

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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MEETING WITH TRAVIA — Assembly Speaker Anthony Travia, center, met with Solomon Bendet, left, chairman of the Salary Committee of the Civil Service Employees Assn., and CSEA President Joseph F. Feily on the Association's eight per cent salary increase goal and other CSEA-sponsored legislation. Scene of the meeting was the Speaker's chambers in Albany.

CS Aides In Buffalo Area Praised For Work During Recent Blizzard

BUFFALO—State, County and municipal workers in the Buffalo area gave notable service during the "great blizzard of 1966," public officials agreed here.

The blizzard of Jan. 29-30, coming soon after another paralyzing snow storm on Jan. 22-23, dumped more than two feet of snow on the eight Western New York counties, closed schools and plants and disrupted community services.

"We owe a great debt to civil service workers, especially those who work in highway departments," said Erie County Executive Edward Rath, "they worked

long hours getting highways open and doing other essential work."

The Thruway was closed and all other highways leading to Buffalo were unpassable on Jan. 31 but many State and Erie County employees made it to work, overcoming difficult transportation obstacles.

"It was another demonstration of civil service at work for the community," said Henry J. Gdula of Silver Creek, regional field representative for the Civil Service Employees Assn. in the Western New York area.

President Alfred P. Jeris Jr., president of the Western Division Thruway chapter, CSEA, commended chapter members for "an excellent response in an emergency situation."

And president Armand Smith of Hamburg CSEA chapter, which represents State Public Works Department employees, had high praise for all chapter members.

"It was a job well done," said Neil V. Cumings, president of Erie chapter, CSEA. He referred specifically to snow removal work on the highways by Erie County Highway Department men.

Bridge Authority Nominating Comm.

A nominating committee was named by the New York State Bridge Authority chapter of the Civil Service Employees Assn. at a recent meeting.

The committee is composed of: W. Kutner, chairman; K. Proctor, J. McNairy, L. Canning and A. McNair.

Around-The-World Tour Is Offered

Spain, Israel, Iran, India, Hong Kong, Thailand, Japan and Hawaii are the major lands to be visited in an around-the-world tour by jet now open for bookings to Civil Service Employees Assn. members and members of their immediate families.

The globe circling trip departs on July 2 for 28 days and for only \$1,565 tour members will receive air fare, all hotels, most meals, sightseeing tours, etc. Time has been scheduled for leisure in Majorca and Honolulu in addition to viewing the cultures of Spain, the Middle East and the Orient.

A colorful, descriptive brochure of the trip may be had by writing either to Celeste Rosenkranz, 35 Sweeney St., Buffalo, or in the Metropolitan area to Mrs. Eve Armstrong, 16 Florence St., Babylon, Long Island, N.Y.

This offering is strictly limited to CSEA members and their families.

At Budget Hearing

Pay Raise Serves State As Well As Employees, Feily Tells Legislators

ALBANY—An eight per cent, across-the-board salary increase for all State employees is not a matter to be defended but to be passed in order to keep public employee wages from further deterioration to the detriment of the State and the services it must render the public.

So said Joseph F. Feily, president of the 137,000-member Civil Service Employees Assn., at a joint hearing by the Legislature last week on Governor Rockefeller's proposed budget for the 1966-67 fiscal year.

Speaking before members of both houses of the Legislature at the hearing, Feily declared that:

Each year we come before this body in support of the legislative program adopted and recommended by delegates representing our 95,000 State employee members and 42,000 local government employee members.

On March 11

Rockefeller Will Address Delegates Dinner Meeting

ALBANY—Governor Rockefeller has accepted an invitation to address the annual dinner meeting of the Civil Service Employees Assn., to be held at the Schine Ten Eyck Hotel here March 10 and 11. The Governor will speak at the closing dinner on March 11.



GOVERNOR ROCKEFELLER

Delegates will register at the hotel starting at 9:30 a.m. on March 10. The CSEA Board of Directors will meet at 10 a.m. that same day. The regular business session of delegates will start at 12:30 p.m. in the hotel ballroom.

That evening, delegates will attend various departmental meetings to take care of various individual agency problems and needs.

The business session will continue the next day until 5:30 p.m.

Heading our list of requests this year is one for much-needed salary increases for State employees. Most of the information we have compiled in support of our salary request is contained in our annual salary book, copies of which already have been distributed to members of the Legislature and other interested groups and individuals.

This salary book, we firmly believe, more than substantiates the financial needs of our State employees when compared with their counterparts in private industry and other progressive public jurisdictions.

I am not here today to defend the eight per cent figure contained in the proposed State budget for state employee salaries. I do not believe it needs defending. It represents many months of negotiations between the Civil Service Employees Association, as representative of the majority of State employees, and the State Division of Budget, the agency charged with

preparation of the State budget.

CSEA agreed to accept the eight per cent across-the-board proposal with the assurances that the monies needed to implement that figure—some 49 million—was the limit to which the State Administration could commit itself.

In addition, we have met with the leaders of both houses of the Legislature in order to press our needs and, of course, we are meeting with you gentlemen today, as representatives of your legislative colleagues.

Background

Briefly, gentlemen, the background of the eight per cent salary figure in the proposed State Budget is this:

Delegates, representing our entire membership, met in convention last Fall and, based on the recommendations of our Salary Committee and the work of our research staff, adopted a comprehensive salary resolution. (Continued on Page 16)

Onondaga Aides Back To Normal Work After Record Snow Emergency

SYRACUSE—City, County and State employees here were back on near-normal working schedules this week—except for public works crews who were still working around the clock to dig out Syracuse, Onondaga and other Central New York counties buried by last week's record snowfall.

Highway crews, civil defense workers, auxiliary police, regular police and firemen worked tirelessly—often not being able to go home or be relieved up to 36 hours—as the East Coast storm dropped more than 101 inches on Oswego and more than 42 inches on Syracuse and Onondaga County.

Their snowplows buried under the towering wind-whipped drifts, some highway workers were forced to sleep in their vehicles when it became impossible to continue on their jobs, but just as difficult to reach shelter.

Drifts up to 30 feet high were reported in some highways.

Interstate Route 81 was still closed to traffic, both south and north of Syracuse, until Friday. North of Syracuse, the superhighway was blocked by the drifts through most of Oswego County. South of the city, the five-mile

(Continued on Page 16)

Don't
Repeat This!

Civil Service Can Elect New York's Next Governor

THE announcement, last week by Nassau County Executive Eugene Nickerson, that he would seek the Democratic nomination for governor to oppose Nelson Rockefeller this fall puts two official candidates, Nickerson and Rockefeller, in the race—but you can be sure the list of contenders will be far larger by the time the Democratic conven-

(Continued on Page 15)

19 More Lindsay Appointments Are Older & More Experienced Than Group Presented In Jan.

In a recent issue of The Leader, 31 appointments by Mayor John V. Lindsay were presented. This week, The Leader presents a capsule resume' of 19 more people named by Lindsay to his six week old administration.

This group, on the average, is older than the first group. Their average age is 42.

Similar, however, is the non-partisanship of the appointees. Of the 19, six are Democrats five are Republicans, one is a Liberal and one described himself as an Independent. The remainder were not politically designated.

This group of 19 comes to their jobs with a bit more experience than those named in January. However, the Mayor rarely went beyond his campaign headquarters for appointees. Of the 19, at least 12 worked for the Lindsay campaign. There have been other appointments that have not been made available or have not come from the Mayor's office.

Mayor's Office

Executive Assistant

ROBERT W. SWEET, 43—Sweet was a Manhattan attorney and served on the Mayor's Committee on Transition. During the campaign, he was Manhattan coordinator for Lindsay. He is a graduate of Yale Law School and served as an assistant U.S. Attorney. He was also assistant chief of the Civil Division. Sweet is a Republican and served in various campaigns before the 1965 elections. He is married and has two children.

Assistant to the Mayor

OLIVER PILAT, 62—Pilat is a veteran newspaperman, having served with the New York Post for almost 30 years. He was a European correspondent for the old Brooklyn Eagle in the early 1930's. Pilat is a graduate of Amherst College. He directed Lindsay's press relations during the campaign. Pilat is married and has two children.

Assistant to the Mayor

ROBERT M. BLUM, 37—Blum is in charge of the local Offices of Mayor program. He is an attorney and served as Lindsay's legislative assistant during his first term in Congress. Blum received his law degree from Columbia Law School. Blum served as chief special counsel to the New York State Assembly's Judiciary Committee. He is a Republican. Blum was a member of the United States Olympic Fencing Team in Tokyo in 1964.

Administrative Assistant

HARVEY ROTHENBERG, 40—Rothenberg is in charge of logistics, personnel, scheduling and appointments for the Mayor. He is serving on a volunteer, non-salaried basis. During the campaign, Rothenberg was headquarters administrator at the Roosevelt Hotel, for the Lindsay campaign. He is president of a manufacturing company. Rothenberg is a graduate of New York University, is married and has two children.

Communications Consultant

DAVID L. GARTH, 35—Garth is serving on a non-salaried basis as a special consultant to the Mayor for communications. He works directly with Lindsay in setting all major radio-television policy for the administration. Garth is the winner of a Peabody award and was nominated five times for Emmy awards. He is president of a television producing and public relations company. He

served in the same capacity during the campaign for Mayor Lindsay. He is an Independent and was co-chairman of the "Stevenson for President" movement in New York State in 1960. He is a graduate of Columbia University and is married.

Commissioners

Urban Research

DR. EWAN CLAUGE, 69—Dr. Clauge is the director of the proposed New York City Urban Research Institute. He was formerly the U.S. Commissioner of the Bureau of Labor Statistics, and is now serving as a special consultant to Labor Secretary Willard Wirtz. His position with the City is a non-salaried one. The institute will conduct surveys of New York City's economic base. It is outside the City government structure.

Markets Department

SAMUEL J. KEARING, 35—Kearing is an attorney who resided in Binghamton. He is a graduate of Cornell Law School. Kearing was counsel to the majority leader of the State Assembly from 1961 to 1963. He assisted in the organizing of the Congressional campaign of 1964 for Mayor Lindsay and was administrative assistant to Deputy Mayor Robert Price in the mayoralty campaign for Lindsay. He is married and has two children.

Human Rights Commission

WILLIAM H. BOOTH, 43—Booth was named recently as the chairman of the New York City Commission on Human Rights. He is an attorney, a graduate of Queens College and a Republican.

He was formerly the legal redress officer of the NAACP. Booth is married and has one child.

United Nations Commission

MRS. JOHN L. LOEB—Mrs. Loeb is the niece of the late Senator Herbert Lehman. She is a native New Yorker. Her position is an unsalaried one. Mrs. Loeb resides in Manhattan with her husband. They have five children.

Acting City Register

E. MICHAEL MORRIS, 38—Morris succeeds Louis Orgel who retired Jan. 28. He will hold the position as acting register until the position can be filled permanently by a civil service examination. He is a graduate of Yale University and attended Oxford University on Rhodes Scholarship. Morris was a Lindsay campaign worker and is unmarried.

Civil Defense

TIMOTHY J. COONEY, 36—Cooney, former assistant executive secretary to Mayor Robert Wagner, was named by Lindsay to the interim directorship of the City civil defense program. Cooney was serving as executive secretary to the Council Against Poverty before his appointment to the civil defense post. Cooney is a graduate of Columbia College, is a Democrat and is married.

Deputy Commissioners

Health Department

DR. ARTHUR BUSHELL, 44—Dr. Bushell is the first deputy commissioner of the Health Department and will serve as acting

(Continued on Page 8)

Your Public Relations IQ

By LEO J. MARGOLIN



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

PR Responsibility

THE CIVIL service corps has a responsibility which transcends both working hours and the guidelines of every job description. It is a responsibility that goes miles further than the responsibility of parallel positions in private industry.

THIS RESPONSIBILITY may be set forth in these simple terms: as the first line representatives of government, it is the responsibility of the civil service corps to tell the numerous public with which it deals—whenever the occasion arises—that the highly complex society in which we live, calls for an equally complex government, which is costly to operate.

WHY SHOULD this be the responsibility of civil servants? Why shouldn't this task be assigned exclusively to elected officials, both legislative and executive?

THE ANSWER is simple: there are so few elected officials, while there are so many civil servants.

WE KNOW about the strong tendency among some civil servants "to pass the buck." "Buck passing" is fine if the strict rules and regulations call for it. But there are many things you do which are not spelled out in the rules and regulations. This comes under the category calling "using your head" because that's one of the things you are being paid for.

THUS, THE responsibility of telling your public that government costs money—and will cost more as demands of the public increase—falls on all in the civil service corps. You might call this "telling them, then telling them again, and then telling them that you told them."

THERE IS sound reason for this. The normal media of communication — newspapers, television, radio—are not telling the story, except in a very negative way: taxes are too high, budgets are too high, every civil service salary increase in a "pay grab." This is usually reported without also pointing to such facts as the

increase in the cost of printing a newspaper ranging from 100 to 300 per cent. (Not too long ago the New York "Daily News" had a newsstand price of 2 cents; it is now 7 cents, an increase of 350 per cent!)

STILL ANOTHER reason for the responsibility of communicating with the taxpaying public falling on the civil servants is this simple reality: the public you deal with are not nearly as well informed about the operations of government as they should be.

EVERYONE with a high school education should know the differences among the executive, legislative and judicial branches of government. We would be willing to wager that a shockingly high percentage of the high school graduate public you deal with do not know the difference.

IF YOU still think that as civil servants "none of this is our business," just remember this urgent item: an ignorant electorate, an ignorant group of taxpayers will make your jobs a hundred-fold more difficult than they are now.

NO ONE IN government can do a consistently good job without cooperation of the public dealt with regularly. Just think what a shambles would have resulted had not the N.Y. State Department of Motor Vehicles been able to marshal the cooperation of the more than 6 million motor vehicle owners who just went through a new license renewal procedure.

TO THE civil service corps we say this: it may not be in your appointment letter, but you had better get accustomed to your new role of educator of your public in addition to your many other duties.

\$1,000 For Best Idea

Dear Mayor Lindsay:

Signed

Name
Address

SEND TO: The Jerry Finkelstein Foundation, c/o The Civil Service Leader, 97 Duane Street, New York City

Only Two Weeks Remain For Suggestion Entries

Only two weeks remain for you to send in your suggestions for helping Mayor John Lindsay improve New York City and therefore making it a happier, safer and better place in which to live.

Until now, more than 4,000 entries have been received by the Jerry Finkelstein Foundation, sponsor of the "idea contest."

The foundation, founded by Jerry Finkelstein, publisher of The Leader and New York Law Journal, will award a \$1,000 prize for the best suggestion. Also, four gold medals will be presented for the next best suggestions.

Entries have been received from all sections of New York State. The contest is open to all civil service employees who work in New York, whether they be Federal State, City or local civil servants.

All suggestions must be post-marked no later than March 1. A coupon is provided, however, if more room is needed, you may use your own stationery.

Send all entries to: the Jerry Finkelstein Foundation, c/o The Civil Service Leader, 97 Duane Street, New York City, 10007.

Past-Presidents Party

ALBANY—The Capital District Conference of the Civil Service Employees Association will entertain past CSEA chapter presidents in mid-April.

Nassau Chapter Renominates Irving Flaumenbaum As Pres.; Election To Be Held May 18

Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn. has been nominated for another term as head of the largest CSEA chapter.

Other officers nominated were:

First vice pres., Edward W. Perrott; second vice pres., Francis J. Diviney; third vice pres., Charles Samansky; fourth vice pres., Frank S. Olkusi; fifth vice pres., Ralph Natale.

Secretary, Blanche Rueth; treasurer, Thomas Rooney; financial secretary, David Silberman; corres. secretary, Dorothy E. Jennings and sergeant-at-arms, Paul W. Gritman.

Delegates

Delegates nominated were: Molly Faulk, Frank Fasano, Irving Flaumenbaum, Beatrice Jeanson, Dorothy Jennings, Frank S.

Olkusi, Anne Rehak, Thomas Rooney, Charles Samansky and David Silberman.

Board of Directors

Those nominated for the board are: Robert Bell, Henry J. Bernert, Alexander Bozza, Robert Brauns, Kenneth Cadieux and John T. Capozzoli, Sr.

Also, Frances E. Carpenter, Lucien F. Chuisano, Margaret Delaney, Molly Falk, Frank Fasano and Joyce Frantz.

Also, Lionel W. Gunther, Beatrice M. Jeanson, John J. Keane, Jr., Dudley Kinsley, Michael R. Landi, Frank S. Nicoll, Anne Rehak and Lena A. Sartor.

The remainder nominated: Dominick Savastano, John Schroeder, Philip D. Shane, Walter Sosnoski, Thomas Stapleton, Gerard E. Sullivan, Paris B. Swoopes and Cornelius Zito.

Keane wishes the chapter members to know that there will be a space on the ballot for independent voting and that the ballots will be made available to members at least 20 days prior to elections, which will be held on May 18.

Under Article V, Section 2 of the Constitution, independent petitions can be submitted. That section reads as follows:

"Independent nominations may also be made by petition, signed by not less than 7% of the members of the Chapter in good standing, and the names of such candidates shall be printed on the official ballot if such nominations are filed with the Chapter Secretary at least 50 days before the biennial meeting. The membership figure to be used for the purpose of petition nominations shall be 7% of the membership figure

(Continued on Page 14)



SUPPORT LEGISLATION —

State legislators from the Rochester area met recently with members of the Western Conference of the Civil Service Employees Assn. to discuss CSEA bills in the Legislature. They gave support to a large number of such bills. Seen here, bottom row from left, are Assemblyman James E. Powers, Sen. Frank Van Lare, Assemblyman Hast-

ings S. Morse, Jr. and Sen. Kenneth Willard. At back, from left, Assemblyman Donald C. Shoemaker and S. William Rosenberg; Mrs. Melba Binn, Conference president; Sen. Thomas Laverne, Mrs. Pauline Fitchpatrick, chairman of the Conference legislative contact committee; Assemblyman James M. White, and Claude E. Rowell, vice chairman of the legislative contact committee.

CSEA Chapters In Oneida County Area Meet Legislators

UTICA—State and local chapters of the Civil Service Employees Assn. in the Oneida County area held their annual legislative meeting recently at the Holiday Inn in Rome.

Two legislators attended the meeting, State Senator James Donovan and Assemblyman William Sears.

Seven of the nine chapters in the area were represented. They were: Raymond Pritchard of the Ft. Stanwix, Rome State School chapter; Robert Guild, Marcy State Hospital; S. Samuel Borelly, Central Counties Workshop; Roger Solimando, Oneida County chapter president; Nick Cimino, president of the State Department of Public Works chapter; Clara Boone, president of the Utica chapter and Lois Ann Minozzi, public relations chairman for the meeting.

Pending legislation pertaining to civil service was discussed.

Rochester Legislators Pledge Support Of 8% State Employee Raise

(From Leader Correspondent)

ROCHESTER — Eight state legislators from the Rochester area agreed at a meeting held here recently that an 8 per cent across-the-board raise for state employees should include a \$400 minimum.

The legislators met with Mrs. Melba Binn, president of the Western Conference of the Civil Service Employees Assn.; Pauline Fitchpatrick, chairman of the legislative contact committee, and Claude E. Rowell, Rochester area vice chairman of the committee.

Back Other Measures

The lawmakers also unanimously agreed to support:

Increased retirement benefits, as proposed last week by State Comptroller Arthur D. Levitt.

Provision of retirement benefits for non-contributors, based on

1/60th of the final average salary for each year of service.

Death benefits during retirement of 1/30th of the final average salary for each year of service up to 30 years.

Lump sum payment of accumulated sick leave at retirement or more flexible use thereof.

A minimum half day's pay for

emergency duty beyond regular duty hours, including pay from the time an employee leaves his home to the time he returns.

A 40-hour work week for non-teaching school employees.

Retirement benefits based on the highest three rather than the highest five years.

Improved ordinary death benefits under the state retirement system.

Paid Health

Full payment of the state health insurance plan without reduction in benefits for all employees with five or more years of service (Monroe County provides this now.)

Placement of civil service employees under the state labor laws.

The legislators were State Sens. Frank Van Lare, Thomas Laverne and Kenneth Willard, and State Assemblymen S. William Rosenberg, James E. Powers, James M. White, Hastings S. Morse Jr. and Donald C. Shoemaker.

The meeting, held at the Towns House Motor Inn here, was the first of seven area meetings with state legislators within the boundaries of the CSEA's Western Conference.

Chapters participating included Rochester State Hospital, State Agricultural & Industrial School at Industry, State Police Troop A, Monroe County, Barge Canal No. 4 and State Training School at Albion.

Consultant

ALBANY—James W. Harnach of Ithaca has been named a consultant to the State Department of Agriculture and Markets on freight shipping laws, regulations and rates. He will receive \$1,500 a year.



LEGISLATION MEETING —

Legislative Representatives of seven of the nine chapters of the Civil Service Employees Assn. in the Oneida County area met at the Holiday Inn recently to go over pending legislation. Seated from left are: Nicholas J. Cimino, Public Works Department; Mrs. Clara Boone, Utica chapter; Robert C. Guild, Marcy State Hospital, and Robert C. Wilbur Ft. Stanwix chapter Rome State School, chairman of the meeting. Standing from left are: Raymond Pritchard, Ft. Stanwix chapter; S. Samuel Borelly, Central Counties Workshop, Oneida County chapter; A. J. Donnelly, Field Representative for the CSEA, and Roger F. Solimando, president of the Oneida County chapter.

Surrogates Court Needs Head Clerk

The New York State Department of Civil Service is currently accepting applications for the position of head clerk (surrogate). Positions are in the counties of Erie, Kings, Nassau New York, Suffolk and Westchester.

This position pays from \$6,540 to \$7,958 a year. For further information and applications, contact any office of the department in Albany, New York City, Buffalo or Syracuse.

Guidance for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. Accord-

ing to government reports high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-44, 130 W. 42nd St., New York, N.Y. 10036 (or phone BRyant 9-2604).

U.S. Service News Items

By JAMES F. O'HANLON

U.S. Retirements Triple In A Year

The Civil Service Commission reports it has received from agencies 32,123 retirement applications during December, 1965 and January, 1966 for employees who retired during November and December of last year. During the same period a year ago it received 11,871 applications.

The increase in the number of retirements resulted from enactment of Public Law 89-205 (the Daniels Bill) which increased the annuities of employees who re-

tired after October 1, 1965, and before December 31, 1965, by 6.1 percent. P. L. 89-205 became law in September of last year, and the annuity increase was effective December 1.

In order to handle the above-normal workload, employees in the Bureau of Retirement and Insurance are working overtime on weekdays and Saturdays. The Bureau said that all the recent retirees will have received checks within the next several weeks. To process a retirement application, the employing agency must send the Commission the employee's employment record along with the application. Usually the Commission receives this information during the month following the month in which the employee retired.

For example, if the employee retired in December, the information would be received in the Commission in January, and the employee would receive his first annuity check early in February. The largest number of year-end retirements were from the bigger departments and agencies.

The largest group of employees to retire was from the Post Office Department. The Post Office had 539,698 employees under the Civil Service Retirement System as of June 30, 1965, and 9,870 applications for retirement were received during December, 1965 and January, 1966. The second largest group of retiring employees—4,153—was from the Department of the Navy which had 304,718 employees under the Civil Service Retirement System as of last June. Department of the Army was next with 3,470 employees retiring out of 331,349 under the retirement system. The next three agencies were Department of the Air Force with 2,359 retiring out of 263,566, Department of the Treasury with 2,290 retiring out of 83,520, and the Veterans Administration with 2,221 retiring out of 148,180.

Where to Apply For Public Jobs

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

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

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

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

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

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

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications should include a large size return envelope.

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

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

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

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

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



WELCOME THE NEW EMPLOYEE WITH GOOD ADVICE.

By joining the C.S.E.A. during their first 60 days of employment with the State or any of its political subdivisions, new employees under 39½ years old can apply for Accident & Sickness Income Insurance without a medical exam.

This means that The Travelers Insurance Company guarantees the issuance of this important insurance to all qualified new employees.

Since it is impossible for us to personally contact each new employee within the eligible time period, you can help them by passing on this important information.

Accident & Sickness Insurance is one of the many benefits available through C.S.E.A. membership. You can do new employees a favor—urge them to take advantage of this worthwhile coverage by filling out the coupon below. We'll be happy to send complete information by return mail.



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Please send me information concerning the CSEA Accident and Sickness Plan for new employees.

Name _____
Home Address _____
Place of Employment _____
Employee Item No. _____

National ARTIQUES SHOW

MADISON SQUARE GARDEN
FEBRUARY 22ND THROUGH MARCH 5TH
2-11 P.M. 300 Exhibits Adm. \$2.

WANTED: HOME OWNERS TO TEST ALUMINUM SIDINGS FREE
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CALL 212 JA 3-4800
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V.A. Hospital Needs Nursing Assistants

The Veterans Administration Hospital at 130 Kingsbridge Road in the Bronx has announced through the Board of U.S. Civil Service Examiners that it is accepting applications for a written examination for Nursing Assistant.

The starting grade for this position is GS-2 with salary of \$3,814 a year. On promotion to Grade GS-3 employees are eligible for a salary range of \$5,149 to \$5,409 a year.

Both men and women may apply for this job. There are no experience or education requirements but applicants will be required to appear before a panel for a personal interview and demonstrate the required physical dexterity needed for the handling of patients, in addition to the written test.

All applicants must have reached the age of eighteen years before they can be appointed. All

Asst. Valuation Engineer Jobs Open In State

The State Department of Public Service has vacancies in Albany and New York City for assistant valuation engineers at salaries of from \$8,175 to \$9,880 per annum.

Simultaneous examinations will be given in the competitive and promotional fields with the eligible list in the promotional line to be used first. However, it is expected that appointments will also be made from the open competitive list.

Filing will continue for this position until February 21 with the written examination to be held on March 26.

The written examination will cover engineering fundamentals, principles and practices of utility valuation engineering and conducting-inspections and investigations; principles and practices of collating, analyzing and presenting data; public utility property and public utility plant valuation, depreciation, pricing and the uniform system of accounts.

Candidates must have a minimum of one year of satisfactory engineering experience in public utility or regulatory work prior to the date of the written test and either a master's degree in engineering or a bachelor's degree in engineering and one year of additional experience or an AAS degree in an engineering technology from an accredited technical institute or junior college and three years of additional experience or five additional years of experience or any satisfactory equivalent combination or training or experience.

For further information and applications, contact the State Department of Civil Service, The State Campus, 1220 Washington Avenue, Albany, N.Y. 12226; Room 1100, State Office Building, New York, N.Y. 10007; Room 303, State Office Building, 65 Court St., Buffalo, N.Y. 14202 or Room 818, State Office Building, 333 East Washington St., Syracuse. In addition, offices of the State Employment Service will also distribute applications to persons

positions to be filled are at the hospital on West Kingsbridge Road in the Bronx.

This job is worked on a three shift, round-the-clock basis. All employees work rotating shifts. Applicants are considered for employment without regard for race, religion, national origin or sex.

Application forms (Form 5000-AB) may be obtained at the Veterans Administration Hospital on Kingsbridge Road, any Post Office or at the New York Region Office of the U.S. Civil Service Commission 220 East 42 Street, New York City.

Mail application form 5000-AB to: Executive Secretary, Board of U.S. Civil Service Examiners, Veterans Administration Hospital, 130 West Kingsbridge Road, Bronx, N.Y.

Be sure to note the title of the examination and the number of announcement No. NY-66-4 (65). Other applications will then be forwarded to you with notice of admission to the written examination.

Further information or a copy of the aforementioned announcement can also be obtained at the above address.

Urban Renewal Job Open; Pays \$7,479

The Department of Housing and Urban Development through its New York Regional Office is announcing a Civil Service examination for Urban Renewal representatives to fill vacancies within the region. The examination is for positions at the GS-9 through GS-12 level, with a salary range of \$7,479 through \$10,619 per annum. Grade and salary level will be determined by the level and scope of the applicant's experience and training.

The Department of Housing and Urban Development is the newest Executive Department of the Federal Government. It came into existence on November 9, 1965. The new department has primary concern for the housing and community development needs of the nation. The secretary, Robert C. Weaver is a member of the President's Cabinet.

Urban Renewal representatives are key personnel in the urban renewal program. They provide the continuing contact between the Department and urban communities and assist and advise these communities in the elimination of slum and urban blight. This involves considerable contact with civic leaders, public groups and local agencies.

The position of Urban Renewal representative offers excellent career opportunities for those in-

terested in urban renewal or community development who have had progressively responsible administrative, managerial or technical experience in these fields.

Interested individuals should apply by filing an application under the Urban Renewal Represent-

ADVISOR
ALBANY — Joseph J. Magrath of Summit, New Jersey, is the new advisor to the State University Construction Fund.

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The New York City Department of Personnel established on Feb. 9, 1966 the eligible list that resulted from the exam held Nov. 14, 1964 for

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- | | |
|-----------------------|--------------------------|
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| 2. Edward D. Kalletta | 7. George A. Wallace 2nd |
| 3. Daniel A. Kane | 8. Irving L. Epstein |
| 4. Allen D. Hay | 9. Edward D. Kelsey |
| 5. Arthur J. Laufer | 10. Daniel T. Murphy |

We take special pride in the fact that the number one man on the list, Francis Cruthers, also received the highest rating in the written portion of the exam.

Our sincere congratulations to all of the successful candidates and best wishes in their future careers.

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TUESDAY, FEBRUARY 15, 1966



A Tough Decision

OF all the appointments the Mayor of New York City can make, none is more sensitive than that of the Police Commissioner. It is now generally accepted that Mayor John V. Lindsay will probably not reappoint Vincent Broderick to that post, although he may change his mind at the last minute.

In the meantime, Broderick's adamant stand against a civilian review board of police actions has clearly brought the rank and file policeman behind the current commissioner and induced a good deal of fear among those men concerning the unknown qualities of any other commissioner the Mayor might appoint.

There is little doubt that filling this post is going to be Lindsay's toughest decision to date. He must not only assure the average patrolman that his job and career are safe from politics and all other undue influences but also the Mayor must state more clearly to the public what he wants out of his new commissioner and what the basic attitude toward the Police Department is going to be as far as City Hall is concerned.

The appointment and its meanings are of great concern to the police, the public and the future of the City.

Pay Raise Attacked

LAST week's Legislature hearing on Governor Rockefeller's proposed State budget brought on an attack by the Empire State Chamber of Commerce against an eight per cent pay raise for State employees. Earlier in the week, one Albany newspaper also called for the Legislature to reject the eight per cent figure. A taxpayer group noted more for its virulence than its accuracy also attacked the salary increase.

Not in any instance was there any logical reasoning voiced why State employees were not entitled to the proposed wage hike—except that it was too expensive. These kinds of attacks are not new—but they are still dangerous and should serve as a reminder to all State workers to keep up the tempo in contacting members of the Legislature until the pay measure is passed.

In the meantime, members of the Senate and Assembly can rely on past experience to know that the Civil Service Employees Assn., which negotiated the salary increase with the Rockefeller Administration, has based its case on the facts—not the guesses. The pay bill deserves—indeed it must have—approval of the Legislature. The merits of the CSEA case make it so.

CS Attorneys Elect Officers

The Association of New York State Civil Service Attorneys held its annual meeting recently at the State Office Building, 270 Broadway, New York City. New officers and directors were elected for the year as follows:

Officers

President, Morton H. Meyer (Law Department); first vice president, Robert F. Papsdorf (Tax Dept.); second vice president, Phillip Weinberg (Law Department); secretary, William M. Miles (Human Rights Comm.); treasurer, Marvin Goldblatt (Labor

Dept.) and financial secretary, Harry Geller (State Department).

Directors

Margery C. Banigan (Insurance), William Besmanoff (Housing Finance Agency); Ronald Cohen, (Law Department), Irving W. Goodside (Tax Department); Howard Holt (Law Department); Lionel A. Jardine (Labor Department); Saul Katz (Liquor Authority); Herbert Rosenstein (Liquor Authority), Daniel Samuels (Law Department) and Angelo A. Scopellito (Tax Department).

What's Doing In City Departments

Motor vehicle accidents in New York City reached a new high last year as 11,396 injury and property damage road mishaps were reported to the City's police. This was an increase of 4 percent over the previous record year. The death total of 720 was two lower than 1964's total however, if that's any encouragement.

Commissioner Broderick's Department reveals that alcohol was a causative factor in a high percentage of last year's traffic fatalities. Fifty-five percent of the drivers and over forty percent of the pedestrians killed last year were intoxicated.

Twelve City high school students are among more than 250 four-year college scholarship winners in the National Achievement Scholarship program for outstanding Negro students.

Students of Prospect Heights High School, Brooklyn, will be the first audience in the City to see and hear the premiere performance of "Comedy Through the Ages" sponsored by the Lincoln Center Student Program under Title III of the Elementary and Secondary Education Act. The presentation has been specially developed for student audiences. All projects financed under Title III are intended "to stimulate creative thinking, to draw the community into a program of cultural enrichment and to create opportunities for new and exciting approaches to education of all youth."

In 1965, as in the two previous years, not a single person in New York City was stricken by Polio.

Police Commissioner Broderick and Dr. Bernard E. Donovan, Superintendent of Schools, have announced the expansion of a graduate-level study course for teachers, beginning this week at the Police Academy. The program is aimed at enhancing respect for authority among school children by giving them a greater understanding, through their teachers, of the police function in our society and of the policies and procedures of the Police Department.

Urges Investigation Of Civil Service Strike

ALBANY—An Upstate Republican senator wants the Legislature to investigate public employee strikes and ways to prevent them from happening.

Senator Lloyd A. Newcombe of Catskill has introduced a resolution calling for creation of a joint legislative committee to conduct the inquiry and arming it with \$40,000.

He said the committee should be empowered to "study the effectiveness of our present laws" and to make recommendations for remedial legislation.

Referring to the recent New York City transit strike, the senator said millions had suffered financial hardship and that immediate steps should be taken to prevent an recurrence.

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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.")

Excesses In Morality

STANDARDS of behavior imposed by the Court may be too high for ordinary mortals. Such standards led Justice Abraham N. Geller to hold recently that a teachers' record may qualify him as a substitute but not as a regular teacher (New York Law Journal, January 17, 1966).

THE PETITIONER had been a licensed substitute teacher of English in the high schools for four years when he qualified under the Mitchell Law for his regular license. The application form for the license included the following question: "Have you ever been a defendant in any court action?" In connection with his licensure as a substitute teacher, he had answered this question in the negative. In connection with his licensure as a regular teacher, he had similarly answered the question in the negative, but thereafter asked an investigator for the Board of Examiners of the Board of Education to change this answer to the affirmative. He gave the investigator the explanation that in 1948 he had pleaded guilty to disorderly conduct on the advice of the arresting officer. The officer informed him that he could forget about the matter, and that was why he had answered the question in the negative. He explained, however, that since applying for his regular license he had been advised by friends that the question should be answered in the affirmative.

A SHORT time after speaking to the investigator the teacher was summoned to an inquisition by the Board of Examiners at the conclusion of which his substitute license was revoked and his regular license denied. The reason given was the 15 year old conviction of disorderly conduct on a plea of guilty.

THE PETITIONER retained an attorney who instituted coram nobis proceedings in the Magistrates' Court to set aside the conviction. The petition was based on the contention that the officer had deceived the petitioner by stating the conviction could be forgotten and on the further ground that he had not been represented by an attorney. The court set aside the conviction and set the case down for actual trial. Although the police officer was in court, the District Attorney was unable to prove the case, and the charge of disorderly conduct was dismissed.

WITH HIS record clear, the petitioner requested the then Superintendent of Schools, Calvin E. Gross, to reinstate the substitute license. To Dr. Gross' honor, the request was promptly granted. The petitioner then requested the Board of Examiners to grant his regular license. This request was denied.

THE TEACHER'S primary contention in his Article 78 proceeding was that the Board of Examiners had acted arbitrarily in refusing to license him as a regular teacher. The technical defense of the four month statute of limitations was interposed. In addition, the further defense was urged that the Board of Examiners had acted unreasonably.

ON THE subject of the statute of limitations, the court sustained the petition pointing out that the Board of Examiners' review de novo of the petitioner's record when his conviction was vacated started the statute running all over again.

ON THE MERITS, Justice Geller questioned the petitioner's candor in several respects. He did not believe that his answer of "No" to the question concerning his experience as a defendant was in reliance upon the arresting officer's advice to forget about it. The judge similarly doubted that the teacher had reconsidered his answer of "No" on the advice of friends. The Court accepted the Board of Examiners' contention that it established the facts through its own fingerprint investigation.

THE COURT held that the record justified the Board's conclusion that the teacher had not met the standards of candor reasonably to be expected of a regular teacher. While he was acceptable as a substitute teacher, higher standards are required of a regular teacher whose position is tenured. A substitute teacher cannot achieve tenure.

STILL, WAS the Court "human" in expecting such standards of candor? After all, the teacher had been victimized by a false imprisonment which he would naturally resent having to divulge even without a police officer's assurance it could be forgotten. In any event, he had an absolutely clear record when his regular license was denied after five years of satisfactory teaching. On moral grounds, it is hard to justify the Board of Examiners' harsh determination.

State Brotherhood Committee Sets Annual Award Luncheon

The New York State Employees Brotherhood Committee will hold its annual "brotherhood week" observance on Thurs. February 17, at the Commodore Hotel, Manhattan. This observance is sponsored by 14 civil service organizations in New York State.

The program is in two parts with a panel discussion comprising the morning session and a luncheon session featuring presentation of awards to an appointed State employee and a career State employee for distinguished service in the field of brotherhood.

Abraham Shavelson, committee chairman, announced that this

year's awards will be presented to Philip Wexner and to Pasquale Amatuoci. Wexner, an employee of the State of New York since 1936, was appointed by Governor Rockefeller in 1963 to head the Unemployment Insurance Appeal Board.

Amatuoci is an employee of the Thruway Authority. Both of these individuals have a long record of

service in the cause of improving relations between all races, religions, and creeds, Shavelson said.

The speakers at the morning panel discussion will include Rabbi Israel Mowshowitz, past president of the New York Board of Rabbis and Queens co-chairman of the National Conference of Christians and Jews. He will speak on the subject of Brotherhood and the Ecumenical Council. One of the other speakers will be Nat H. Hentel, the district attorney of Queens County. Hentel has long been active in the field of

human relations as the Queens chairman of the Advisory Council for the State Commission for Human Rights. His topic will be "The Law and Brotherhood."

Philip Hecht will be moderator of the panel discussion.

The panel discussion is open to all State employees. Tickets for the luncheon, at \$6 each, may be purchased in any State office.

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Promoted

ALBANY — Mennie Lieberman of Schenectady has been promoted to hearing examiner with the State Public Service Commission, a \$14,102-a-year post. He has been with the commission since 1949.

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Mayor Lindsay's New Appointments

(Continued from Page 2)

commissioner in the place of Dr. John Philip. Dr. Bushell is a graduate of the Columbia School of Dentistry. He was assistant director of the Bureau of Dental Health, New York State Department of Health and was named director of the Bureau of Dentistry in 1955. He has also served as an assistant commissioner for the New York State Department of Health.

License Department

GERARD WEISBERG, 41— Weisberg is the first deputy commissioner of the Department. He held the post of second deputy before his appointment. Weisberg is a member of the Liberal Party.

ARTHUR J. GRANT, 46— Grant replaces Weisberg as second deputy commissioner of the License Department. He is a Democrat. Before his appointment to this post, Grant served for 12 years as Deputy Assistant Corporation Counsel.

RONALD J. MEISELMAN, 32— Meiselman is a Republican and an attorney, specializing in taxation and commercial law. He is the third deputy commissioner of the License Department.

Purchase Department

MARVIN GERSTEN— Gersten is the deputy commissioner of the Department of Purchase. He is an attorney and was former law assistant to Judge Beatrice K. Cass and a staff attorney of the Legal Aid Society. Gersten serves as liaison man between the Commissioner's office and the Mayor's office. He is married and has one child.

Finance

ROBERT G. WILMERS, 31— Wilmers is the deputy director of finance. He is a graduate of Harvard College and was an officer of the Bankers Trust Company. He served as chairman of an Assembly district in Brooklyn for Mayor Lindsay during the campaign. He is married.

Buildings Department

ALFONSO NARVAEZ, 35— Narvaez is the Inspector General of the Buildings Department, a new position. He was an investigative reporter for the New York Herald Tribune. Narvaez is a Democrat and a graduate of the Columbia School of Journalism. He also was associated with the New York Post. Narvaez is married and has one child.

Highways Department

ANTHONY SUMMERS, 31— Summers, an insurance underwriter, is the assistant to the acting commissioner of the Highways Department, Henry Levinson. He is a Democrat and managed one of the Lindsay campaign headquarters on upper Broadway. Summers is a graduate of Bryant College in Rhode Island.

Consultant Exam Is Set By City

The Department of Personnel of the City of New York will accept applications until Feb. 23 for an examination for consultant (early childhood education).

Salary in this position is \$8,600 to start.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, or any local branch of the public library.



FAREWELL — The Rev. Robert M. Anthony, first full-time Protestant chaplain at Utica State Hospital retired recently from State service. He had been appointed to the post on June 1, 1955. Left to right at a farewell party given in his honor

are: L. J. Maxwell, business officer; Katherine Beck, chief supervising nurse; Rev. John Stack, Catholic chaplain at the institution; Mrs. Anthony; Rev. Anthony; Dr. George Volow, director; Mrs. Joy Douglas and Dr. Douglas. Mrs. Douglas is the daughter of Rev. Anthony.



MOTIVATORS GRADUATE —

Rome State School graduated its first class of motivators recently after 20 hours of classes and required sessions to receive motivation pins. Graduates are, front row, from left, T. Parry, C. Haley,

A. Rumble, M. Rouillier; second row, C. Greenburg, director; M. Maciag, J. Giordano, P. Birch, G. Rhinebold and B. Wise, motivation coordinator and instructor; third row, L. Beeman, E. Bean, W. Pfeifer, P. Piper, D. Gill and R. Hammon. E. Beckwith was absent.



RETIRES — Marguerite M. Mechie, recreation supervisor, receives best wishes for a happy retirement from Dr. Frank R. Henne, Director of Newark State School, upon completion of 40 years of service. Her husband, Alexander F. Mechie, observes. He retired in 1958 as a social worker after 28 years of service.

Prepaid Health Ins. Bill Proposed

ALBANY—A bill to permit prepaid health insurance plans, such as HIP, to utilize up to five per cent of their premium income to amortize capital costs for the lease, purchase and construction of hospital and other health care facilities has been introduced in the Legislature.

The bill's sponsor is Senator Norman F. Lent, Nassau County Republican.

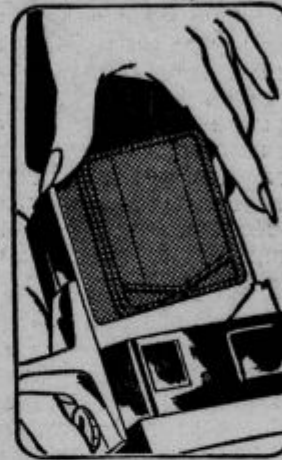
He explained the bill's objective "is to permit the gradual development of hospital based medical groups which can offer a broad range of coordinated health services to subscribers."

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Filing Open For 24 State Promotion Examinations

The New York State Department of Civil Service has announced a series of 24 promotional examinations for state employees. Filing will continue for these examinations until February 21 with the testing to be held on March 26.

Interdepartmental
ASSOCIATE TRAINING TECHNICIAN, exam number 1004, salary range \$10,090 to \$12,110 per annum.

Agriculture & Markets
SENIOR SUPERVISING VETERINARIAN, exam number 1995, salary range \$9,570 to \$11,510

ASSOCIATE VETERINARIAN, exam number 1996, salary range \$10,640 to \$12,745 per annum.

Audit & Control
ASSISTANT CHIEF MORTGAGE INVESTMENT EXAMINER, exam number 1996, salary range \$11,240 to \$13,430 per annum. Require one year of permanent competitive service as Senior Attorney (Realty) or Senior Attorney. Written Test.

Civil Service
ASSOCIATE CLASSIFICATION & PAYROLL ANALYST, exam number 9171, salary range \$10,090

to \$12,110 per annum.
ASSOCIATE HEALTH INSURANCE REPRESENTATIVE, exam number 9172, salary range \$10,090 to \$12,110 per annum.

ASSOCIATE PERSONNEL EXAMINER, exam number 9173, salary range \$10,090 to \$12,110 per annum.

ASSOCIATE PERSONNEL TECHNICIAN (PERSONNEL SERVICES), exam number 9174, salary range \$10,090 to \$12,110 per annum.

ASSOCIATE RECRUITMENT REPRESENTATIVE, exam number 9175, salary range \$10,090 to \$12,110 per annum.

Conservation
FOREST PEST CONTROL FOREMAN, exam number 1001, salary range \$4,905 to \$6,040 per annum.

REGIONAL SUPERVISOR OF FISH & GAME, exam number 1002, salary range \$9,370 to \$11,510 per annum.

SENIOR ENGINEERING TECHNICIAN, exam number 1003, salary range \$5,200 to \$6,385 per annum.

Education
CHIEF, BUREAU OF SPECIAL CONTINUING EDUCATOR, exam number 1006, salary range \$13,170 to \$15,625 per annum.

SENIOR SANITARIAN, exam number 1991, salary range \$7,745 to \$9,375 per annum.

ASSOCIATE SANITARIAN, exam number 1992, salary range \$8,600 to \$10,385 per annum.

Labor
PRINCIPAL UNEMPLOYMENT INSURANCE TAX AUDITOR, exam number 9161, salary range \$10,090 to \$12,110 per annum.

SUPERVISING UNEMPLOYMENT INSURANCE TAX AUDITOR, exam number 9162, salary range, \$11,840 to \$14,125 per annum.

Mental Hygiene
SUPERVISING PSYCHIATRIST (applications accepted continuously; written test held frequently), exam number 30-208, salary range, \$14,620 to \$17,253.

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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.

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USED CRADENZA. Good price. Call OL 3-7478.

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IN GOOD busy location. Write Box 88, 97 Duane St., N.Y., N.Y. 10007.

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The Job Market

By V. RAIDER WEXLER

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

Needed in Brooklyn is a CANDY DIPPER to hand dip and stroke candy centers in chocolate. The pay is \$1.50 an hour. An S & S WRAPPING OPERATOR will earn \$75 a week to work on machine that glues on paper wraps to cardboard boxes. Experienced in Set-up box shop only. A SQUEEZE MACHINE MOLDER will get \$2 an hour to work in Greenpoint. ZIPPER WORKERS, top and bottom stop inspectors, slide assemblers, will earn \$1.30 to \$1.50 an hour. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street, Brooklyn.

Electricians
CIVIL ENGINEERS—STRUCTURAL DESIGNERS are needed. Recent college graduates interested in structural design for sanitation highways and bridges will get \$550 a month. Experienced STRUCTURAL DESIGNERS in heavy industrial, commercial and institutional building will get \$200 to \$250 a week. Apply at the Professional Placement Center, 444 Madison Avenue at 50th Street, Manhattan.

Needed in Queens are fully experienced ELECTRICIANS with operator's license. They will do wiring, new installations and alteration work in commercial establishments and private homes. The pay is \$3 to \$3.50 an hour. Also needed is a fully experienced ENGINE LATHE OPERATOR to work from blueprints to close tolerances. He will earn \$2.50 to \$2.75 an hour to set up and operate 14" to 19" swing engine lathes. Apply at the Chase Manhattan Bank Building, Queens Plaza, Long Island City.

Office Personnel
AUTO BODY REPAIRMEN with own set of tools are needed in Manhattan and the Bronx.

Dr. Terrence Praises Mental Hygiene Head

ALBANY—When Dr. Alan D. Miller took over as the new commissioner of Mental Hygiene, the former acting commissioner, Dr. Christopher F. Terrence declared:

"It is indeed fortunate that a man of the stature and ability of Dr. Miller has been chosen by the Governor to meet this challenge and opportunity.

"Many far-reaching decisions await him, and I know that I speak for all the members of the department when I pledge to him our support and cooperation in the tasks ahead of us."

Nassau Reps Propose Bill

ALBANY—Two Nassau County legislators have introduced bills to enable villages in their county to provide by local ordinance the same 20-year pension benefits now available to members of the Nassau County Police Department.

The legislation is sponsored by the Nassau Police Conference. Introducing it in the Senate was Edward J. Speno. The Assembly bill was introduced—by John Thorp.

PLEASE PATRONIZE OUR ADVERTISERS

They will earn \$2.50 to \$3.50 an hour to repair bodies and fenders on passenger cars, knock out dents, straighten, weld and putty. Some chassis work preferred. A SOLDERER with six months experience in costume jewelry line will get \$1.50 an hour to do soft soldering on emblematic jewelry, linking using pliers. Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

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

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2 Spacious ultra modern 6 room apartments with separate entrances.
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LEGAL NOTICE
CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Universal Funeral Chapel, Inc., and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons as creditors, distributees or otherwise in the estate of Benjamin Jellica, also known as Benjamin W. Jellica, Benjamin W. Jellica and Benjamin Jellica, deceased, who at the time of his death was a resident of 352 West 48th Street, New York, N.Y.
Send GREETING: Upon the 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 22nd day of March 1966, 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.
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, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, on the 25th day of January, in the year of our Lord one thousand nine hundred and sixty-six.
Philip A. Donahue, Clerk of the Surrogate's Court

REAL ESTATE VALUES

CAMBRIA HGTS. \$17,500
Detached Colonial. Close to Cross Island Pkwy. 8 rms. 2 tone colored tile baths, modern kitchen, large garden plot. Only \$500 down G.I.
LONG ISLAND HOMES
108-12 Hillside Ave., Jamaica
RE 3-7300

House For Sale - Queens ROOSEVELT
1 Family, detached, brick and shingle, 7 rooms, finish basement, 2 full baths, 2 car garage, oil steam heat, 60 x 100 plot, wall to wall carpet plus many other extras, beautifully landscaped.
PRICE . . . \$25,000
Call Agent Olympia 8-2014

House For Sale - Queens ADDISLEIGH PARK
1 family detached, 4 bedrooms, Excellent condition, C.O. for 2 family, finished basement and attic, 2 baths, modern kitchen, New Refrig., washing machine and dryer, deep freeze, wall to wall carpet, other extras, 1 car garage, Oil steam heat, Lot 45 x 100.
PRICE . . . \$20,000
Call Agent Olympia 8-2014

DID YOU EVER SEE
a brick & fieldstone ranch bungalow in Cambria Hts with six rooms, finished basement, landscaped plot taxes \$330 for \$10,000-8000 cash if you don't believe it call Homefinder 341-1950.

HAVE YOU EVER HEARD OF
a six bedroom Colonial in Queens Village with a 2 car garage, 40x100 lot, taxes \$350 selling for \$24,500 with \$1900 cash. If not call Home Finders, 341-1950.

Apts. - Co-op
RIVERSIDE DRIVE at 158th St. to be erected, fabulous river view, efficiencies from \$90, one bedroom from \$105. Hudson View Plaza, Agent Homefinders WA 8-0450.

Farms & Country Homes New Jersey
NEW FREE LIST
Farms-Estates-Acreage
Bill Schmidt-Farm & Home Rity
Newton, N.J. (Closed Sundays)

Unfurnished Apts. - Brooklyn FLATBUSH, 292 Maple St., large 3 rm. apt., near transit, \$98. See Supt apt. 1A. or call OWNER, EV 8-6583

CAMBRIA HGTS \$17,990
Solid Brick Tudor
6 1/2 rms, 3 master bedrooms, formal dining rm, eat-in kitchen, 18' living rm, 1 1/2 tiled baths, basement, 2 car garage. Immediate occupancy.
\$790 dn. No Cash Vets!
Agt. 216-17 Linden Blvd. AR 6-2000

LEGAL NOTICE
CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, — To: ANNA KROCH, HEDWIGA KRALIK, CECILIA KRALIK, individually and as the Distributees of KATERINA KRALIK, deceased being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of THOMAS KRALIK, deceased, who at the time of his death was a resident of 545 East 118th Street, New York City, New York.
Send GREETING: Upon the petition of L. THOMAS KRALIK, residing at 803 Chambers Street, Trenton, New Jersey.
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 11th day of March, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of L. THOMAS KRALIK, as Executor should not be judicially settled.
Dated, Attested and Sealed, January 5, 1966.
HON. JOSEPH A. COX, (L.S.) Surrogate, New York County
Philip A. Donahue, Clerk.

LEGAL NOTICE
VLACHOS, MINNIE, also known as WILHELMINA VLACHOS.—CITATION.— File No. P 5815, 1965.—The People of the State of New York, By the Grace of God Free and Independent, To: Fanny Erson, Anna Lindberg, Marie Eliason, Elizabeth Benson, Siiri Urafin, Fanny Sinkkonen, Silja Simanainen, Signe Juvonen, Helmi Gustafsson, Meeri Lindberg, Frans J. Linnovu, Verner Lindberg, Toivo Lindberg, Lisa Nurminen, Kalle W. Helminen, Juho P. Helminen, Aukusti R. Helminen, Katri M. Helminen, Alma W. Jokinen, Anna K. Jokinen, Martti Saarinen, Kalle Saarinen, Anni Saarinen, Helga Lonqvist, Helvi Kaupilla, Alma Paila.
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, 1966, at 10:00 A.M., why a certain writing dated December 16, 1965 which has been offered for probate by George E. Erson residing at 8601 Fourth Avenue, Brooklyn, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Minnie Vlachos also known as Wilhemina Vlachos, Deceased, who was at the time of her death a resident of 200 West 18th Street, in the County of New York, New York.
Dated, Attested and Seal, February 2, 1966.
HON. JOSEPH A. COX (L.S.) Surrogate, New York County.
PHILIP A. DONAHUE, Clerk.

Unfurnished Apt. Staten Island
Unfurnished Apartment, Staten Island, Tompkinsville, 7 sunny rooms, first floor 2-family house, 2 baths, Good Counsel Parish, buses at corner, 5 minutes to ferry, \$155. GI 7-4144.

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ENJOY country living—city convenience. 12 miles to downtown Albany. Near shopping, bus, worship. Excellent schools. 2-year old 3-bedroom ranch. Hot water oil baseboard heat, attached garage, storms/screens, full basement. Large lot with stock creek as back boundary. \$15,500. Box 495, Nassau, N.Y. 12128

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PARK SLOPE, 427 - 1st St. 2 1/2 & 3 room apts. will furnished, newly decorated. OWNER, EV 8-6583.

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Stately Colonial, 14 huge rms. 3 full baths; 75 x 114; Terrific buy for handy purchaser.
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Legal 2 Family 5 & 3 1/2 Room Apts. This Beautiful All Brick Home Consisting 5 Large Rooms plus a 3 1/2 Room Apt. Ultra Modern Kitchens & Baths, Garage, Convenient To Everything, Only 25 Minutes to the City. Set On a Tree Lined Street, Move Right In, No Waiting

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DETACHED ALL BRICK 6 & 6 4 Year Old Legal 2 Family, Owner Sacrificing This Home At A Mere Cost Of Its True Value. Consisting Of Two 6 Room Apts. With Streamlined Kitchens & Wall Ovens plus Hollywood Baths, Semi Finished Basement. Situated In A Country Atmosphere. Immediate Occupancy. No Waiting.

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This Large Detached Colonial Located In A Suburban Area Consisting of 7 Large Rooms Sun Porch, Finished Basement, Garage, Ultra Modern Kitchen & Bath. Over 4,000 Square Feet of Landscaped Gardens. Immediate Occupancy.

CHAPELLE GRDNS., (HOLLIS) \$23,500
(SIX BEDROOMS, 2 BATHS)
Detached English Colonial Consisting of 10 Large Rooms, 6 Bedrooms, 2 Baths. Plus Rental Finished Basement With Apt. Surrounded In a True Country Atmosphere Neighborhood.

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CORNER DETACHED HOUSE WITH BEAUTY & GOOD INCOME TO SPARE, 2 EXTRA LARGE APTS., FINISHED BASEMENT, GOOD CONDITION, \$18,500. VETS NO CASH DOWN, OTHERS \$400 TO SIGN CONTRACT.

DUTCH COLONIAL \$14,990
8 PROFESSIONALLY DECORATED ROOMS, NEW TILE BATHROOM, FULL BASEMENT, GOOD CONDITION, KEYS WITH AGENT, VETS NO CASH DOWN, OTHERS NEEDED ONLY \$300 TO SIGN CONTRACT.

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State Has Jobs For Supervising Motor Equipment Managers

New York State is seeking applicants for positions with the Department of Public Works as supervising motor equipment managers. Salary of this position is from \$11,240 to \$13,430 per year.

required for this position which is open for filing until March 14. The examination will be given on April 16.

Minimum qualifications must be met prior to the date of the written test. Required are eight years of satisfactory responsible

experience in the management of a well-rounded motor equipment fleet, including heavy construction equipment which must have included the responsibility for acquisition, replacement, maintenance, repair operation and performance evaluation of motor driven equipment. College training may be substituted for the required experience on a year-for-year basis up to four years.

For further information and applications contact the nearest office of the State Department of Civil Service in Albany, New York City, Buffalo or Syracuse.

Civil Engineering Draftsman Test Soon

Applications are being accepted now through March 1 of next year for an open competitive examination for civil engineering draftsman. In conjunction with this examination an inter-departmental promotion examination will be held.

Although names appearing on the promotion list will receive first consideration, it is expected that there will be sufficient vacancies so that an open competitive list will be used to fill the positions, in salary grade 18.

The salaries for this job range from \$7,100 to \$8,900 per year. As of next July 1, however, the job will move up to salary grade 19, with salaries going as high as \$9,250 per year.

The written test is expected to be held May 4, 1966. Minimum requirements for this position are: a baccalaureate degree in civil engineering issued after com-

pletion of a four year course in an accredited college or university; or an Associate in Applied Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of studies pertinent to the duties of the position and two years of satisfactory practical experience in civil engineering drafting work; or graduation from a senior high school, or possession of a high school G.E.D. certificate issued by the Armed Forces and four (4) years of satisfactory practical experience in drafting work, including two years in civil engineering drafting work; or a satisfactory equivalent.

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

'How to Succeed' as a High School 'Drop-Out'

If you are a High School 'Drop-out' a special state issued High School Equivalency Certificate which receives general acceptance in private business, civil service or for college entrance as the full four year High School Diploma, can mean \$25-\$50 more for you each week.

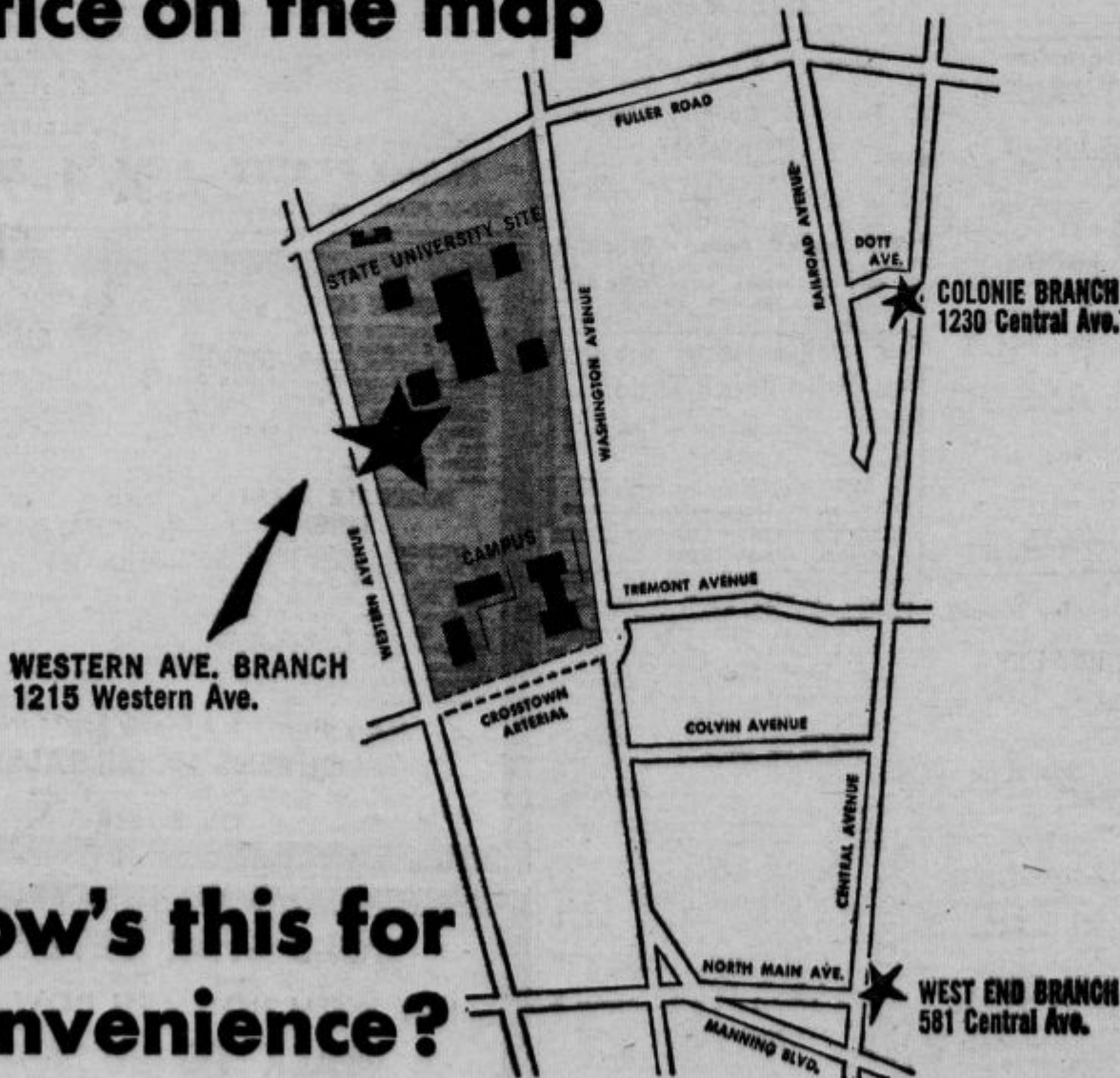
The National School of Home Study now offers a short High School Equivalency Diploma Course which you can complete in your own home in your spare time. So why be held back from better pay because you lack a High School Diploma?

For a FREE HOME STUDY HIGH SCHOOL BOOKLET, Call OR 7-7390 in N.Y. or 201-BI 2-6100 in N.J. or write to National School of Home Study, Dept. CSL, 229 Park Avenue S, New York 3, N.Y.

Harnach Stays On

ALBANY — James Harnach, former head of the Agriculture and Markets traffic bureau, has been retained as a consultant by State Agricultural Commissioner Don Wickham.

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Senior Chemist Promotion Exam

The New York City Department of Personnel will accept applications until Feb. 23 for a promotion exam for chemist.

Salary in this position is \$9,400 to start. This exam is open only to candidates who are employed in the departments for which this examination is announced.

For further information and applications contact the Department of Personnel, 49 Thomas Street, or any branch of the public library.

State Exams

(Continued from Page 10)

GINBER, exam number 9151, salary range \$8,175 to \$9,880 per annum.

ASSISTANT HYDRAULIC ENGINEER, exam number 9152, salary range \$8,175 to \$9,880 per annum.

ASSISTANT TELEPHONE ENGINEER, exam number 9153, salary range \$8,175 to \$9,880 per annum.

ASSISTANT VALUATION ENGINEER, exam number 9154, salary range \$8,175 to \$9,880 per annum.

Public Works

SENIOR ENGINEERING TECHNICIAN, exam number 1993, salary range \$5,200 to \$6,385 per annum.

PRINCIPLE ENGINEERING TECHNICIAN, exam number 1994, salary range \$6,540 to \$7,955 per annum.

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Sample Senior Test Questions

Reprinted from ARCO Study Book

Office Practice and Supervision
In each of the following questions, 5 possible answers are suggested. Write the letter of the answer which, of those suggested, is the best according to the instructions governing each question.

- The automatic system of filing is a combination of the
 - alphabetic and numerical systems
 - alphabetic and subject systems
 - numerical and subject systems
 - chronological and geographical systems
 - alphabetic and geographical systems.
- If you wanted to check on the accuracy of the filing in your unit, you would
 - check all the files thoroughly at regular intervals
 - watch the clerks while they were filing
 - glance through filed papers at random
 - inspect thoroughly a small section of files selected at random
 - assign a second clerk to check the original filer.
- The least accurate of the following statements in reference to alphabetical filing is
 - titles and names of bureaus of governments are usually filed under the name of the country, with title or name of bureau second
 - when the name of a business house or institution includes the full name of a person, alphabetize with given name first, surname second and the parts of the business title following.
 - an "s" after an apostrophe is disregarded in alphabetizing
 - numbers in a name are filed as if spelled out
 - an "s" preceding an apostrophe is not disregarded in alphabetizing.
- Of the following, the least desirable office layout is
 - desks should face in the same direction
 - not more than two desks should be placed side by side
 - files should be placed against walls and railings
 - heavy safes should be located close to the walls or columns to eliminate as much strain as possible on the beams
 - obsolete office equipment

- Written instructions to a subordinate are of value because they
 - can be kept up to date
 - encourage initiative
 - make a job seem easier
 - are an aid in training
 - encourage questions.
- If you find that one your subordinates is becoming apathetic towards his work, you should
 - prefer charges against him
 - warn him if his work does not improve you will report him to the head of the department
 - request his transfer
 - advise him to take a medical examination
 - change the type of his work
- Of the following, the information that is generally considered most essential in a departmental organization survey chart is
 - detailed operation of the department
 - lines of authority
 - relations of the department to other departments
 - the department's responsibility to other departments
 - the names of the employees of the department.
- If the supervisor cannot readily check all the work done in his unit, he should
 - hold up the work until he can personally check it
 - refuse to take additional work
 - work overtime until he can personally finish it all
 - ask his superior to check the work
 - delegate part of his work to a qualified subordinate.
- When training a new employee, you should not
 - correct errors as he makes them
 - give him too much material to absorb at one time
 - have him try the operation unless he can do it perfectly
 - avoid laying emphasis upon possibilities for mistakes
 - treat any foolish questions

- A serious error has been discovered by a critical superior in work carried on under your supervision. It is best to explain the situation and prevent its recurrence by
 - claiming that you are not responsible because you do check the work personally
 - accepting the complaint and reporting the name of the employee responsible for the error
 - assuring him that you hope it will not occur again
 - assuring him that you will find out how it occurred, so that you can have the work checked with greater care in the future
 - informing him that such errors are bound to occur with a poorly trained staff and a heavy load of work.
- If you were required to give service ratings to employees under your supervision, you should consider as most important during the current period
 - the personal characteristics an desalry and grade of an employee
 - the length of service and the volume of work performed by an employee
 - the previous service rating given him
 - the personal characteristics and the quality of work

Help Wanted

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- of an employee
 - the volume of work performed and the salary and grade of an employee.
- Assume that you have just been promoted. The amount of your next salary check can be determined by you as follows
 - divide your new annual salary by 24 and subtract the pension rate
 - add 1/24 of the difference between your new annual salary and your former annual salary to your former salary check
 - deduct the pension rate from your annual salary and then divide by 24
 - multiply the difference between your new annual salary by the pension rate, divide product by 24 and add the quotient to your former salary check
 - divide your new annual salary by 24 and deduct from the quotient the product of that quotient and your pension rate.

(Answers on Page 15)


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Clerk-Typist In Jefferson County
The Jefferson County Civil Service Commission will accept applications until Feb. 21 for the open-competitive examination for account clerk-typist.
Salary varies according to location.
For further information and applications contact the County Civil Service Commission, Watertown.

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Babylon Town Unit Installs Officers

BABYLON—Some 180 people attended the recent installation dinner-dance of the Babylon Town unit, Suffolk County chapter, Civil Service Employees Assn., recently at the Narragansett Inn.

Town Supervisor Hanse was the installing officer. Other invited guests were Councilmen Paul Silverthorn and Thomas Henry and their wives.

Also at the dinner were representatives of State CSEA chapters in the area and a delegation from the Long Island Conference. They were:

A.J. Miller, president of the Conference; Mrs. Miller of the Central Islip State Hospital chapter; William Hurley and a delegation of eight from the Long Island State Park chapter; Nat Zumo and his wife of the Kings Park State chapter.

Others were: Roger Chilli and his wife from the Pilgrim State Hospital chapter; Gerald Campion of the Stony Brook University chapter and Charles Monroe and his wife from the State University at Farmingdale.

Mr. and Mrs. Fred Bussey of Ter Bush and Powell, Mr. and Mrs. Harrington of Blue Cross-Blue Shield and Mr. and Mrs. William Brocher also attended.

Acting as toastmaster was John Corcoran, CSEA field representative. Mrs. Eve Armstrong was dinner chairman.



BABYLON INSTALLS — The officers installed at a recent dinner of Babylon Town unit, Civil Service Employees Assn., are, back row, from left; George Cooley, treasurer; Madeline Ketchan, first vice president; William Attridge, president; John Frevele, second vice president and Anthony Viscuso, sergeant at arms. Standing in front is Ann Gilly, secretary.

Executive Chapter Nominates Officers

Mrs. Dorothy Mac Tavish, president of the Executive chapter, Civil Service Employees Assn. and Warren Dober, chairman of the Nominations and Elections Committee, have announced the following slate of candidates nominated for offices of the chapter:

President, Mrs. MacTavish, (incumbent), Capital City Commission and Leon Kaplan, Office for Local Government.

First vice-president, Mrs. Lillian Clarke, Division of Military and Naval Affairs and Francis O'Sullivan, Office for Local Government.

Second vice-president, Paul Stevens, Civil Defense Commission and William Morris, (incumbent) Division of the Budget.

Secretary, Mrs. Eileen Tanner (incumbent), Division of Military and Naval Affairs and Marion Brady, Civil Defense Commission.

Treasurer, Louis Belanger (incumbent) Civil Defense Commission and Frank Conley, Division of the Budget.

Ballots and resumes of the candidates' background and experience will be distributed by chapter representatives during this February for return by Feb. 24.

Joseph W. Kilgallen On Leave Of Absence

ALBANY—Joseph W. Kilgallen, secretary to the State Department of Agriculture and Markets, has taken a leave of absence to serve as a program associate in the Governor's office.

Albert Kurdt of Kingston will serve as acting secretary during his absence. The new secretary is a graduate of Cornell and for 20 years was Ulster County agricultural agent.

Discounts For Members

2,000 Tickets Available For Capital District Conference Night At The Ice Capades

ALBANY—Two thousand civil service employees, members of the Capital District Conference, Civil Service Employees Assn. are expected to take part in "Capital District Conference Night" at the Ice Capades on March 22, according to A. Victor Costa, president of the conference.

The program will be presented at the RPI Field House in Troy from March 22 through March 27. The CSEA-sponsored night will open the six day run in the capital district area.

All civil service employees who are members of the chapters belonging to the conference, and their families, will secure a substantial discount on each adult ticket purchased. They will also be able to secure the special reduced rate for children, 12 years and under, with the children's seats in the same location as the adult seats.

A supply of special civil service discount remittance envelopes have been issued to each chapter president. The civil service discount is available only through the use of these envelopes and orders will be accepted only by mail.

While 2,000 choice seats have been set aside for civil service, Costa suggested that members place their order as soon as possible so they will have an opportunity to secure the seats they desire.

The "Exciting World of Ice Capades of 1966" features exciting new stars, staging, costumes and music, Costa noted.

Seven production numbers visit romantic places—Paris in 1890, "When Paris Was Young"—Japan, for the tale of a Japanese princess and her prince in "The Night of The Thirteenth Moon"—Spain, romanticized to the driving music of Ravel's "Bolero" and—New York, with visits to the World's Fair and Broadway in "New York's Got It."

The show's opener, "All Of Us," features original music and score by Hollywood composer, Gordon Jenkins. The excitement of football on ice is captured by the famed Corps de Ballet in "The Big Game." For the children, there's a stop "At The County Fair" to visit Cuddles the Cow, prize-winning vegetables and participate in a "Hootenanny."

Nassau Nominates

(Continued from Page 3)

which is promulgated by the State Association on July 1st of the year preceding the election. A person must be a member in good standing for at least 120 days preceding the biennial meeting, in order to sign an independent petition. There shall be no more than one candidate on any independent nominating petition. Format of the petition to include the signature of the one signing the petition, his printed name, the department where employed and the home address."

The membership on July 1, 1965 was 10,664, which means that any petition must contain a minimum of 746 names. The petitions must be filed with the secretary of the chapter by March 28, 1966.

Keane advises that his Committee held meetings on three separate occasions and considered all nominations that were submitted in order to arrive at the final determination of the slate as presented above.

Eligible Lists

EMPLOYMENT MANAGER, G-10	
— EMPLOYMENT	
1 Richardson H Rochester	973
2 O'Brien J Levittown	965
3 Goldner M Forest Hills	953
4 Hoffman H Staten Is	945
5 Bernstein R Bronx	945
6 Marcus E NYC	940
7 Arje J Freeport	933
8 Rourke M Troy	926
9 Zupa B Bellerose	925
10 Guater R Rochester	920
11 Elie R Loudonville	913
12 Farrell C Bklyn	910
13 Leftwich W Bklyn	910
14 Taub H Huntington	903
15 Karban M Huntington	903
16 Garpineto O NYC	903
17 Boyd D Amityville	897
18 Beane E Bronx	891
19 Gambaro R Glen Oaks	885
20 Handel M Bronx	878
21 Desimone J Flushing	877
22 Phillips S Bklyn	874
23 Diamond P Troy	870
24 Salvage E NYC	869
25 Fox I Bklyn	867
26 Bayetta S Syracuse	866
27 Brody G Bklyn	865
28 Flachthal A Bklyn	863
29 Diprima A Rochester	860
30 Singer I Bronx	858
31 Goldfarb A Bklyn	857
32 Gottlieb S NYC	857
33 Ganeles I Far Rockaway	855
34 Lyon C Utica	855
35 George R Gloversville	853
36 Abrams L NYC	853
37 Mahany J Pittsford	853
38 Abo G Jamaica	852
39 Padnes B Bronx	850
40 Cohen J NYC	848
41 Hartman S Bronx	848
42 Tomita K NYC	845
43 McGrath J Staten Is	843
44 Gittens L St Albans	832
45 Murphy A St Albans	832
46 Toroff B Laurelton	828
47 Rimberg E Syracuse	825
48 Rothschild M NYC	825
49 Shapiro W Bklyn	823
50 Gilozty J Bklyn	820
51 Karstein B Belle H	813
52 Clark L Buffalo	812
53 Schinder S Levittown	810
54 Markowitz S Bklyn	798
55 Rosenberg V Middle V	795
56 Greenblatt J NYC	785

SOCIAL CASE SUPERVISOR (PA), DEPT. OF SOC WELFARE CO.	
1 Skelly F Tonawanda	953
2 Mikolon C Chertowag	948
3 Thomas N Buffalo	917
4 Hurd E Buffalo	915
5 Riga J Buffalo	914
6 Beecher N Hamburg	907
7 Chernoff E Buffalo	904
8 Sullivan V Buffalo	903
10 Deck M Buffalo	900
11 Purdy N Buffalo	899
12 Moore A Elbenzer	892
13 Willis M Lancaster	878
14 Trudel L Lancaster	867
15 Conklin D Kenmore	866
16 Herold G E Aurora	846
17 Voltmann L Lancaster	843
18 Swanson D Williamsv	837
19 Maier G Buffalo	829
20 Cohen A Buffalo	828
21 Buckley J Hamburg	828
22 Ross W Buffalo	824
23 Willick E Tonawanda	821
25 Panzico A Kenmore	820
26 Nowak V Lancaster	818
25 Radon W Buffalo	808
27 Patterson G Buffalo	805
28 Murphy J Buffalo	804

PRINCIPAL ACCOUNT CLERK, G-14 — BRIDGE AUTHORITY	
1 Galbreth H Pt Ewen	889
2 Lowery L Beacon	769

SUPERVISING BEVERAGE CONTROL INVESTIGATOR, G-20—DIV. OF A.B.C.	
1 Weinstein H Flushing	906
2 Newman H Brooklyn	905
3 Wolf S Brooklyn	918
4 Wesenberg J Scarsdale	817
5 Hickey W Rochester	800
6 Reiners H Rensselaer	772
7 Fusco A Buffalo	768

SENIOR SURPLUS PROPERTY AGENT, G-20 — EDUCATION	
1 Neenan F Brooklyn	842
2 Relyea L Albany	814
3 Borutta R Franklin S	785

SENIOR INSPECTOR OF WEIGHTS & MEASURES, G-16—AGRI. & MKTS.	
1 Snell A Middletown	764

SENIOR HEATING & VENTILATING ENGINEER, G-23—PUBLIC WORKS	
1 Thorsland R Loudonville	827
2 Hyde R Delmar	791

SENIOR BEVERAGE CONTROL INVESTIGATOR, G-17—DIV. OF A.B.C.	
1 Hammer P Bronx	919
2 Taylor J Brooklyn	893
3 Flynn G Baldwinsv	887
4 Watson H NYC	883
5 Gedda L Lynbrook	879
6 Digiovanni J Bethpage	850
7 Morello P Stony Point	854
8 Kelleher P Buffalo	850
9 Ascard R Woodmere	846
10 Kaufman A Brooklyn	844
11 Hough M Bronx	842
12 Schwarz J Buffalo	841
13 Curtis T NYC	837
14 Peterman A Franklin S	832
15 Cullinane C Lindenhurst	831
16 Samboy S Jackson H	817
17 Alliegro J Hollis	815
18 Solomon R Flushing	815
19 Eliasoff A Far Rockaway	815
20 Reiner R Scotia	810
21 Chwat N Forest Hill	808
22 Monckley L Brooklyn	800
23 Elkins G Brooklyn	795
24 Jacobson H Lynbrook	793
25 Zivin G Brooklyn	796
26 O'Neill W Schodck	778
27 Finkel A Moneys	777
28 Collier C Ransomvill	776
29 Ehring J Scotia	771
30 Scerbo A S Ozone Pk	767
31 Reynolds E W Lehanon	764
32 Linneham C Schenectady	761
33 Williams J NYC	757
34 Casar J Jamaica	758
35 Frankel H Rochester	755
36 Momblow J Loudonville	751
37 Schenk A Kenmore	746
38 Brown L Newfield	837
39 Sapienza P Palmyra	790
40 Lord C Plattsburgh	786
41 Carey R Albany	784
42 Peterkin F Penn Yan	761
443 Johnson G Warsaw	745

SUPERVISOR OF CIVIL DEFENSE RESERVE SERVICE, G-21—CIVIL DEFENSE COM.	
1 Morgan F Albany	1014

UNEMPLOYMENT INSURANCE ACCOUNTS ASSISTANT SUPERVISOR G-20 — EMPLOYMENT	
1 McEvoy J Albany	956
2 McCabe F Syracuse	913
3 Gottschalk J F Bush	844
4 Weisman A Albany	838
5 Smith P Albany	820
6 Borney R Johnson C	813
7 Rickert S Rensselaer	788

SENIOR INTERNATIONAL TRADE CONSULTANT, G-22 — COMMERCE	
1 Childs E Delmar	800
2 Jurgens A Jackson H	851
3 McGuire J S Ozone Pk	808
4 Dodge H Yonkers	801
5 Carroll H Rego Park	746

SENIOR BUSINESS CONSULTANT, G-22 — COMMERCE	
1 Flanagan C Loudonville	860
2 Hickey R Buffalo	800
3 Rausch G Albany	766

RESEARCH ANALYST AND RESEARCH ANALYST (GROUP OF CLASSES), G-18 — INTERDEPARTMENTAL	
1 Farry A Schenectady	1026
2 Schwartz M Dewitt	946
3 Farley J Altamont	944
4 Niles C Schenectady	916
5 Clyne P Rensselaer	911
6 Rohan K NYC	910
7 Bronk H Baltimore	900
8 Anderson G Albany	891
9 Boehm R Guilderslaw	885
10 Hammann J Albany	875
11 Israel P Bklyn	873
12 Naiman A NYC	864
13 Salter R Albany	863
14 Singer D Albany	851
15 Meyer D Watervliet	846
16 McNamara J Albany	846
17 Hamilton E Baltimore	845
18 Downa S Albany	842
19 Jackson J Albany	841
20 Schrauf J Albany	837
21 Cassidy R Schenectady	835
22 Barnes J Albany	830
23 Abo G Jamaica	828
24 Jaffe S NYC	827
25 Lundberg J Slingerlan	826
26 Gabriel J Hempstead	826
27 Margossian E Albany	818
28 Garry F Bklyn	829

Manhattan State Officer Nominations

All members of the Manhattan State Hospital chapter of the Civil Service Employees Assn. are invited to send in recommendations to the nominating committee for the following offices: president, first vice-president, second vice-president, third vice-president, recording secretary, treasurer, and members of the board of directors and delegates.

Proposed

The following recommendations were submitted to Mrs. Thelma Ramsay, chairman of the Nominating Committee, January 26, 1966. For the office of president: Rose Battle, Jennie Allen, Joseph Edwards and Moses Moon; office of first vice-president: Alexander Shaw and Joseph Rosally; office of second vice-president: Eugenia Chester; third vice-president: Mrs. Charles Loucks and Helen Noisette; recording secretary: Sophie Slutz; treasurer: Leon Sandman; delegates: Doris Roberts, Amos Royals and Alma Hayes.

Names for the board of directors are still being submitted.

It is requested that if a chapter member has in mind a nominee for the board who would serve the chapter well, the recommendation be submitted to the nominating committee prior to February 28th. Recommendations should be sent to Mrs. Thelma Ramsay, chairman of the nominating committee, CSEA, Manhattan State Hospital, Ward's Island, New York, N.Y.

29 Gartenberg S Bklyn	817
30 Alton P Delmar	810
31 Evans W Richmond	806
32 O'Donnell J Latham	804
33 Taggart J Albany	803
34 King D Nassau	802
35 Miller C Loudonville	797
36 Boyer J NYC	797
37 Abrafowitz B Jamaica	797
38 Cohen L Bklyn	794
39 Hayes M Elmsira	794
40 Griffith C Rochester	791
41 Vannortwick D Voorheesvil	791
42 Duronio J Albany	791
43 Diener J Buffalo	787
44 Delamar G Albany	785
45 Frankel H Albany	783
46 Katrein M Middle V	783
47 Esolen H Rensselaer	781
48 Lipinski D Valley Falls	777
49 Hubbs F Albany	776
50 Sager C Loudonville	774
51 Sager D Loudonville	772
52 Israel R Bklyn	772
53 Brown P Castleton	771
54 Hayes J Buffalo	771
55 Crane S Albany	771
56 Wall E Delmar	770
57 Madaonali J Mineola	765
58 Anderson C Albany	765
59 Maiwald A Albany	765
60 Nowack R Earlville	763
61 Sutherland A Queens V	761
62 Gardner R Watervliet	761
63 Chauvin J Rensselaer	761
64 Lyons J Albany	758
65 Heffernan J Albany	756
66 Maquire L Albany	754
67 Bankhead H White Plains	754
68 Smith D Schenectady	753
69 Saroff E Albany	752

SENIOR RESEARCH ANALYST (PUB. FIN.), G-23	
1 Gifford A Albany	821
2 Lawrence J Albany	797
3 Conley F Albany	783
4 Daly J Albany	777
5 Alfano H Albany	762

DON'T REPEAT THIS

(Continued from Page 1)

tion is held. Undoubtedly, there will also be a candidate for Governor on the Conservative Party ticket again.

Whoever gets the nod for the homestretch run will need every vote he can get; it is expected to be a tight race, probably as close as the recent mayoralty campaign in New York City. This, once again, underlines the importance of one of the electorate's largest voting blocs, the civil service vote.

During the past two years, the conservative estimate of the public employee voting strength has been put at 20 per cent of the electorate. It becomes immediately obvious that the gubernatorial candidate that could win a solid civil service vote could win the governor's mansion. It is also obvious that the candidates seeking this vote will have to come up with a civil service platform that has a wide range of appeal.

There are some 1,200,000 government employees in New York State. This number includes 293,000 New York City employees; 197,000 local government employees and over 460,000 civil servants that come under the jurisdiction of the State. These latter people are teachers and other employees that do not take competitive examinations but who come under the civil service law.

On the New York State payroll are some 130,000 public employees. The Federal government employs an estimated 150,000 people in New York State.

Hundreds of thousands of City, State, Federal and local government employees have felt their strength as a voting bloc grow over the years. A short time ago they were referred to as "the sleeping giant" of politics but this has changed considerably in a relatively short time. Civil service organizations from New York City to Buffalo have now actively joined in the fray at election time and in some areas, such as Rochester, Buffalo and Long Island, have been counted as the margin that put particular candidates across on election day.

In the recent mayoralty campaign in New York City, the Civil Service Fusion Party gathered some 74,413 votes for Frank O'Connor. This was done without the party really trying to or knowing how to publicize its activities. Also, the party ran into difficulties with what line on the voting machine it would be on. And there were no prominent names attached to the party.

The larger number of public employees, however, will probably continue to vote the party line they have in the past—if that party offers to protect their future. Civil service, in general, is not only concerned about pay

parity but also, to a very large degree, about its future position in the realm of labor relations. Most public employees reject the idea of the strike—but they want a tool that is as advantageous to them as the strike is to private employment. They want better career opportunities with a wider range of promotion possibilities open to them. And they very much want government to take a more active role in promoting a more dignified image of the civil servant.

The candidate that can show the best blueprint for obtaining these goals would have the best chance of getting the widest margin of civil service support; support that could lead directly toward the governor's chair in Albany.

Sample Test Answers

(Test on Page 13)

1. A
2. D
3. B
4. E
5. D
6. E
7. B
8. E
9. B
10. D
11. D
12. E

CS Aides In Harmony Sing

ALBANY—There's a bit of civil service harmony in the Society for the Preservation and Encouragement of Barber Shop Quartet Singing in America.

An award-winning quartet, known here as the Four N'Aires, is government oriented. The members are Al Capuans, chief of the Bureau of Public Works in the State Labor Department; William G. Aubin, senior machinist with the State Public Works Department; Howard T. O'Brien, assistant manager of the Social Security Board in Troy and the Rev. Richard Sear, minister of the Third Avenue Methodist Church in Watervliet.

Appointed

ALBANY—J. Howard Smith has been appointed Associate Professor and Chairman of the Wood Utilization Technology Department at the Agricultural and Technical College at Morrisville. Before joining the State faculty, Smith was on the faculty at the College of Forestry at the University of Missouri.

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Feily At Budget Hearing

(Continued from Page 1)
tion, headed by a 12 per cent, across-the-board salary hike, with a minimum \$600 raise. From that time, until early last month, our Association met in continuous negotiation with the State Division of Budget, as employer representative, in which we successfully demonstrated the need and equity of increased salaries this year for State employees.

From these negotiations came the Administration's offer of a flat eight per cent across-the-board salary increase, effective April 1. Based on the assurances that that amount was the limit the Administration could possibly include in its proposed budget and on the firm assurances that the Governor would sign into law a bill passed by the Legislature for that percentage, we agreed to give it our endorsement and support.

Earlier Need Ignored

Last year, gentlemen, we feel we clearly demonstrated the need for a general pay increase averaging 8.5 per cent. That figure was not contradicted by any responsible parties concerned with the fiscal management of the State. Nevertheless, the need for the increase was not acted upon and, now, has been delayed for more than a year. In the meantime, we have found that several factors have been at work with the result, actually, that an even greater salary increase is now needed if our State employees are to receive equitable treatment with the counterparts in private industry.

Some of the factors—all of which are set forth and explained in our salary book—are:

- Salaries and wages in private industry within the State have increased by an additional 3.5 to 4 per cent.
- Significant salary increases have been granted in other public jurisdictions including the states of New Jersey, Pennsylvania, New Hampshire, Connecticut, Vermont, California and Michigan.
- The increased need for a general upward adjustment in State salaries this year has been demonstrated by the annual salary study compiled by

Arlington CSEA Unit Holds Dance

POUGHKEEPSIE — More than 100 members and friends of the Arlington Central School Unit of the Dutchess County chapter, Civil Service Employees Assn., attended a dinner-dance recently at the VFW Hall, Poughkeepsie.

Guests included Mr. and Mrs. Ray Yerry (he is superintendent of building and grounds of the Arlington District); Mr. and Mrs. Web Travis (he is supervisor of transportation, Arlington District); and Mr. and Mrs. Randolph Traudt (he is vice president of the Dutchess County chapter, CSEA).

Past presidents of the Arlington unit were honored, including Glendon Ward, Charles Dellot, Robert Tuczynski and George Renner.

The dinner committee included Marshall G. Temple, treasurer, Dutchess chapter, general chairman, assisted by Warren Paquette, Dennis Sardone, Richard Lowery, Robert Prosser and Ralph Sickler.

the State Division of Classification and Compensation.

- Salaries in the classified Federal Service have again been adjusted upward, with the result that many of our states find it difficult to compete for highly qualified personnel.
- Several political subdivisions within New York State have granted pay increases to the extent that they are now highly competitive and in some instances exceed the State's capability to attract and retain qualified personnel.
- Higher Social Security payroll taxes, effective January 1, 1966, and the initiation of a state sales tax on August 1, 1965, have reduced the purchasing power of a majority of citizens of the state.

Therefore, we sincerely believe it is imperative that you support the proposed eight per cent proposal we have worked out with the State Budget Director and the Governor. We feel that an increase in State salaries of this magnitude is justifiable and absolutely necessary, and from our point of view the very minimum necessary.

Half-Pay Retirement

Another portion of our salary resolution is a non-contributory retirement plan with guaranteed benefits equal to one-sixtieth of final average salary for each year of service. We will sponsor a bill which will guarantee half pay retirement to all State employees after 30 years of service. This legislation is necessary because, during the past twenty years, employees have been receiving substantially less than they anticipated they would receive at the time of their retirement. This occurs primarily because the employees' contributions towards their annuity accounts are insufficient due to factors beyond their control.

Our proposal will be that the State shall provide guarantees that, regardless of the effects of inflation, an employee will receive half-pay upon the completion of 30 years of service.

We will urge also, under our proposal, that retroactive benefits be provided for employees who have given long years of faithful service to the State.

Another portion of our legislative program, to which we give special emphasis this year, is contained in resolutions calling for guaranteed half-pay retirement after twenty-five years of service for conservation officers, parole officers and other similar groups.

Death Benefits

In addition, last year, in the closing days of the session, a bill was passed which would have provided a \$2,000 paid-up death benefit for all retired employees. At the present time, an extensive death benefit available to the beneficiaries of active employees terminates upon retirement, except indirectly through the election of an option. This legislation was vetoed by the Governor during his 30-day bill signing period. The veto was based upon technical difficulties within the bill and the Governor expressed his sympathy for the principle of the legislation. Accordingly, we will seek legislation which would provide a paid-up death

benefit equal to 1/30th of final average salary for each year of service up to a maximum of 30 years at the time of retirement for each member of the State Retirement system.

There are other programs our delegates have mandated us to pursue which I could discuss here today. I will pass them by for the time being, in the interests of conserving your time, and submit them in detail to you later.

In closing, however, I would like to point out that the Civil Service Employees Assn. and the agencies representing the state as employer are the only two groups, public or private, that have made complete studies of the facts supporting the need this year of a salary increase for state employees. I would like to emphasize further that in the present hectic atmosphere surrounding the methods of bargaining available to public employees in this state, the Civil Service Employees Assn. has followed the one course legally open to it: we have formulated our proposals; we have sat down at the bargaining table with representatives of the agency responsible for formulating the State budget; we have worked out an equitable salary program; we have seen the Governor include the product of that agreement in his proposed budget; we have taken our case to the leaders of each house of the Legislature; we have taken our case to you the fiscal committees of each house; we have studiously avoided interjecting ourselves or being interjected into any partisan debate on the merits of the proposed increase; we have acted honestly and in good faith, and we ask in return, only that the State, as our employer, act likewise.

Podell Bill Would Give Local Aides Separation Pay

Legislation authorizing cash payment of the monetary value of terminal leave to civil service employees of local government bodies was urged by Assemblyman Bertram L. Podell, Brooklyn Democrat.

"Under existing law," Assemblyman Podell said, "local government bodies are authorized to pay in cash for accumulated and unused vacation time and for time allowances granted instead of overtime compensation standing to the credit of an employee at the time of separation from the service, or in the case of death in service.

"There is no reason why cash payments should not similarly be made to separated employees for accumulated terminal leave. These are sums which are due to such separated employees and should be paid to them at the time of separation, not only in fairness to such employees but in the interests of efficiency in government.

"In my opinion, this inequity should be promptly corrected by the State Legislature."

PASS YOUR LEADER ON TO A NON-MEMBER

Suggestions For Western Conference Officers Are Being Accepted By Comm.

ROCHESTER — Suggestions are now being taken for nominees as 1966-67 officers of the Western Conference of the Civil Service Employees Assn.

Robert Hunt of Hornell, chairman of the Conference's nominating committee, announced that the committee will hold its first meeting of the year Feb. 19 at the Treadway Motor Inn, Batavia.

He said the committee will accept suggestions for the Conference's president, three vice presidents, treasurer and secretary.

Hunt is president of the Hornell Public Works chapter. He can be contacted R.D. 2, Hornell.

Other nominating committee members who will also accept suggestions for officers are:

Mrs. Ann Polvino of Buffalo's Roswell Memorial Park Institute

chapter; Claude Rowell of the Rochester State Hospital chapter; Vito Ferro of Helmuth, a member of the Gowanda State Hospital chapter; Mrs. Ruth Heacox of Lockport, a member of the Niagara County chapter, and Vincent A. Alessi of Rochester, president of the Monroe County chapter.

Deadline for suggestions is April 1.

The slate of officers will be presented at the Conference's April meeting, the election will be held at the May meeting and the officers will be installed at the May meeting.

Stuart Adams Retires After 37 Years Service

ROCHESTER—Stuart Adams, a longtime member of the Civil Service Employees Assn., has retired after 37 years of service for New York State.

All of the service was at the State Agricultural and Industrial School at Industry.

Adams, who was the principal children's supervisor, first went to



work at Industry in 1928 and served under seven different administrations there.

"During this long tenure," said Superintendent John B. Costello, "he gave much of himself to the program for boys at Industry. His attitude and demeanor, both at the school and in the community, were above reproach.

"He was proud of his association with this school and people in the community were happy to know that delinquent boys had the good fortune to be exposed to a man of his high caliber."

Adams, a former officer in the Industry CSEA chapter, lives at 186 Sackett Road in nearby Avon. His wife, Alta, was a CSEA member and had charge of the recreation center at Industry for 15 years.

They have no children.

Onondaga Aides Dig Out

(Continued from Page 1)

hilly stretch between LaFayette and Tully remained closed by drifts that crews had been unable to out through.

City and county crews worked around the clock to clear streets and highways until the drifting snow made further work impossible.

Onondaga County Civil Defense Director Michael Marinelli and his staff of volunteers and regular workers went into action immediately after Syracuse Mayor William F. Walsh and County Executive John H. Mulroy declared "states of emergency" late Monday and early Tuesday.

The CD workers coordinated the work of police and firemen in answering emergency calls from those stricken ill, needing special medicines, food or fuel as the snow made travel impossible through most of the city and county.

Other public employees—office workers and those in special departments—got "extra" time off Monday through Wednesday because of impassable streets and highways throughout the area.

Thursday, most city, county and state offices worked short shifts as offices closed early to permit workers to get a start home before traffic jammed snow-narrowed streets. Some persons reported two and three-hour delays in getting into work on Thursday. Friday, traffic moved better, but still slower than normal.

Snow removal equipment was sent to the Syracuse and Oswego area from other counties, including Nassau, Washington, Warren, Schenectady, Suffolk and Columbia, and New York City, and state DPW offices in the metropolitan area.

CD operations used a wide range of equipment—from the modern helicopter to snowshoes—to reach homes of residents in emergencies.

Ambulances and power crews had to call on DPW workers to cut path for their vehicles to reach many homes.

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