annual dinner is May 22. Two representatives of the chapter — Frances Williams, president, and Mary Manning, delegate—attended sessions of the Central Counties Workshop, CSEA, in Syracuse over the weekend.

## Marcy State Chapter Sets Dinner & Dance

MARCY, Feb. 22—The Marcy chapter, Civil Service Employees Assn. will hold its third annual St. Patrick's dinner-dance on March 20 at the Beeches, Rome.

## Thruway Aids

(Continued from Page 1)

formal preferred list from the East Hudson Parkway Authority containing the names of the employees to be displaced and will use such list in preference to filling vacant positions in the area by open competitive appointment.

This should assist the employees before they are actually laid off the payroll, at which time their names will be placed on a formal preferred eligible list, certified to the Thruway Authority.

CSEA has expressed its appreciation to the Thruway Authority including its chairman, R. Burdell Bixby; its administrative director, William Tinney, and its personnel director Jack Lagatt.



**YES, HE IS RETIRING** — Vernon Moon, third from left, was presented a pen and pencil set by Joseph Donnelly, field representative of the Civil Service Employees Assn., at a retirement party held in his honor in Whitesboro recently. The set was awarded by the CSEA chapter at Marcy State Hospital where Moon was a motor vehicle operator. Seen from left are: George Butler, vice president, Marcy Hospital chapter; Mrs. Moon; Moon; Paul Rhodes, supervisor of transportation; Mrs. Rhodes; and Donnelly.



# HAWAII IN 1965 FOR ONLY \$499

The ONLY chartered air flight to San Francisco, Hawaii and Las Vegas will leave New York City July 17 for a fabulous two-week vacation tour to the Far West and Hawaii. Because of the charter, the price for this year's trip is nearly \$100 less than in previous years—but there is no reduction in sun and fun.

The charm of San Francisco, with its cable cars and famed Chinatown; the beaches, the surf, the sun and the comfort of the Reef Tower Hotel in Hawaii, and all the excitement of Las Vegas are but a few of the outstanding features of this carefree vacation offer.

This trip is strictly limited to members of the Civil Service Employees Assn. and members of their immediate families. Use the coupon below to obtain a colorful, descriptive brochure of the 1965 flight to Hawaii. Applicants are urged to make deposits as early as possible to assure a seat on the plane.

Please send me a brochure on the 1965 Hawaii trip and an application blank.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

UPSTATE: Write To  
John Hennessey, 276 Moore Ave., Kenmore 23, N.Y.  
NEW YORK METROPOLITAN AREA: Write To  
Mrs. Julia Duffy, 129 Altmar Ave., West Islip, N.Y.