

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVII, No. 9 Tuesday, November 2, 1965 Price Ten Cents

Eligible Lists

See Page 14

Four Are Honored

Leader Gold Medal Awards Presented By Sen. Kennedy; One Special Medal Given

Four public employees were honored for "outstanding, distinguished and dedicated service" this week when Senator Robert F. Kennedy presented the annual Civil Service Gold Medal Awards in ceremonies at the Versailles Room of the Carlyle Hotel, New York City.

Selections of outstanding em-



SENATOR KENNEDY

ployees were made by Dean Raymond Harvey of the New York University School of Public Administration; Lawrence Baer, Re-

(Continued on Page 5)

Begin Deducting CSEA Dues In Cattaraugus County

OLEAN—Payroll deductions for Civil Service Employees Assn. dues are now being deducted in Cattaraugus County. In the past, a Cattaraugus County chapter spokesman said, that it has been a hardship for County employees to pay their dues on a yearly basis.

Authorization cards from employees were presented to the Treasurer for deductions bi-weekly.

Other Activities

In other chapter activities, the membership committee and the board of directors held a meeting recently.

Plans were made for obtaining a booth at the County Fair next summer to present to the people of the County, information regarding the Association and what benefits members receive from it.

Final details of the next membership meeting will be announced at a later date.

Two Are Named To Epidemiology Staff

ALBANY—The State Health Department has announced appointment of two prominent Capital District physicians to its Office of Epidemiology.

CSEA's Eleventh Hour Victory

Oneida Pledges \$200,000 In Raises; Adds 5-pt Plan

(Special to The Leader)

UTICA—Last ditch efforts to provide Oneida County employees with reasonable wage adjustments brought an eleventh hour victory

when the majority and minority leaders of the County Board of Supervisors and the County Executive pledged the five-point retirement plan for county workers and allocated \$200,000 in the new budget to implement the county's own salary plan.

By picking the first five percentage points of an employee's contribution to the Retirement System the county provides the equivalent of a 7 per cent salary increase for members of the Retirement System.

The five point plan will also

permit county employees, who have not been able to afford to join the Retirement System to do so without cost.

The new proposals take effect January 1, 1966.

State Chapters Join Fight

At an open hearing on the budget last week, members of State CSEA chapters in the area were joined with William Blom, CSEA research director to plead the salary case for Oneida County employees. Speaking for the chapter were its acting president, Roger Salimondo and Mrs. Helen Rauber, chairman of the Oneida chapter's Salary Committee.

Members of State CSEA chapter's Salary Committee.

Members of the State CSEA chapters were also among the 300 persons who jammed the hearing to aid the Oneida County employees' cause.

Nicholas Cimino, president of the District Two State Public Works chapter, said "the hearts of all our members are with our fellow public employees in this county."

Mrs. Clara Boone, Utica chapter president, stated that often state and county employees work side-by-side in comparable work, but county workers get lower pay. A loaf of bread costs just as much for both, she said.

Joseph F. Feily, CSEA president, enthusiastically congratulated the cooperative efforts between the local chapter and state units of the Employees Assn. He said: "By joining hands in a common cause, you have impressed Oneida County with our bond of unity and our sense of common purpose. Because of this, Oneida employees will be drawing better paychecks next year."

CSEA Urges Budget Director Study Correction Officers' Appeal For Proper Action

ALBANY—The Civil Service Employees Assn. has asked Governor Rockefeller to request his budget director to make an immediate study of the State correction officers' salary appeal so "he would be in a position to act on it promptly when the State Civil Service Commission issues its decision."

The Commission recently held a public hearing on a CSEA appeal from a decision by the State Division of Classification and Compensation rejecting a three-grade salary reallocation request for all State correction officers.

Cites Low Morale

In making his request to Governor Rockefeller, CSEA president Joseph F. Feily said that "you are aware of our great concern over the morale of our State correction officers who have been severely disappointed as a result of the denials thus far of their appeals for salary upgrading."

The CSEA president said, "we do not understand how the State Civil Service Commission can disapprove the appeal, based on the facts and arguments which were submitted."

In asking the Governor to have T. Norman Hurd, State Budget Director, make an immediate

study of the latest appeal, Feily said, "we feel that this matter is so urgent that the Budget Director should be ready to give his decision . . . just as soon as the State Civil Service Commission issues its decision . . ."

In 1962, after a wait of several months, Dr. Hurd had disapproved a Commission decision to award one-grade reallocations to the correction officers. The Commission decision was a result of an appeal by CSEA from a rejection of a similar three-grade appeal by the Division of Classification and Compensation.

Buffalo CSEA's Unexpected Guest—Gov. Rockefeller

BUFFALO—Gov. Nelson A. Rockefeller made an impromptu visit recently at the monthly meeting of the Buffalo chapter, Civil Service Employees Assn.

The Governor was in Buffalo Oct. 20 and 21 to dedicate new buildings and Rozwell Park Memorial Institute and the State University College at Buffalo.

"We heard he might drop in," said Mary G. Cannell, the chapter's first vice president, who was presiding, "but we were surprised when he turned up.

"He made a little speech, saying the Association gave a good impression, representing State Employees as public servants," she reported.

Miss Cannell said the Governor shook hands with most of the 110 persons at the meeting in the Statler Hilton hotel.

"I'm glad, she said, "that we held it in the Empire State room."

Bendet Well After Surgery

Solomon Bendet is reported doing well after undergoing surgery at Columbia Presbyterian Hospital in New York City.

While his condition is very good, he is not receiving visitors for the present, according to members of his family.

Lawrence Named

ALBANY—Richard W. Lawrence Jr. of Elizabethtown has been named to the Council of the State University College at Plattsburg. He succeeds Mrs. Agnes Luck of Cadyville, whose term had expired.

Inform CSEA; Test Results May Be Processed Quicker

ALBANY—The State Civil Service Department is looking forward "to the day when the results of most competitions should be available within a matter of 4 to 6 weeks," the Civil Service Employees Assn. has been informed.

The hopeful outlook was expressed recently by Stanley Kollin, the Civil Service Department's coordinator of recruitment and examination, in answer to CSEA complaints about delays in completing examinations and in promulgating resultant lists promptly.

Kollin explained that the principal reason behind the delays was the Department's present conversion of its examination rating procedures to a computer-based system.

He said that, although the department was meeting with some difficulties in the conversion, "we are still optimistic about the new system over the long term."

In reference to specific inquiries by the Employees Association, Kollin said the "eligible list for head account clerk was established on August 27, 1965, and candidates should have their result of examination notices by this time."

Park Police Decision Due

A salary and title reallocation for Long Island State Park Police, prepared and argued for by the Civil Service Employees Assn., is expected to be acted on this week. The Leader learned at press time.

A report on the decision, which will be made by the Division of Classification and Compensation, will appear as soon as it is available.

Heads New Tax Office

ALBANY—Ralph E. Curtis of Adams has been placed in charge of the State Tax Department's new branch office in Watertown.

Don't
Repeat This!

Deep Changes Seen In Character Of State Legislature

WILL the State Legislature ever be the same again? Consensus of many observers of the Albany scene is that last year's mixture of political turmoil, new faces and jockeying for position has brought about some changes in the character of

(Continued on Page 12)

Rochester State Annual Dinner

ROCHESTER—Rochester State Hospital chapter of the Civil Service Employees Assn. held its annual membership dinner, a Ambake Oct. 22 at the Crescent Beach Hotel on Lake Ontario in suburban Greece.

James Powers of Attica, CSEA field representative, was the speaker. Ellen Stillhard, chapter president, said nearly twice as many tickets as last year were sold. The chapter has 1,042 members.

Park Chapter Meeting

The next regular meeting of the Long Island Inter-County State Park chapter, Civil Service Employees Assn., will be held on Tuesday, November 9, at 8:30 p.m. at the Seaford Fire Hall, Waverly Avenue and Southard Avenue, Seaford.

Your Public Relations IQ

By LEO J. MARGOLIN



Bernays' PR Biography

WHEN EDWARD L. Bernays, father of modern public relations, sat down in his study more than five years ago to write his autobiography, he just had to produce the best book about public relation ever published. And indeed he did.

BILLED AS Mr. Bernays' memoirs, "Biography of an Idea" (Simon and Schuster, \$12.95) dwarfs everything written in public relations whether text, handbook, a how-to-do-it, or history. In one swoop, Mr. Bernays raises public relations to new heights of respectability and usefulness.

MR. BERNAYS was never one for half-measures in public relations. He either gave his "all" and did a superb job, or he declined to do it at all. (When naive officials of India in the United States made an effective PR job impossible, Mr. Bernays handed back to the startled Indians an account worth nearly \$50,000 a year.)

THE BOOK is 816 pages of delightful, informative conversation. He gives his fascinated readers a totally new dimension to public relations—a dimension laced with imagination, intelligence, ingenuity, public service, honesty, information and impact.

ITS CONVERSATIONAL, informal tone makes "Biography of an Idea" all the more charming and exciting. In relating the story of his professional life, which spans more than 50 years, Mr. Bernays also present a rare insight into "action public relations" which no text could possibly offer.

A READER does not have to be a public relations professional to benefit from the invaluable information Mr. Bernays gives away practically for free. Nowhere have we seen anything in print, which gives a better understanding of public relations against a background of real life situations generated by a half century of successful public relations practice.

MR. BERNAYS' list of nearly 250 clients he has served over the years should be a fair hint of the wealth of the book's contents—which range from outright press agency as brilliant as Lyndon Johnson's to public relations brainstorming at the highest corporate and government levels.

WHAT ADVICE does a public relations man give to the Hotel Waldorf Astoria hit by rumors that it is about to close? Mr. Bernays ingeniously advised them to sign Oscar of the Waldorf to a long-term contract. Deceptively simple? It took a lot of brainstorming to come up with the right answer, and only long years of experience, knowledge of hotel's publics and their reactions made it possible.

IT WAS MR. Bernays who first evolved the public relations principle of "engineering of consent."

"LIKE AN architect," he writes, "I drew up a comprehensive blueprint, a complete procedural outline, detailing objectives, the necessary research, strategy, themes and timing of planned activities."

IN A NUTSHELL this is how a successful public relations pro-

(Continued on Page 15)

CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York, N.Y. 10007
Telephone: 212-BEekman 3-6010
Published Each Tuesday
Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at New York,
N.Y. and at Bridgeport, Conn., under
the Act of March 3, 1879. Member
of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year
Individual copies, 10c

WHAT DOES

GHI

MEAN?

Civil Service Employees Know!

GHI

MEANS

free choice
of doctor—anywhere

GHI

MEANS

full home and office protection—
including the first visit

GHI

MEANS

complete doctor services—without
deductibles or coinsurance

GHI

MEANS

paid-in-full benefits—
without income ceilings

YOU'VE HAD THE REST
NOW CHOOSE THE BEST!

GHI

Group Health Insurance, Inc.
221 PARK AVENUE SOUTH/NEW YORK, N.Y. 10003
Phone: SP 7-6000, Extension 3100

★... VOTE FOR JUDGE HARRY B. FRANK

The Citizens Union is a non-partisan organization dedicated to good government. One of their activities is to evaluate the abilities and record of the candidates and to rate each candidate for the judicial office. In evaluating the qualifications and records of Judge Harry B. Frank, they rated him in 1964 thusly:

"HIGHLY QUALIFIED AND PREFERRED.

Judge Frank, now sitting by assignment as a Supreme Court justice, has rendered exceptionally able service during his term of office. The Citizens Union endorsed him when he first ran and now renews its endorsement."

Citizens Committee For The Election of Judge Frank

**On the Ballot It's Column "B" on Nov. 2nd
THERE IS NO SUBSTITUTE FOR EXPERIENCE**



DEMOCRATIC CANDIDATE

This is the exact text of the Citizens Union statement in regard to the endorsement of Judge Harry B. Frank.

1965

"Judge Frank has been in effect a Justice of this Court (Supreme) where he sits by assignment. He merits elevation by his superior qualifications."

Erie CSEA Gains On Goal To Put Deputy Sheriffs In Competitive Class

(From Leader Correspondent)

BUFFALO—A long struggle to remove politics from sheriff's departments in the state moved an inch or two ahead Oct. 23 at a candidate's night party sponsored by Erie chapter, Civil Service Assn.

Thomas J. Ryan, the Democratic candidate for Erie County sheriff, said at the meeting in Adam Plewacki American Legion Post, that, if elected, he would make immediate plans to put deputies under civil service.

Sheriff B. John Tutuska, the Republican incumbent seeking re-election, sent a representative to the meeting and Sheriff Tutuska said earlier he would "welcome" civil service in his department if it is constitutionally possible.

Tutuska, who also has the Liberal nomination, is conceded a big edge in the Nov. 2 election.

Ryan, a former FBI agent, contends that deputy posts are little more than political patronage plums.

In a new angle of an old debate, Sheriff Tutuska said voters who want deputies under civil service should approve the proposition on the Nov. 2 ballot calling for a State constitutional convention.

He contends a constitutional amendment is necessary because the Constitution now holds a sheriff personally responsible for his acts and those of his deputies.

Many other candidates in Erie County turned out and this

Albany Labor Chap. Elects Mrs. Poggioli

Mrs. Margaret Poggioli of the Building Plans Unit was installed recently as president of the Department of Labor Albany chapter of the Civil Service Employees Assn.

CSEA Field Representative Joseph B. Roulier officiated at the installation ceremonies during the chapter's dinner-meeting at McKown's Grove, Albany, on September 30.

Also installed were: First vice president, Harold McDonald, Labor Relations; second vice president, Helena Grimm, Board of Standards and Appeals; secretary, Mrs. Ellen Zimmerman, Administration; treasurer, Mrs. Frances Risiti, Purchase; Staten CSEA delegates, Mrs. Ruth Gray, Labor Standards and Leslie W. Worsell, Construction; alternates, Mrs. Beverly Falola, Administration and Mrs. Margaret McDonnell, Labor and Management Practices.

A steak roast was held before the meeting.

pleased Neil V. Cummings, chapter president.



(Leader Staff Photo by Deasy)

PRESENTATION—Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn. last week received a silver bowl during a testimonial dinner in his honor sponsored by the Central Island Community Mental Health

Center. Left to right at the presentation ceremonies are: State Senator Edward Speno; Nathan Zausmer; Flaumenbaum, Harry Albright, Jr. associate counsel, CSEA and David Weinblatt, president, CIC Mental Health Center.

Civil Service Status Due Rochester's Detectives

(From Leader Correspondent)

ROCHESTER—Rochester Police Bureau detectives will soon be placed under civil service.

Detectives now serve at the public safety commissioner's pleasure. Without civil service status, they can be reduced to patrolmen without the placing of charges. They have civil service protection as patrolmen, but not as detectives.

Public Safety Commissioner Harper Sibley Jr. reportedly had recommended placing detectives under civil service.

Council Support

Sibley's suggestion gained the support of Democrats on City Council who feel the present system opens the way to possible political interference in the Police Bureau.

Councilman Charles T. Maloy, chairman of the council's Public Safety Committee, said the change will apply to all three grades of detective A (detective supervisor), B and C.

Detective sergeants, lieutenants and captains already have civil service status.

Under civil service, detectives will be appointed on the basis of competitive exams. They could not be demoted without a Departmental hearing on charges.

Exams Must Be Taken

Maloy said present detectives will be required to take civil service exams to retain their jobs.

The new step will place all except the top policy-making posts in the Police Bureau under a merit system, Maloy added.

He said the city manager's office will find out whether Monroe Community College course in police science can help detectives who must now take civil service exams.

Action to place detectives under civil service will be taken by City Manager Arthur B. Curran Jr. and the Municipal Civil Service Commission, Maloy said.

New Unit Of Sullivan Co. Chap. Formed

MONTICELLO—A separate unit of the Sullivan County chapter of the Civil Service Employees Assn. is in the process of being formed consisting of courthouse and County Office Building employees.

At a meeting recently at the Courthouse here the following temporary officers were elected:

President, Shirley Roby; vice president, Marvin Smith; secretary, Theresa Loucks; treasurer, Margaret Woods; representative, Florence Wells; board of directors, 4 year term, Frederick Husch; 3 year term, Lenore Nelson; 2 year term, C. Albert Sharkey; 1 year term, Beatrice Fishkel.

Standing Committees and a Constitution and By-Law Committee were appointed by the president.

MRS. BOLAND JOINS STATE OEC STAFF

ALBANY, Oct. 18—Mrs. Kathleen S. Boland of Troy has joined the staff of the New York State Office of Economic Opportunity.

She will serve as a special health consultant to the agency at an opening salary of \$9,570 a year.

Prior to the appointment, Mrs. Boland was a public health educator in the State Health Department. She is a past president of the State Public Health Association and a graduate of Russell Sage College. She received a master of public health education from Columbia University.

Reappointed

ALBANY—E. Kenneth Harter has been reappointed to the Board of Visitors for the State and Industrial School at Industry.

Experience Be Paid Asks Welfare Worker

(From Leader Correspondent)

BUFFALO—Laws passed by the 1965 Legislature should be amended "to compensate social workers with experience on an equal basis," the president of the Erie County Welfare Employees Assn. declared today.

The Association is a unit in the Erie chapter of the Civil Service Employees Assn.

Joseph A. Cugini claims that changes in the Education Law and the Social Welfare Law, passed this year in Albany, are inconsistent.

Provisions

"The former," he said, "provides for the licensing of certified social workers effective Sept. 1, 1965 under the following provisions:

"1. Certification shall be issued to all social workers who have a master's degree in social work.

"2. Certification will be given to social workers with a B.A. degree and 15 years social work experience.

"3. Certification will be granted to social workers who have completed one year of graduate social work plus three years social work

experience.

"4. Certification will be given to social workers who have two years graduate training without receiving a masters degree in same, plus two years social work experience."

Inconsistent

Changes in the Social Welfare Law, Cugini explained, "mandate that caseworkers with social work training be given higher salaries than those workers without such training but in the same grade and title."

"It is obvious," he added, "that a flagrant inconsistency is to be noted in these two laws. In one instance, experience is acknowledged and in other it is not recognized."

"The law is most discriminatory," Cugini said, "as it relates to Erie County."

Awarded Honorary Life Membership In Public Personnel Association

ALBANY—Henry J. McFarland, director of the Municipal Service Division in the New York State Department of Civil Service was recently awarded honorary life membership in the Public Personnel Association.

The presentation was made at the PPA's 1965 international conference recently in Milwaukee, Wisconsin. The organization is an international association of government agencies and officials, founded in 1906 to advance civil service practices.

Record of Accomplishment

McFarland was cited for "his record of accomplishment during

a 40-year career in the public personnel field." He served on the Executive Council of PPA, and was the first person to hold office in two regions of the association. In addition to serving as chairman of the Eastern Regional Conference, McFarland also served the Western Regional Conference when he worked in California with the City of Los Angeles.

The first nationwide examinations for personnel positions for the Los Angeles school system were conducted by McFarland. He is credited with the establishment of the Personnel Department for the Port of New York Authority. During World War II he served as deputy director of civilian personnel in the Navy Department.

Referring to his work in New York, the PPA's citation credited McFarland for developing "the first state-mandated civil service system encompassing all town, village, city, county, special districts and public authorities in the state."

Named Associate Provost at State U.

ALBANY—Lionel J. Livesey Jr. of Delmar has been promoted to the post of associate provost for the State University.

He succeeds Dr. James A. Frost, who was named executive dean for four-year colleges last April.

Since last February, Livesey has been assistant to president Samuel B. Gould. He joined the University staff in 1964 as director of facilities research.

Earlier he had served as assistant to the chancellor of the University of California at Santa Barbara.

How To Get A HIGH SCHOOL EDUCATION AT HOME IN SPARE TIME

If you are 17 or over and have left school, you can earn a High School diploma. Write for free High School booklet—tells how.

AMERICAN SCHOOL, Dept. 9AF-29
130 W. 42nd St., N.Y. 36, N.Y. Ph. BRyant 9-2604 Day or Night
Send me your free 55-page High School booklet.

Name _____ Age _____
Address _____ Apt. _____
City _____ Zone _____ State _____

OUR 68th YEAR

State Capitol Gets Columbus Statue

ALBANY—A 700-pound bust of Christopher Columbus has been permanently stationed in the State Street lobby of the State Capitol. The bust is the creation of the Italian Sculptor, Ferruccio Vezzoni.

Dedication ceremonies were held in the Capitol on Columbus Day. Participating were Governor Rockefeller, the honorable Vittorio Codero di Montezemolo, consul general of Italy; Secretary of State John P. Lomenzo and Licia Albanese of the Metropolitan Opera Company.

U.S. Service News Items

By JAMES F. O'HANLON

Leader Survey Shows U.S. Aides Have Mixed Emotions On Value Of Their Pay Hike

Although a healthy proportion of dissent from the popular view was in evidence, a survey of the Federal civil servants working in New York City shows that a majority feel the 3.6 percent pay raise, recently passed in Congress, is insufficient.

\$100 A MONTH SUPPLEMENTAL INCOME

CSEA members presently insured under The Association Accident and Sickness Policy who are under age 59 and whose salary is \$3,500 a-year or more may now apply for the new \$100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional income protection in the event of total disability due to non-occupational injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30 day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Example: If you are totally disabled, this Rider would pay you \$100 a month after a 30 day waiting period

- for life—if disabled from non-occupational injuries
- for 2 years—if disabled by sickness beginning before age 60
- for 1 year—if disabled by sickness beginning on or after age 60

Table Of Rates For The \$100 A Month Supplemental Rider

ALL EMPLOYEES WITH BASIC COVERAGE	BI-WEEKLY		SEMI-MONTHLY	
	MALES	FEMALES	MALES	FEMALES
Premiums Up To Age 39½	.84	1.23	.91	1.33
Premiums Over Age 39½	1.02	1.48	1.11	1.60

This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: Ter Bush & Powell, Inc. Civil Service Department 148 Clinton Street Schenectady, New York
3. Or, call your nearest Ter Bush & Powell representative for details.

TER BUSH & POWELL, INC. Insurance

SCHENECTADY NEW YORK BUFFALO SYRACUSE

FILL OUT AND MAIL TODAY...

Ter Bush & Powell, Inc., Schenectady, New York

Please furnish me with complete information about the \$100 a month Supplemental Income Benefit Rider.

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

PS. Don't forget, new employees can apply for basic CSEA Accident & Sickness Insurance non-medically during the first 60 days of employment, providing their age is under 39 years and six months.

Of those opinions successfully solicited (since many were reluctant or unable to respond), approximately 80 percent felt they should have received a larger raise.

Others seemed happy enough; seeing the raise as a reasonable gain, although they would have liked to have received more. Another attitude was expressed by a young woman who explained that she hadn't heard about about her raise, since she doesn't read newspapers but was sure that she would be told about it "upstairs" very shortly. Along these lines, another gentleman confided, "... we seldom hear about these things (prospective raises) until they are ready to be passed in Congress. When asked his opinion on another matter dealing with Federal civil service restrictions, he responded that, being a career man, he never gave the matter much thought.

Some were more outspoken in their objections than others. "We feel very unhappy about having an axe held over us in this matter..." "very insufficient... throwing us a bone." From the Post Office—"a terrible bill... the Administrative work week is unfair..." "A Tuesday thru Saturday work-week without overtime is ridiculous... they wouldn't stand for it in private industry." On the pay raise again, "Why didn't the President allow us the same privilege of a five percent raise that he advocated for private industry."

On the other hand some thought that the President's restrictions, in keeping with the Administration's policy of setting guidelines for private industry by keeping Federal pay raises down, were necessary. In this view, comparability was seen as something that has to be approached gradually. As for the current raise, "seven percent might have been better but 3.6 is still a gain."

Said one fellow, "Anytime you get a raise it's welcome."

Severance Pay Q and A

The severance pay provisions of the recently-passed Federal pay bill are of particular interest to many of our readers. Members of the Brooklyn Metal Trades Council, under the direction of Council president, James Dolan, have compiled the following questions and answers after a careful study of the impending law and have put them at our disposal for the information of other Federal workers in the New York area. At Leader press time the President had not signed the pay bill but he will do so within a few days.

Q. What is the "severance pay" provision of the new Federal Employees Salary law?

A. The severance pay provision is a new fringe benefit for Federal employees designed to benefit the employee who is involuntarily separated from Federal service through no fault of his own.

Q. What type of Federal employee is eligible for severance pay?

A. Generally speaking, all employees of the Executive Branch of the Government, Library of Congress, Government Printing Office, General Accounting Office and of the District of Columbia with certain exceptions.

Q. What are the exceptions?

A. The following employees are not eligible for severance pay:

- a. Certain top level officers or employees such as those whose rate of pay is in excess of General Schedule 18.
- b. Alien employees.
- c. Any employee who at the time of his involuntary separation is eligible for a retirement annuity.
- d. Any employee who at the time of his involuntary separation is receiving compensation under the Federal Employees Compensation Act.
- e. "Temporary" employees with one exception.

Q. Which "temporary" employees are eligible for severance pay?

A. Any employee who has a "temporary" position which he has entered without a break in service of three days following service under a "permanent" appointment is eligible for severance pay.

Q. Does this mean that an employee who is eligible to apply for retirement at the time of his involuntary separation cannot receive severance pay?

A. Yes.

Q. Is an employee who is involuntarily separated because of misconduct, delinquency or inefficiency eligible for severance pay?

A. No.

Q. How is the amount of severance pay figured?

A. The basic severance pay allowance is computed on the basis of one week's basic compensation at the rate received immediately before separation for each year of civilian service up to ten years and two weeks' pay for each year beyond ten years. This amount is further increased by ten percent for each year that the employee exceeds forty years of age. Total severance pay may not exceed one year's pay.

Q. Does military service time count for severance pay purposes?

A. No.

Q. Are there any other requirements?

A. Yes. To be eligible for severance pay an employee must be currently employed for a period of at least twelve months.

Q. In the future, will a person who has collected severance pay for a period of Federal service be able to collect again for the same period if reemployed?

A. No. Once severance pay has been paid for a period of service this time may not be used again for severance pay consideration.

(Continued on Page 7)

Gold Medal Award Winners

(Continued from Page 1)

gional Director of the United States Civil Service Commission; Mary Goode Krone, President of the New York State Civil Service Commission; Dr. Theodore Lang, President of the New York City Civil Service Commission; and Jerry Finkelstein, publisher of the Civil Service Leader, from among Federal, State, City and county employees of New York State.

In this second year of the awards, established by The Civil Service Leader to pay tribute to the vital contributions civil servants make to public life, a Federal, City and State employee were cited and a special award was made. Vice-President Hubert H. Humphrey made the first presentation here last year.

Posthumous Award

A special medal was presented to the widow of the late Dr. Martin Dworkis, president of the Borough of Manhattan Community College, in recognition of his

Farms & Acreage New York State

160 ACRES near Cobleskill, \$6,000 — 70 acres hiway farm, \$10,500. — 4 rm village home, garage, \$9,000. — 3 rm bungalow, bath, acre, \$3,500. Old country schoolhouse w/bell, \$3,500. Bill Pearson, Realtor, Rte 20, Sloansville, N.Y.

Farms & Country Homes Orange County W/M REALTY

RURAL PROPERTY SPECIALISTS
Rt. 209 Westbrookeville, N.Y.
(914) 850-3806 FREE LISTS

long and imaginative career in the fields of public administration and education. He was nominated by Max S. Saslow, president Metropolitan Public Personnel Society.

Winners

This year's winners are:

- Allen E. May, director of civilian personnel for Headquarters, First U.S. Army, Governor's Island. Since entering Federal Service in 1937 as a clerk-typist, May has risen through the ranks as a personnel specialist, counter-intelligence agent during the war years, manpower specialist and creator of numerous programs to cope with emergency and long-range personnel and staffing problems. He was nominated by Brigadier General J. T. Corley.

- Robert D. Helsey, executive deputy commissioner of the State Department of Labor. Basically in charge of the State's manpower problems, Helsey has shown unusual initiative and aggressiveness in designing employment programs to match the State's industrial growth and in pioneering retraining programs for persons slated to lose jobs because of automation. He also was responsible for the first positive plan to launch an information and legal program to protect the legal and working rights of more than 23,000 migrant farm workers employed throughout the State on a seasonal basis. He was non-

Assistant Chemist Promotion Exam

The New York City Department of Personnel has announced that applications are being accepted for a promotion examination to assistant chemist. This position is in the grade seven salary range of \$6,750 to and including \$8,550 per annum. Applications are being accepted from Nov. 3 through Nov. 23, 1965. The written test will be held February 19, 1966.

The list resulting from this examination will be used to fill vacancies only in those positions which have received a classification evaluation to the list title or to such a title for which the list is declared appropriate.

Instituted by M. P. Catherwood, Commissioner of Labor, State of New York.

- Jacob Lutsky, legal aide to the Mayor of New York. During the administration of the late Mayor LaGuardia through that of Mayor Robert F. Wagner, Lutsky has proved to be one of the most gifted experts on City affairs and has been a non-partisan advisor to the City Council as well as the Mayor's office. He has forgone the more ample financial rewards of private employment in order to continue serving the best interests of the citizen of the City of New York. He was nominated by Abe Stark, Borough President of Brooklyn.

CLERKS

Wanted by City of New York

Start Preparation Now!
THOUSANDS of CAREER POSITIONS for
MEN & WOMEN
18 Years of Age & Older
\$72 to \$93 5-DAY WEEK
FULL CIVIL SERVICE BENEFITS
Many Promotional Opportunities

No Educational or Experience Requirements
(High School or Equivalency Diploma Not Needed Until Appointment.)
Thorough Preparation for OFFICIAL WRITTEN TEST
Practice Exams at Every Class for Complete Information
PHONE GR 3-6900
or Be Our Guest at Opening Class
WED., NOV. 3—5:30 or 7:30 P.M.
Just Fill In and Bring Coupon

DELEHANTY INSTITUTE
115 E. 15th St. nr. 4th Ave., N.Y.C.
Name
Address
City Zone
Admit FREE to One Clerk Class

SANITATION MAN

Candidates Benefit By DELEHANTY TRAINING

You must pass the Official Written Test or lose all chance for this fine career position! A moderate investment in SUPERIOR DELEHANTY TRAINING may decide your future. Enroll NOW!
Practice Exams at Every Session
Be Our Guest at a Class Session
In Jamaica on Mon., Nov. 8 at 5:30 or 7:30 P.M.
In Manhattan Thurs., Nov. 4 at 5:45 or 7:15 P.M.
Just Fill In and Bring Coupon

DELEHANTY INSTITUTE, L112
115 East 15 St., Manhattan or 89-25 Merrick Blvd., Jamaica
Name
Address
City Zone
Admit to One Sanitation Man Class

2 Attractive Opportunities for Young Men!

With N.Y. POLICE DEPT. (If At Least 5 Ft. 8 In. Tall)
ENROLL NOW! Thorough Preparation for Written Exams for
PATROLMAN SALARY \$173 A WEEK
AFTER 3 YEARS



Excellent Promotional Opportunities
PENSION AFTER 20 YEARS
(AGES: 20 through 28—VISION: 20/30)

Also Exam for 17, 18 and 19 Year-Olds for
POLICE TRAINEE

With Duties as Clerk, Messenger, Typist, etc.
\$77 A Week to Start and Annual Increases of \$240 Until Automatically
Appointed PATROLMAN at Age 21
WITH SALARY AND ALL BENEFITS AS ABOVE

Be Our Guest at a Class in Jamaica or Manhattan
JAMAICA: WEDNESDAY, NOV. 3 at 7 P.M., or
MANHATTAN: MON., NOV. 8 at 1:15, 5:30 or 7:30 P.M.

Just Fill In and Bring This Coupon L112
THE DELEHANTY INSTITUTE
115 EAST 15th ST., near 4th Ave., Manhattan, Or
89-25 MERRICK BOULEVARD, Jamaica PHONE: GR 3-6900
NAME: CITY: ZONE:
ADDRESS:
Admit FREE to One Class for Patrolman or Police Trainee

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways)
JAMAICA: 89-25 MERRICK BLVD., bet. Jamaica & Hillside Aves.
REGISTRAR'S OFFICE OPEN: Monday to Friday 9:30 AM to 9 PM CLOSED SATURDAYS
OPEN ALL DAY TUESDAY, NOV. 2—ELECTION DAY

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

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

COMPLETE PREPARATION FOR WRITTEN EXAMS FOR:
● POLICE TRAINEE & PATROLMAN

Classes Starting for Complete New Courses
MANHATTAN: MON., NOV. 8th at 1:15, 5:30 or 7:30 P.M.
JAMAICA: WEDNESDAY, NOV. 3 AT 7 P.M.

- CLERKS — Men & Women, 18 Yrs. & Over
Thousands of Career Positions with City of New York
PREPARATION FOR OFFICIAL WRITTEN EXAM
Opening Class in Manhattan Only
WEDNESDAY, NOV. 3rd at 5:30 or 7:30 P.M.

Also Classes Now Meeting For

- HIGH SCHOOL EQUIVALENCY DIPLOMA
- ASST. GARDENER — Wed. at 5:30 or 7:30 P.M.
- METER MAID — MONDAYS at 5:30 or 7:30 P.M.
- SANITATION MAN — Classes in Manhattan & Jamaica

ENROLL NOW! Thorough Expert Preparation for
NEXT N. Y. CITY LICENSE EXAMS

- MASTER ELECTRICIAN
Class Meets FRIDAYS at 7 P.M.
- STATIONARY ENGINEER
Class Meets MONDAYS at 7 P.M.
- MASTER PLUMBER
Class Meets TUESDAYS & THURSDAYS at 7 P.M.
- REFRIGERATION OPERATOR
Class Meets TUESDAY at 7 P.M.
SMALL GROUPS—MODERATE FEES—Individual Attention

- PRACTICAL VOCATIONAL COURSES:
Licensed by N.Y. State—Approved for Veterans
AUTO MECHANICS SCHOOL
5-01 46 Road at 5 St., Long Island City
Complete Shop Training on "Live" Cars
with Specialization on Automatic Transmissions

DRAFTING SCHOOLS

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

RADIO, TV & ELECTRONICS SCHOOL

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

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

For Information on All Courses Phone GR 3-6900

RICHMOND HILL vic. \$18,000
2 FAMILY BRICK
FULLY DETACHED ALL VACANT
Finished Basement • Many Extras
NO CASH VETS
\$800 ALL OTHERS

E-S-S-E-X 143-01 HILLSIDE AVE. JAMAICA

Take 8th Ave. 'E' Train to Sutphin Blvd. Station. OPEN 7 DAYS A WEEK
AX 7-7900

ST. ALBANS LEGAL 2 FAMILY

5 oversized rooms with beautiful bathroom, spacious finished basement, the other apartment has 4 box rooms with Empire bathroom. The garage is ideally built behind the house. Great value at \$19,500. From no cash down to \$850 down payment.

SPRINGFIELD GARDENS RANCH — ONLY \$14,500

And only \$375 down with no closing fees. Each room is elegantly decorated, new bathroom, finished basement. Owner is pressed to sell.

HOLLIS

A rare home at a rare price. Problem causes the sale of a 6 room Colonial with 2 bathrooms and finished basement, cadillac size garage, landscaped 40x100 ft. of land. My price is \$18,990. No cash down or from \$600 down. Call my exclusive broker.

OZONE HEIGHTS

For only \$13,950. You can own an excellent 6 room home with immaculate tile bathroom, finished basement and large attic. Wal to wall carpeting is featured. No cash down required.

HOLLIS

Big beautifully kept detached Colonial home. 7½ lovely rooms, with 3 private master bedrooms off central foyer & tiled bath. Immense garage, \$18,990. No down to \$600 down payment. Owner very anxious to sell.

ST. ALBANS LEGAL 2 FAMILY

Supreme condition, each spacious apartment is private, full basement, oil heat, oversized garage. Sacrifice price \$20,450 only \$1,250 cash required.

Bring \$25 Deposit—No Obligation If Not Satisfied

AX 7-2111
E. J. DAVID REALTY
159-05 Hillside Ave.

OPEN DAILY INCLUDING SAT. & SUN.
9:30 A.M. TO 8:30 P.M.

Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

212-886men 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

James F. O'Hanlon, Associate Editor

Mike Klion, Associate Editor

N. H. Mager, Business Manager

Advertising Representatives:

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

TUESDAY, NOVEMBER 2, 1965

Deserve Credit

CONGRESS, just before adjournment, passed the Federal Pay Raise Bill which will entitle Federal workers to a higher paycheck in the weeks to come.

The total bill was a breakthrough for government employees who are paid, on the whole, less than those in private industry.

A major section of this bill provides for severance pay for Federal workers who are laid off from jobs through no fault of their own. In some cases, workers will be able to receive up to a year's salary.

This section of the bill was suggested and fought for by the Brooklyn Metal Trades Council of the Brooklyn Navy Yard and they can consider passage of the measure a tribute to them and the work they have done for the Federal civil service employee.

This type of fringe benefit might be worthy of consideration for employees of local and State government.



SOCIAL SECURITY Questions and Answers

Q. How soon is it anticipated that the Nassau County Court System, and specifically the Probation Department of that Court will come under the jurisdiction of the Judicial Conference?

A. The Nassau County Court System, and specifically the Probation Department have always been under the jurisdiction of the Administrative Board since court reorganization, and this status could only change by a constitutional amendment.

Employees of the Nassau County Probation Department are in no different position than any other county, city, or court probation unit in the State of New York—they are all subject to the administrative supervision, on a state-wide basis, of the Administrative Board of the Judicial Conference and are subjected to such state-wide policies and standards the Administrative Board may establish. Article VI S28 of the Constitution of New York State invests the Board with complete administrative supervision of the court structure in this state, and probation units are performing a staff function in this court structure. However it must be pointed out that methods of appointment of personnel to the various units performing probation service vary throughout the state and although generally the source of the appointing power is the

individual Appellate Division the method of the exercise of the appointing power varies greatly. It is this variation which has led to the confusion in the area of probation—but appointments are not the function of the Administrative Board and variation in these practices does not diminish the Board's jurisdiction.

Q. I have been advised that as a court employee I am no longer under the State Civil Service Merit System and that my position can be taken out of the competitive class whereas heretofore this could not happen. Is this true?

A. Absolutely not. The exact same safeguards that existed prior to the Administrative Board assuming control of the civil service system for the non-judicial employees continue to exist without modification. In fact pursuant to agreement by the Administrative Board, the State Department of Civil Service has the authority over jurisdictional classification of all court positions throughout the state, i.e., whether a position is to be in the cooperative, non-competitive or exempt classes. All other personnel functions are encompassed in the Career Service Rules directly adopted from the Civil Service Law and its rules.

LETTERS TO THE EDITOR

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

Governor Urges Yes Vote To Proposition One

Editor, The Leader:

The drought which for four years has parched New York State and gravely endangered our water supplies still continues, and it focuses the attention of all New Yorkers on the urgency of reclaiming all the water we are befouling with sewage and industrial wastes. For New York is not suffering a true water shortage, like those that plague the arid Southwestern states. Actually, millions of gallons of water flow from our rivers and lakes into the sea each day. But we cannot use them because they are so polluted.

New Yorkers now pay for water pollution in many ways—through needless water shortages and degraded water supplies, threats to their health and that of their children, lower property values, lost economic growth and job opportunities, ruined recreation areas, and a generally poorer state in which to live.

Proposition One — the Pure Waters Bond Act on the ballot this Election Day—gives us the opportunity to end this pollution in six years. Proposition One is worded this way:

Shall chapter one hundred seventy-six of the laws of nineteen hundred sixty-five, known as the pure waters bond act, authorizing the creation of a state debt in the amount of one billion dollars to provide monies to combat water pollution by the construction of sewage treatment facilities be approved?

Your answer to this question should be "Yes." Your "Yes" vote will mean that an all-out attack on water pollution in New York State can begin.

The Pure Water program — unanimously adopted by the Legislature and enthusiastically endorsed by newspapers, service organizations and individuals throughout the State—will provide the means to build local sewage treatment works to end pollution. And it will provide that money at once, before the costs of doing the job soar beyond our reach.

NELSON A. ROCKEFELLER, Governor, New York State.

Questions Testing

Editor, The Leader:

It appears increasingly evident that the multiple choice type of test is failing to produce the desired result.

As a veteran civil service employee, I have observed the results based on such examinations.

On the job training is now the rule for supervisory personnel, by reason of having chosen the "wanted" examination answers.

Proficiency in language; spelling, creativity; experience in related pertinent skills is completely submerged to the desire of the State to save "time and expense" in rating exams.

How good are these tests? The (Continued on Page 15)

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.")

Effective Collective Bargaining

THANKS TO EFFECTIVE collective bargaining, Sanitationmen of the City of New York enjoy sick leave benefits following line of duty injury apparently superior to those of any other classification of civil service employees in the City. These benefits include unlimited sick leave with full pay, lump sum payments for specified injuries of a permanent injury, and hospitalization benefits. If the employee is retired because of his injuries, his pension is at the rate of three fourths of his former salary.

PRIOR TO APRIL 18, 1962, Sanitationmen were covered by the Workmen's Compensation Law. Under its provisions, the injured employee could receive a maximum sick leave pay of \$55.00 a week and, in the event of specified injuries of a permanent injury, lump sum benefits.

ON APRIL 18, 1962 the Workmen's Compensation Law was amended so as to exclude Sanitationmen from its coverage and to substitute a new provision of the Administrative Code. The purpose was to extend to them the same accident and sick leave benefits enjoyed by uniformed Police and Firemen. These included unlimited sick leave at full pay and payment of certain medical, surgical and hospital bills.

WHILE THE LEGISLATIVE intent was to provide greater benefits to Sanitationmen than formerly enjoyed under the Workmen's Compensation Law, in sponsoring the new legislation, the City of New York apparently overlooked that the new law did not provide for lump sum benefits for certain permanent injuries formerly allowed to Sanitationmen under the Workmen's Compensation Law. With the purpose of correcting the oversight, Local 831, International Brotherhood of Teamsters, the collective bargaining agent for the Sanitationmen, negotiated an agreement with the City of New York. Under the terms of the agreement, the City of New York contributes \$56.50 a year for each Sanitationman to a trust fund established by the Union for the payment of lump sum benefits to employees sustaining specified personal injuries of a permanent nature. This undoubtedly remarkable Union achievement on behalf of the Sanitationmen represents a gain that places them in a better position than the Police and Firemen whose sick leave plans have no such provision.

THE COLLECTIVE BARGAINING agreement was entered into on November 19, 1962, but its effective date was stated to be July 1, 1962. As previously noted, the removal of Sanitationmen from the coverage of the Workmen's Compensation Law occurred on April 18, 1962. It is therefore evident that Sanitationmen sustaining personal injuries of a permanent nature between April 18th and July 1st are really worse off than they would have been without the change in the-law, because of the loss of lump sum benefits.

FOUR SANITATIONMEN sustained serious personal injuries in this interim. One sustained fractures of the femur and knee. Another's injuries included fractures of both forearms. A third sustained knee and shoulder injuries, and the fourth, hip joint injuries. They brought an action against their Union for a declaratory judgment that the collective bargaining agreement entitled them to lump sum benefits. They relied on the established principle of contract interpretation that contracts will be interpreted so as to carry out their main purpose. As the obvious intention of the collective bargaining agreement was to protect all Sanitationmen from the effects of the oversight in the amendment of April 18, 1962, they urged at Special Term that the contract should be construed in that way. The Union, however, contended that there was no such purpose. On the contrary, the Union had tried repeatedly to persuade the City of New York to make the lump sum provisions effective on April 18, 1962, but was unsuccessful. Therefore, the Court could not rule that the purpose of the contract was as claimed by the unfortunate plaintiffs. The Court held:

It is regrettable that the plaintiffs were not covered by such contract. However, despite the efforts of the defendant, the city declined to provide money for injuries sustained prior to the contract. It cannot be said that plaintiffs were intended to be covered by the agreement. Accordingly, the court is constrained to hold against the plaintiffs.

WHILE THE COURT clearly sympathized with the plaintiffs' plight, it felt it could not fairly construe the contract as they desired in the face of the City of New York's refusal to make the contract retroactive to April 18, 1962.

U.S. NEWS

(Continued from Page 4)

- Q. How is severance pay paid?
A. It will be paid in bi-weekly amounts similar to salary until the total amount is paid.
- Q. Suppose a man gets another Federal job before all severance payments have been made?
A. His severance pay will be stopped effective the date of his new employment.
- Q. If a man dies while getting severance pay, what is the effect?
A. The severance pay continues and is paid to the survivor (next of kin).
- Q. Is the period of severance pay payments creditable for retirement purposes as Federal service?
A. No.

STATE OF OWNERSHIP, MANAGEMENT AND CIRCULATION
(Act of October 23, 1902; Section 4369, Title 39, United States Code)

1. Date of filing: October 1, 1964.
2. Title of publication: Civil Service Leader.
3. Frequency of issue: Weekly.
4. Location of known office of publication (Street, city, county, state, zip code): 97 Duane Street, New York, N.Y. 10007.
5. Location of the headquarters or general business offices of the publishers (Not printers): 97 Duane Street, New York, N.Y. 10007.
6. Name and addresses of publisher, editor, and managing editor: Publisher, Jerry Finkelstein, 812 Park Avenue, New York, N.Y.; Editor, Paul Kyer, 165 West End Avenue, New York, N.Y.; Managing Editor, Joseph Deasy, Jr., 17 Farley Drive, West Haverstraw, N.Y.
7. Owner (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual must be given.) Leader Publications Inc. all of whose stock is owned by Science and Government Publications Inc., 97 Duane Street, New York, N.Y. 10007. The owners of 1% or more of the Common Stock of Science and Government Publications, Inc., are: Mrs. Barbara Bernis, 1436 Cabrillo Ave., Burlingame, Calif.; Norman Bernis, 1436 Cabrillo Ave., Burlingame, Calif.; Mrs. Ethel Finkelstein, 4 East 70th St., New York, N.Y.; Jerry Finkelstein, 812 Park Ave., New York, N.Y.; Mrs. Shirley Finkelstein, 812 Park Ave., New York, N.Y.; N. H. Mager, 1013 East Lawn Drive, Teaneck, N.J.; Mrs. Rose B. and Herbert H. Markov, 160 Montague St., Brooklyn, N.Y.; Marcus Rubenstein, c/o Nathaniel Kaplan, 759 Fifth Ave., New York, N.Y.; Harry A. Wolfe, 2401 Pennsylvania Ave., Philadelphia, Pa.; Morton Yarmon, 165 East 68th St., New York, N.Y.
8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities (If there are none, so state) NONE.
9. Paragraphs 7 and 8 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner. Names and addresses of individuals who are stockholders of a corporation which itself is a stockholder or holder of bonds, mortgages or other securities of the publishing corporation have been included in paragraphs 7 and 8 when the interests of such individuals are equivalent to 1 percent or more of the total amount of the stock or securities of the publishing corporation.
10. This item must be completed for all publications except those which do not carry advertising other than the publisher's own and which are named in Sections 132.231, 132.232, and 132.233, Postal Manual (Sections 4355a, 4355b, and 4356 of Title 39, United States Code)
 - A. Total number copies printed (Net Press Run): 158,295 average number copies each issue during preceding 12 months; 163,165, single issue nearest to filing date.
 - B. Paid Circulation:
 - 1. Sale through agents, dealers, carriers, street vendors and counter sales or otherwise: 10,907, average number copies each issue during preceding 12 months; 10,927, single issue nearest to filing date.
 - 2. To form subscribers by mail, carrier delivery or by other means: 136,125 average number copies each issue during preceding 12 months; 141,137, single issue nearest to filing date.
 - C. Total paid circulation: 146,142 during preceding 12 months; single issue nearest to filing date 151,164.
 - D. Free distribution (including samples) by mail, carrier delivery, or by other means: 500 average number copies each issue during preceding 12 months; 500 single issue nearest to filing date.
 - E. Total distribution: 146,437, average number of copies each issue during preceding 12 months; 151,464 single issue nearest to filing date.
 - F. Office use, left-over etc.
 - Average no. copies each issue during preceding 12 month, office use, left over, unaccounted, spoiled after printing: 11,773; 11,701 single issue nearest to filing date. Average no. copies each issue during preceding 12 month: 11,773; 11,701 single issue nearest to filing date.
 - G. Total 158,295; single issue nearest to filing date 163,165.

I certify that the statements made by me above are correct and complete.
NATHAN H. MAGER, Business Manager

- Q. Is the severance pay some sort of welfare payment?
A. Absolutely not.
- Q. If a man is offered job placement in another Federal job and refuses it after receiving reduction-in-force notice, is he still eligible for severance pay?
A. Yes.
- Q. Can a man have private employment while he is receiving severance pay?
A. Yes; the only restriction is that he may not have Federal employment.
- Q. Is Civil Service Retirement payment withheld from severance pay?
A. No.
- Q. Is a man who is receiving severance pay and is unemployed eligible for "unemployment insurance" payments?
A. Yes.
- Q. When will the severance pay provision of the law become effective?
A. The effective date will be the date on which the bill becomes law; that is the day on which the President signs the bill.
- Q. Employee has received his Reduction in Force notice but has resigned prior to the effective date of the layoff, Is he still eligible for severance pay?
A. Any resignation after receipt of RIF notice is considered involuntary separation and as such, employee is entitled to severance pay. (Ed note—the foregoing is based on precedent of many years standing established by the Civil Service Commission in regards to retirement. It is assumed that the Commission, in administering severance pay, will continue to consider resignation after RIF in the category of involuntary separation.)

Retirement Luncheon Held For Social Welfare Dept. Aide

ALBANY—A retirement luncheon was held at Jack's for Alberta P. Moody, principal account clerk with the New York State Department of Social Welfare, Central Office. Miss Moody came to the Department in 1939. The affair was attended by 85 co-workers. Mrs. Anne Benson was mistress of ceremonies. Remarks

were made by Fred F. Cue, recently retired Director of the Bureau of Budget and Finance, where Miss Moody was employed.

James J. Sullivan, deputy commissioner, presented the gift from co-workers, and Mrs. Carolyn F. Violl, president of the Good Will Fund, made the presentation in behalf of that organization. Mrs. Viall and Mrs. Edna Sanderson arranged the affair.

Boro Coordinator Needed In NYC

The New York City Department of Personnel will accept applications Nov. 3 to 23 for borough community coordinator at a salary of \$9,400 to start.

For further information contact the Department of Personnel, Applications Division, 49 Thomas Street.

KING RAT is a conversation piece!

starring **GEORGE SEGAL**, **TOM COURTENAY**, **JAMES FOX**, **DENHOLM ELLIOTT**, **TODD ARMSTRONG**, **PATRICK O'NEAL**, **JAMES DONALD** and **JOHN MILLS**

Produced by JAMES WOODF - Written for the screen and Directed by BRYAN FORBES
Based on the best selling novel by JAMES CLAVELL - Music composed and conducted by JOHN HARRY
A COLUMBIA PICTURES Release ORIGINAL SOUNDTRACK ALBUM ON MAINSTREAM RECORDS

NOW PLAYING
VICTORIA / BEEKMAN / MURRAY HILL
Broadway & 48th St. 65th St. at 2nd Ave. 34th St. E. of Lex.

The National Arts & Antiques Festival

OF FINE THINGS MAN HAS MADE
IN A
PANORAMA OF THE ARTS
FROM THE COPTIC TO THE OPTIC

MADISON SQUARE GARDEN
November 13-21, 1965
500 EXHIBITORS AND GALLERIES

OPEN 1-11 P.M.; LAST DAY 1-7 P.M. ADM. \$1.75

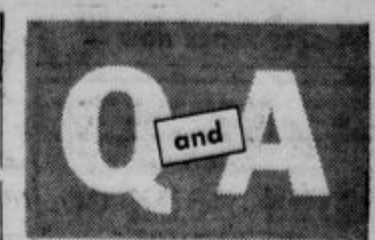
Garrard

THE LAB 80

More than an automatic turntable, it is an Automatic Transcription Turntable. The Lab 80 is designed for professional reproduction of LP/stereo records (33 1/3 and 45 rpm) . . . literally without compromise. It was created expressly for those who have not been willing to accept any automatic unit heretofore. Now, feature-by-feature comparisons will verify that the concept of the single play turntable combination has been obsoleted by a superior new class of mechanism.

With the Lab 80, Garrard establishes a spectacular new precedent in record playing equipment . . . combining precision, performance, and convenience of a standard not previously available, in single play or automatic units.

Packard Electronics
33 UNION SQUARE WEST
NEW YORK, N.Y. OR 4-4320 - 1



QUESTIONS AND ANSWERS . . .
... about health insurance

by **William G. O'Brien**

Blue Cross-Blue Shield Manager,
The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

- Q. If a person has to have two operations and has them performed at the same time, what benefits is he entitled to under the Statewide Plan?
A. When two or more operative procedures are performed at the same time, the amount paid will not exceed the fee for the major procedure plus fifty per cent of the fee for each other procedure, with no allowance for incidental procedures.
- Q. Are diagnostic laboratory procedures covered outside of the hospital?
A. The Major Medical (Part III) coverage of your Statewide Plan provides benefits for both diagnostic x-rays and laboratory procedures when they are not covered by the basic hospitalization part (Blue Cross) of the Statewide Plan. These procedures would be covered under the Major Medical part when they are rendered at such places as a doctor's office, or a special laboratory not connected with any hospital. (Of course, the deductible and co-insurance apply.)
- Q. I was in the hospital for 120 days during the first part of this year. Is it possible to receive any more coverage this year?
A. Yes. As long as the hospital admissions are separated by a period of at least 90 days, you are covered even if they fall within the same calendar year. For example, you might be in a hospital for 120 day beginning in January (January through April). If you left the hospital from May to July (a period of over 90 days) and then had to go to the hospital again in August or September, you would be covered for 120 days.

— SAVE WATER NOW —

FOR THE BEST in Books — Gifts —
Greeting Cards — Stationery
Artists' Supplies and Office Equipment
VISIT
UNION BOOK CO.
Incorporated 1912
237-241 State Street
Schenectady, N. Y.
EX 2-2141

READY MONEY:

HOW TO
INCREASE
YOUR CAPITAL
52.6%
IN TEN YEARS

Put it in Troy Savings Bank now (up to \$25,000). Untouched, at our current annual interest rate compounded and added to the balance every three months your initial deposit will increase by 52.6% in ten years. You can add to your account at any time, or withdraw money if needed without delay, with interest earned.

Send for Compound Interest Factsheet now—no obligation. Write Ogden J. Ross, Secretary.

4 1/4%

interest rate based on anticipated earnings

TROY SAVINGS BANK

2nd & State Streets/AS 2-3800
Open 9-3 Monday-Thursday 9-6 Fridays

Member Federal Deposit Insurance Corp.

Investigate Air Conditioning Of NYC State Build.

ALBANY—The State Office of General Services has assured the Civil Service Employees Assn. that it "will ask the State Architect for an estimate of the cost of air conditioning the State Office Building at

270 Broadway, New York City, and, thereafter, will discuss the possibility of its financing with the Division of the Budget."

The assurance was given recently by C.V.R. Schuyler, Commissioner, Office of General Services, as a result of CSEA requests urging that the building be air-conditioned.

Joseph F. Felly, CSEA president, had told Schuyler that "we have received many requests from members who work at 270 Broadway, advising that during the summer months the heat is intolerable and prevents efficient work."

In his reply, Schuyler said "We are completely sympathetic to your request, since, as you know,

we have always tried to assure the best possible working conditions for State employees."

He said the main problem "is simply one of priority" and that, "ultimately, we would hope to be in a position to air condition all State office buildings, if funds permitted."

Mrs. McShane Named

ALBANY—Mrs. Amber H. McShane of Burnt Hills has been appointed a cosmetology examiner for the Department of State's Division of licensing. She is a vocational teacher and will hold examination to test the qualifications of future licensees.

DEWITT CLINTON
STATE & EAGLE STS., ALBANY
A KNOTT HOTEL
A FAVORITE FOR OVER 30
YEARS WITH STATE TRAVELERS
**SPECIAL RATES FOR
N.Y.S. EMPLOYEES**
BANQUET FACILITIES AVAILABLE
Call Albany HE 4-6111
THOMAS H. GORMAN, Gen. Mgr.

ALBANY
TRAVEL LODGE
A FINE NEW MOTEL IN
A NETWORK TRADITION
\$7
SINGLE
STATE RATE
FOR RESERVATIONS — CALL
ALBANY 489-4423
1230 WESTERN AVENUE
Opposite State Campuses

MEET YOUR CSEA FRIENDS
Ambassador
27 ELK ST. — ALBANY
LUNCHEES - DINNERS - PARTIES

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

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

STATE EMPLOYEES
Enjoy the Convenience and
Facilities of a Centrally
Located Down Town Hotel
**THE
STATLER HILTON**
Buffalo, N.Y.
Rooms guaranteed for State
Employees . . . \$7.00 per
person on state sponsored
business.
★ Free garage parking for
registered guests
★ Excellent dining rooms and
cuisine
STATLER HILTON
Buffalo, N. Y.

"Buy Where Your Allowance Buys More"
**NEW YORK STATE
CORRECTION & M. H. SAFETY
OFFICERS**
NEW REG. UNIF. OUTER COAT
\$72.75
DEPT. APPROVED REG. UNIFORMS
\$65.75
POLICE REEFER COATS
30 oz. KERSEY \$64.75
REG. TROUSERS, CAPS & SHIRTS
Contact our Local Rep. or Write Direct
Quality SLOAN'S Uniform
CATSKILL, NEW YORK
"FOR QUALITY AT A DISCOUNT"

EARN \$6,000 to \$20,000 A YEAR, PLUS
LEARN MACHINE SHORTHAND
This easy to learn modern machine shorthand system trains you quickly for the many prestige opportunities waiting for men and women:
• Stenographer • Executive Secretary • Medical-Legal Secretary
• Conference and Convention Reporter • Court Reporter
EVENING CLASSES FOR MEN AND WOMEN NOW FORMING
The Directors and Professional Teaching Staff of the Stenotype School of Albany are highly qualified Official Court Reporters and Certified Shorthand Reporters.
Start planning your future now—write or call for full information and demonstration today.
STENOTYPE SCHOOL OF ALBANY
280 STATE STREET ALBANY, NEW YORK
HO 2-6916 or HE 4-3612

BOOKS
of all publishers
JOE'S BOOK SHOP
72 Steuben below Pearl

CLOVER MOTEL
TREASURE ISLAND, FLA.
EFF. & 1 BEDROOM APTS. - DAY,
WEEK OR MONTH. PRIVATE FISH-
ING DOCK & PICNIC AREA,
SHUFFLE BOARD & SWIMMING,
SHOPPING CENTER, BUS SERVICE
TO ST. PETE. AND AREA.
RATES ON REQUESTS.
DISC. CSEA MEMBERS
Edna & Bill* Koblenzer, Mgrs.
(*Retired from State Correction Dept.)
212 - 108th Ave.
Treasure Island, Fla. 33706

ALBANY, NEW YORK
CIVIL SERVICE BOOKS

**ALBANY
BRANCH OFFICE**
FOR INFORMATION regarding advertising,
Please write or call
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-5474



MOHAWK FAN-JETS

SERVE THESE MAJOR CITIES OF THE NORTHEAST

CLEVELAND ♦ BUFFALO ♦ ROCHESTER ♦ SYRACUSE

UTICA-ROME ♦ HARTFORD-SPRINGFIELD ♦ BOSTON

BURLINGTON ♦ PITTSBURGH ♦ BINGHAMTON

ELMIRA-CORNING AND

N. Y. CITY AREA: NEWARK, KENNEDY &
WESTCHESTER COUNTY AIRPORTS

Teachers:

Choose the plan that gives you Major Medical benefits

without extra cost to anybody!

During the week beginning Monday, November 8, you will have an opportunity to choose one of three medical plans. If you want Major Medical coverage, your choice is easy: BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE.

This is the plan that gives you benefits up to \$20,000 for each family member. And it includes coverage for such important items as:

1. Anesthesia.
2. Prescription drugs, medicines, appliances.
3. Private duty nursing care.
4. Unlimited home and office visits.
5. Psychiatric treatment in doctor's office.

And you also have free choice of doctors under the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE plan, designed especially for teachers in order to give you and your family the finest possible protection. It's your choice—it's your plan!

For additional information, call MU 9-2800 or 578-2211.

BLUE SHIELD



BLUE CROSS



METROPOLITAN LIFE



BE YOUR OWN SHERLOCK!

In Comparing Health Plans
Ask A Few Probing Questions
—Like These:



Q. Which health plan gives the broadest coverage — with no ifs, ands and buts?

A. Let the Columbia School of Public Health answer that one. It studied New York health plans and found that "the most complete contract offered for sale in New York State is provided by the Health Insurance Plan of Greater New York."

Q. Does the plan adequately cover specialist care?

A. Only H.I.P. provides its specialist care without extra charges. When it comes to today's vitally needed specialist services, other plans limit their coverage. Compare specialist coverage carefully. Note, for instance, that out-of-hospital specialist care — so important and so costly today — is never a "paid-in-full" benefit in cash allowance programs.

Q. Is the plan concerned with the quality of care?

A. H.I.P. is the only plan in the New York area that has its own professional standards. Every doctor in every Medical Group must be approved by a medical board of physicians from top medical schools and hospitals. H.I.P. doctors give only the kind of service for which they have been expertly trained.

Q. Can you continue with comprehensive benefits (home and office calls) if you leave your job before retirement?

A. Only H.I.P. permits this. You need only be in H.I.P. for three months to be able to convert to a direct payment policy without loss of home and office coverage, regardless of your age.

Choose Carefully. Write or Phone for "What's The Difference?" — A Comparison of Benefits.



HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 MADISON AVENUE, NEW YORK, N. Y. 10022 • PLaza 4-1144

Delaware Valley Election Results

The Delaware Valley chapter of the Civil Service Employees' Assn., which includes membership from N.Y.S. Department of Social Welfare, South Kortright Branch of the Boys Training Schools; State University of N.Y. Agric. and Tech. College, Delhi; N.Y.S. Department of Public Works; and Div. for Youth, Camp Loring Brace, Masonville have announced the results of election of officers to serve a two year term effective October 1965. The new officers are:

President: Joan M. Nickerson;
vice pres.: Theodore Basiste;
treasurer: Richard Hughes and
secretary: Blanche Cleveland.

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

IT'S
STAINLESS
STEEL!



MODEL P40

GENERAL
ELECTRIC
AUTOMATIC
COFFEEMAKER

- Stainless Steel Interior
- Safety Grip Handle
- Reheats Without Reperking
- Automatic Signal Light
- Large 9-Cup Capacity
- Dripless Spout

Come In For Our
Low Price

SEE IT TODAY AT

WHITE ELECTRIC CO.

1694 - 2nd AVENUE
(Bet. E. 87th & 88th Sts.)
New York City
SA 2-0771 - 2 - 3

Prepare For Your

\$45— HIGH —\$45
SCHOOL
EQUIVALENCY
DIPLOMA

- Accepted for Civil Service
- Job Promotion
- Other Purposes

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

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

Please send me FREE information.

Name _____
Address _____
City _____ Ph. _____

◆ REAL ESTATE VALUES ◆

CALL BE 3-6010

FOR REAL
QUEENS VILLAGE
 6 Rm. Frame, Garage.
 40x100.
\$16,900 \$900 Down

ST. ALBANS
 Two Family Brick & Frame
 5 Down, 3 Up, 2 Car Garage.
\$26,500 \$2,600 Down

Call 341-1950
HOMEFINDERS, LTD.
 192-05 Linden Blvd., St. Albans

Farms & Acreage
Ulster County
 OVER 2 acres, Stucco, 3 bedroom house, fireplace, central heat, on stream extra cottage. \$10,500. Jose Cuevas, Agent, Phoenicia, N.Y. Tel: 914-688-9931, Earl G. Bennett, Bkr.

Farms & Acreage
Ulster County
 50 ACRES with 2 bedroom house, large living room with fireplace, 800 ft. front on road & stream. \$11,000. Jose Cuevas, Agent, Phoenicia, N.Y. Tel: 914-688-9931, Earl G. Bennett, Bkr.

HOLLIS, Solid Brick
\$17,490
 6 rooms, modern kitchen, 1 1/2 tile baths, 3 master bedrooms, garage. NO CASH G. I.'s \$700 down others.
JAXMAN REALTY AX 1-7400
 108-12 Hillside Ave., Jamaica

ST. ALBANS-CAMBRIA HEIGHTS
RENT WITH OPTION
 All large well planned rms, eat-in kitch, finished basement, garage. Garden plot. Low cash. 216-17 Linden Blvd. Agt. AR 6-2000.

Houses - Nassau
BAYSHORE-BRIARPOINT SPLIT
\$91.59 MO. PAYS THE MTGE.
 7 GLAMOROUS RMS including 3 huge bedrms, 25 ft fin plyrm, cathedral living, huge cabinet lined kitch, newly dec. Gov't approved for a \$15,400 mtge. No cash down to all Call **RAMBLER RLTY, 518 MO 8-9177, 930 Sunrise Hwy, Bayshore.**

Riverside Drive's
Newest Co-op
HUDSON VIEW
PLAZA
 EFFICIENCIES FROM \$90.00
 1 Bedroom with Balcony
 From \$113.00
HOMEFINDERS, LTD.
 3937 B'way, N.Y.
 Tel.: WA 8-9450

For Rent - Ski House
FOR RENT: VERMONT SKI HOUSE near Bromley, Magic Mountain and Stratton. 2 bedrooms; large living room; kitchen; full bathroom, with shower; oil heat; two fireplaces; completely furnished; available weekly, monthly or season. Write or call B. A. Grassfield, R.D. 2, Box 650, New Paltz, New York—Area Code 914, 256-7051.

Farms & Country Homes
New York State
 UPSTATE New York, 10 acres of land for retirement home or summer playground. Partly wooded. Pines and hardwoods. Springs and pond site. Road frontage. Electricity. \$3750. Terms, John H. Andrus, Pawlet, Vt. (802) 325-2600.

ALBANY, NEW YORK
 Albany's Most Progressive Real Estate Firm Covering The Entire Greater Albany Area Including All Suburbs.
 Photo Brochures Available.
Philip E. Roberts, Inc.
 1525 Western Ave., Albany
 Phone 489-3211

NOW UNDER CONSTRUCTION

MANHATTANS NEW COOPERATIVE APARTMENT COMMUNITY

ESPLANADE GARDENS



**NEW SCHOOLS
 SWIMMING POOL*
 PLAYGROUNDS PARKING
 SHOPPING ON THE SITE**

15 MINUTES FROM TIMES SQUARE

The IRT subway and three city bus lines take you safely home to the project's edge; bridges to the Bronx and upstate highways are moments away — you can even walk to Yankee Stadium!

LOCATED IN THE AREA BOUNDED BY 145 149th ST. — BETWEEN 7th AVE., LENOX AVE. & THE HARLEM RIVER

1 BDRM \$117 with Terrace Monthly From
PURCHASE PRICE FROM \$1350

2 BDRM \$126 with Terrace Monthly From
PURCHASE PRICE FROM \$1450

3 BDRM \$142 with Terrace Monthly From
PURCHASE PRICE FROM \$1600

100% FINANCING AVAILABLE FOR PURCHASE PRICE
WATCH FOR OPENING OF NEW SALES OFFICE ON THE SITE
CALL DAHAGE Realty Corp WA 84400
 1706 Amsterdam Avenue (Between 144th & 145th Sts.)
CHOICE APARTMENTS STILL AVAILABLE

ACT TODAY

SUPERVISED BY THE HOUSING AND REDEVELOPMENT BOARD OF THE CITY OF NEW YORK
 Robert F. Wagner, Mayor
 Herbert B. Evans, Chairman
 Samuel Hatesky, Commissioner
 Walter S. Fried, vice Chairman
 Milton M. Frankfurt, Chief, Bureau of Project Services

CAULDWELL-WINGATE COMPANY, Inc. — Sponsor/Builder • Seymour Joseph — Architect
 *Swimming pool to be included if subscribed to by a sufficient number of cooperators.

SPRINGFIELD GARDENS \$16,990
 G.I. & FHA APPROVED OWNER SACRIFICING
 Detached Colonial Situated On A Tree Lined St. 6 Large Rooms, Sun Porch, Finished Bsmt, Garage, Modern Baths, Immaculate Throughout, 4,000 Feet of Landscaped Garden, Move Right In.
 — Vacant —

QUEENS VILLAGE \$20,990
 5 & 4 ROOM APTS.
 Detached Legal 2 Family: 5 Rm. Apt. With 3 Bedrms. and 4 Room Apt. With 2 Bedrms. Modern Kitchens & Baths, Finished Bsmt, 2 Car Garage. MUST SELL TO SETTLE ESTATE.

LAURELTON \$20,990
 DET. BRICK 4 BDRM
 Detached English Tudor Brick. Being Sacrificed at a Mere Cost Of Its True Value. Consisting of 2 4 Bedrooms, 2 Modern Baths, Semi Finished Bsmt, Garage, Streamlined Eat-In Kitchen. Over 5,000 Sq. Feet Of Landscaped Shrubs On A Tree Lined Street.

HOLLIS \$26,990
 CORNER SOLID BRICK 5 & 5
 Brick 10 Yr. Old Legal 2 Family. Consisting of, 5 & 5 Rooms, Modern Kitchen & Baths, Semi Finished Basement, 2 Car Garage Everything goes. Must Sell.

Many other 1 & 2 Family homes available
QUEENS HOME SALES
 170-18 Hillside Ave. — Jamaica
 Call for Appt. **OL 8-7510** Open Every Day

Farms & Country Homes
Ulster County
\$3,750
 3 rms, bath & enclosed porch, 1/2 acre. Near village & swimming. OTHERS.
KOPP OF KERHONKSON
 Dial 914-626-7500

Farms & Acreage
Orange County
 ALMOST an acre, 3 bedroom home, newly decorated, bus line, \$16,800.
 SCANT 5 acres, big trees, barns, 4 bedroom home, 2 fireplaces, 1 1/2 baths. H.W. heat, cellar, \$19,500. C. Dunn, Bkr, Walden, N.Y. (914) 774-8554.

HOLLIS
STUCCO COLONIAL
\$2,200 Down FHA
 Tremendous detached home on 50x100 plot, 4 giant bedrooms, Hollywood bath with small shower, large expansion attic Hollywood fin. bsmt. with bar, very large eat-in kitchen formal dining room. Many extras include extra lavatory, washing machine, wood-burning fireplace, drapes in living room. Call now see this true value.
Call AX 7-1440

HANDY MAN SPECIAL
\$450 Complete
Owner Pays Balance
 Own this vacant 3 bedroom home and move fast. 6 1/2 rms, fenced yard, eat-in scenic kitchen, tile bath, located 5 min. from 8th Ave. subway. Call now. This deal won't last.
Call AX 7-0540

BRITA HOMES CORP.
 Two Convenient Offices in Queens
RENTAL AVAILABLE, OPTION TO BUY

Farms & Acreage - Ulster Co.
SNIERS—HUNTERS. Land \$350 an Acre. Terms, Bangalow priced from \$3,900. Terms, A1 location. Views. Near Town. **CATSKILL LAND CO., Kerhonkson, N.Y. 914-626-7331 or 914-626-7512.**

Farms & Country Homes, Sullivan County
 8 ROOM HOUSE on 2 1/2 acres. Water & fruit trees on property. Taxes \$83 per year. Price \$5,500. E. Kilmohr, Broker, Callicoon, N.Y. Tel. 914-887-4114

BAYSIDE — \$19,990
 Brick—10 Years O'd.
 6 1/2 rms, 1 1/2 baths. Finished basement, Garage.
 \$900 Cash Down
LONG ISLAND HOMES
 108-12 Hillside Ave., Jamaica
RE 9-7300

— SAVE WATER NOW —

Don't Repeat This!

(Continued from Page 1)

the Legislature that may well be permanent.

The most immediate impact expected is a farewell forever to the three-month session period. This is certain for the coming session because not only will the Legislature have to get itself elected again next fall but also, there will be elections for Governor and U.S. Senator. There will be another reapportionment battle and when the growth of urban problems is added to the list it can easily be seen that all of this can not be gotten out of the way in three months.

In the long run, reapportionment itself will bring about one of the biggest changes in the Legislature. Eventually the city dwellers, the largest portion of the State's population, will be send-

ing the majority of assemblymen and senators to Albany and these lawmakers will be bringing a whole new bag of hometown problems with them that will get more attention than in previous years.

Effect on Civil Service

All of this may pose considerable problems in the next two years to civil service organizations. Both Republican and Democratic legislators with long years of experience and an understanding of the civil service have been swept out of office in the tornado of change that has occurred this past two years. While new friends have been made, the deep understanding and personal commitment needed to put public employee programs in the Legislature across has not had time to develop. And this year's champions may be next year's losers and the search for the new champions must start again.

Some of this worry may be offset by longer sessions. Most public employee groups feel that this year's lengthy term allowed them time to "sell" programs because there was time to provide more detail and exercise greater persuasion. In many cases, new legislators that at first either did not care about civil service, or

Workmen's Comp., Disability; Volunteer Firemen's Benefits

Maximum cash benefits were recently increased under the Workmen's Compensation, the Disability Benefits and the Volunteer Firemen's Benefit Laws, administered by the State of New York Workmen's Compensation Board, according to its Chairman, Col. S. E. Senior.

The benefits were requested in marked its influence as basically insignificant, ended their first session with an almost complete change of heart. Despite the political in-fighting and the battle over new taxes, the big civil service organizations such as the Civil Service Employees Assn., the New York City Patrolmen's Benevolent Association and the Uniformed Fireman's Association skillfully kept the eyes of the Legislature on them and got innumerable important pieces of legislation passed.

Eventually the Legislature will settle down, particularly when the reapportionment battles are ended. But whatever party dominates the Assembly and Senate during and after the next two terms, things undoubtedly will never be the same again.

the Governor's legislative message, passed by both houses and, subsequently, approved by Governor Nelson A. Rockefeller, who said: "These increases will raise benefits paid under these programs to a realistic level, in keeping with the needs of employees and economic progress in New York State."

Specifically:

Chapter 391, Laws of 1965, effective July 1, 1965, increased from \$55 to \$60 the maximum weekly cash benefit payable for work-connected disability under the Workmen's Compensation Law for

accidents or disablements occurring on and after July 1, 1965.

Chapter 392, Laws of 1965, effective July 1, 1965, increased from \$50 to \$55 the maximum weekly benefit payable for non-occupational disability under the Disability Benefits Law commencing on or after July 1, 1965.

Chapter 311, Laws of 1965, effective July 1, 1965, increased from \$55 to \$60 the maximum weekly cash benefit payable for injury or disablement in line of duty under the Volunteer Firemen's Benefit Law occurring on and after July 1, 1965.

In announcing the consummated legislation, Chairman Senior said: "Increases in benefits help supply immediate relief for the plight of the injured worker; however, I am sure we all realize that complete rehabilitation and restoration to employability and employment remain the ultimate objective of the workmen's compensation program."

1966 PONTIACS & TEMPESTS
 IMMEDIATE DELIVERY ON MOST MODELS
SPECIAL OFFER:
 Bring In Your Identification For Your Civil Service Discount!
IMMEDIATE CREDIT OK!
 Also Large Selection Of Used Cars
ACE PONTIAC
 1921 Jerome Ave, Bronx, NY 4-4424



kelly
CLOTHES

TROY'S FAMOUS FACTORY STORE

Men's & Young Men's
Fine Clothes

TOPCOAT SALE NOW

621 RIVER STREET, TROY

Tel. AS 2-2022

MAYFLOWER SERVICE STATIONS, INC.

North Avenue Branch
657 North Avenue
New Rochelle, N. Y.

Complete Auto Repairs
Collision - Towing - Tires
Batteries - Lubrication
Accessories

AN ANGEL OF THE ROAD

(914) NE 2-5456

(914) NE 6-9767

"The One-Stop Service Station"

"A CLASSIC THRILLER!" - Newsweek
BUNNY LAKE IS MISSING
 AN OTTO PREMINGER FILM
 A COLUMBIA RELEASE
NOW! at Showcase Presentation Theatres

MANHATTAN Century's NEW AMSTERDAM Century's OPHIURE Century's PARADISE	QUEENS Century's PROSPECT Century's TIBBORD Century's U. A. THEATRE Century's LEFNAK CITY Century's VALENCIA	NASSAU Century's GREEN ACRES Century's GROVE Century's FRANKLIN Century's PLANVIEW	WESTCHESTER Century's NEW ROCHELLE Century's PARKHILL Century's STATE Century's PROCTORS Century's JERSEY CITY
--	--	---	--

SEE IT FROM THE BEGINNING!
 For Starting Times at all Theatres call PL 1-3071

NOT RECOMMENDED FOR CHILDREN UNDER 12.

To protect your pension benefits . . .
 prevent waste of public funds . . .
 promote responsible representation . . .

VOTE NO ON QUESTION NO. 1!

On Election Day you will be asked to decide whether the State should call a Constitutional Convention—a convention that could cost up to 10 million dollars. One result of such a convention could be the repeal of pension safeguards granted to civil servants in the present constitution.

Delegates to such a convention will not be responsible to the electorate. Unlike the Legislature, they will be subject to heavy pressure from many special interest groups.

Remember:

- Civil servants have never benefited from Constitutional Conventions.
- A Constitutional Convention would cost millions of tax dollars that could be used to better advantage.
- There are those who seek to repeal our hard-won pension gains and guarantees.
- The Legislature, which is responsible to us as voters, has successfully kept the constitution up-to-date.

We urge you to protect your interests and those of all our citizens when you go to the polls on November 2nd and be sure to spread the message among your family and friends!

VOTE NO ON QUESTION NO. 1!

PATROLMEN'S BENEVOLENT ASSOCIATION

of the City of New York
JOHN J. CASSESE, President

**Promotion Exam
In Rockland County
For Account Clerk**

The Rockland County Civil Service Commission will accept applications until Nov. 3 for its promotional examination for senior account clerk-typist.

Salary varies according to lo-

cations. For further information contact the Commission at the County Office Building, New City.

Lindsay Endorsed

Congressman John Lindsay, Republican-Liberal candidate, was endorsed for the New York City mayoralty last week by the Brooklyn Metal Trades Council of the Brooklyn Navy Yard.

SINCE 1870

SERVICE

Without Service Charges

*The Keeseville
National Bank*

... TWO OFFICES TO SERVE YOU ...

Keeseville, N.Y.

Peru, N.Y.

9 a.m. till 3 p.m. daily
Open Sat. till noon

7:30 a.m. till 2 p.m. daily
Open Sat. till noon

Member of F.D.I.C.

**Now about
the price...**

Jane Parker White Bread is every bit as delicious and nourishing as other breads that cost more.

It just so happens we're able to charge a little less. You can't hold that against us, can you?

**JANE PARKER 1 LB LOAVES
WHITE BREAD 2 FOR 39^C**

THE GREAT ATLANTIC & PACIFIC TEA COMPANY, INC.

AP Super Markets

AMERICA'S DEPENDABLE FOOD MERCHANT SINCE 1859

PRICES EFFECTIVE IN CAPITAL DISTRICT ONLY

**SPECIAL
RATES
FOR STATE EMPLOYEES**

**MAYFAIR
INN MOTEL**



IN THE HEART OF DOWNTOWN SYRACUSE
SYRACUSE, N.Y.

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

State Lodging Requests Accepted

666 SO. SALINA ST.

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

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

**MAYFLOWER - ROYAL COURT
APARTMENTS** — Furnished, Un-
furnished, and Rooms. Phone HE.
4-1994, (Albany).

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

633 Central Ave.
Albany 489-4451

420 Kenwood
Delmar HE 9-2212

Over 114 Years of
Distinguished Funeral Service

**YOUR HOST—
MICHAEL FLANAGAN**

**PETIT PARIS
RESTAURANT**

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

SPECIALIZING, AS ALWAYS, IN
PARTIES, BANQUETS & MEETINGS.
COMFORTABLE ACCOMMODATIONS
FROM 10 TO 200

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

— FREE PARKING IN REAR —

**1060 MADISON AVE.
ALBANY**

Phone IV 2-7864 or IV 2-9881

**SPECIAL RATES
for Civil Service Employees**

IN THE CENTER OF ALBANY



**HOTEL
Wellington**

DRIVE-IN GARAGE
AIR CONDITIONING • TV


No parking
problems at
Albany's largest
hotel... with
Albany's only drive-in
garage. You'll like the com-
fort and convenience, too!

Family rates. Cocktail lounge.

**136 STATE STREET
OPPOSITE STATE CAPITOL**

See your friendly travel agent.

**SPECIAL WEEKLY RATES
FOR EXTENDED STAYS**

FIRST TRUST COMPANY MAIN OFFICE State and Broadway	FIRST TRUST COMPANY WASHINGTON AVE. 252 Washington Ave.	FIRST TRUST COMPANY SOUTH END 135 So. Pearl St.	FIRST TRUST COMPANY DELAWARE AVE. 405 Delaware Ave.
FIRST TRUST COMPANY WEST END 581 Central Ave.	FIRST TRUST COMPANY COLONIE Colonie 5	FIRST TRUST COMPANY JOHNSTOWN Johnstown, N. Y.	FIRST TRUST COMPANY BROADALBIN Broadalbin, N. Y.
FIRST TRUST COMPANY WINDHAM Windham, N. Y.	FIRST TRUST COMPANY HUNTER- TANNERSVILLE Tannersville, N. Y.	 <p>FIRST TRUST COMPANY WESTERN AVE. 1215 Western Ave.</p>	

10 growing on 11

Yes, we have ten offices now, and number 11 is on the drawing board.

The new one, when completed — at 1215 Western Avenue — will bring complete commercial banking service to everyone in the State Campus area.

In these busy times, it's a relief to be able to do all your banking under one roof

— checking account, savings account, loans and all the rest.

We know, because many thousands of people now banking at First Trust feel that way about it.

**1 FIRST TRUST COMPANY
OF ALBANY**

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION



State Eligible Lists

SENIOR FOOD CHEMIST, G-18 — AGRICULTURE AND MARKETS	
1 Carthage A. Benselae	754
2 McNeal J. Albany	750
CIVIL DEFENSE SUPERVISORY, G-22 — CIVIL DEFENSE COMM.	
1 Thomas J. Averam	902
2 Brown W. P. Albany	871
3 Macrae J. Albany	871
4 Hester J. D. Albany	871
5 Vandenbrouck J. N. Chatham	871
6 Whinnery P. Cayuga	871
7 DeLeon J. Albany	871
8 Bitcher R. Westerlo	730
9 Luetchford W. Scotia	780
MORTGAGE TAX CASHIER, WEST CO.	
1 Lamanna C. Hawthorne	793
CHIEF WATER TREATMENT OPERATOR TV-1 — A PLANT, VILGE OF OSSINGING, WEST CO.	
1 Merritt W. Ossining	808
2 Irwin G. Ossining	851
POLICE LIEUTENANT, VILGE OF LANCASTER, ERIE CO.	
1 Baun D. Lancaster	900
2 Hastie W. Lancaster	803
SENIOR CIVIL ENGINEER — NASSAU COUNTY	
1 Russett H. Syosset	93.80
2 Thomas W. Massapequa	93.30
3 Murray J. Westbury	92.50
4 Olin R. Plainville	92.39
5 Wheeler W. Roslyn Heights	90.60
6 Rosenberg B. Syosset	89.90
7 DeMuro L. Syosset	89.60
8 Keller R. Malverne	88.60
9 Tammy T. Massapequa	88.20
10 Davis D. North Merrick	84.00
11 Gordon M. Plainville	79.20
METHODS & PROCEDURES ANALYST — NASSAU COUNTY	
1 Goldstein A. Massapequa	94.00
2 Klitzer W. No. Beelmore	90.00
3 Wallis S. West Hempstead	88.00
4 Pfeiffer L. Great Neck	86.50
5 Steinbuhl W. East Norwich	85.00
6 Grante D. Massapequa	82.50
7 Carby E. Farmingdale	82.50
8 Fried S. Oceanside	77.50
9 Hogan R. New Hyde Park	76.00
10 Fernandez R. Williston	74.50
CAPITAL POLICE SERGEANT, G-12 — OFFICE OF GENERAL SERVICES	
1 Miller K. Albany	956
2 Heywood R. Albany	951
3 Arnold B. Mechanicville	901
4 Glander J. Albany	886
5 Bennett D. Voorhesel	851
6 Baizer J. Mendus	846
7 Tomony C. Broadalbin	851
8 Gustis W. Amsterdam	831
9 Loveland R. Delmar	826
10 Dewald P. Albany	826
11 Binzel H. Amsterdam	821
12 Williams R. Elmore	816
13 Priousten P.	806
14 Guttridge T. Stillwater	796
15 Holroyd E. Albany	791
16 Gregory D. Albany	785
17 Alton A. Albany	781
18 Hasney J. Albany	781
19 Clee W. Albany	777
20 Gundrum D. Latham	754
21 Crowley J. Albany	746
ASSISTANT GAS ENGINEER, G-19 — PUBLIC SERVICE	
1 Zlotovitz R. Bronx	750
ASSISTANT ELECTRIC ENGINEER, G-19 — PUBLIC SERVICE	
1 Muesching T. Elmont	750
DEPUTY COUNTY CLERK AND COURT ROOM CLERK, WEST CO.	
1 Cooke T. White Plains	823
DEPUTY CLERK — FAMILY COURT, WEST CO.	
1 Subkow B. Yonkers	802
ASSISTANT CASHIER, ERIE CO., WATER AUTH., ERIE CO.	
1 Mason M. Buffalo	806
SENIOR CLERK (Surrogate)—ALBANY CO. SURROGATE'S OFFICE	
1 Rucitto E. Albany	760
SENIOR ARCHITECT, G-23 — PUBLIC WORKS	
1 Cohen T. Albany	795
SENIOR TAX ADMINISTRATIVE SUPERVISOR (Corporation) G-26 — TAXATION & FINANCE	
1 Usher B. Rezo Park	924
2 Genevich J. Albany	880
3 Ciseck M. Brooklyn	875
4 Reisman J. Brooklyn	845
5 Levin H. Flushing	778
1 Usher B. Rezo Park	934
2 Zonta I. Albany	918
3 Genevich J. Albany	880
4 Gale J. Albany	870
5 Ciseck M. Brooklyn	870
6 Seinfeld E. Albany	849
7 Reisman J. Brooklyn	845
8 Joseph S. Brooklyn	830
9 Levin H. Flushing	778
ASSOCIATE ARTIST DESIGNER, G-18 — CONSERVATION DEPARTMENT	
1 Teimer H. Chatham	851
UNEMPLOYMENT INSURANCE CLAIMS CLERK — EMPLOYMENT	
1 John M. Buffalo	897
2 McManus S. Lockport	895
3 Barton D. Elmore	887
4 Elms N. Brooklyn	885
5 Corcos Y. Mohawk	884
6 Gray R. Peru	883
7 Zippin A. Oceanside	882
8 Kennedy R. Troy	879
9 Rader B. Bronx	878
10 Boylan Bronx	876
11 Richardson E. Troy	875
12 Vail K. E. Rockaway	873
13 Gonsky Troy	869
14 Burns B. Troy	865
15 Hugg S. Niagara Falls	863
16 Bennett R. Oneonta	862
17 Carothers J. Brooklyn	862
18 Spierer P. Arverne	862
19 Arcovella A. Ulster	857
20 Sitarone M. Brooklyn	853
21 Osterhout G. Albany	852
22 Canavan M. Buffalo	847
23 Kahner L. Brooklyn	845
24 Penner E. Buffalo	845
25 Petrusich F. Syracuse	844
26 Cohen M. Flushing	844
27 Faraoni C. Jamestown	844
28 Pate J. Brooklyn	840
29 Esposito G. Amsterdam	838

30 Bruns J. Broadalbin	807
31 Euto L. Winthrop	806
32 Olson M. N. Babylon	804
33 Lindbergh J. Franklinville	804
34 Wallace M. Mt. Morris	803
35 Coburn B. Malone	800
36 Brooklyn E. Brooklyn	800
37 Cohen M. Waterlily	800
38 Clehner E. Troy	800
39 Doppa F. Newburgh	800
40 Parrow J. Huntington	800
41 Chambers P. NYC	800
42 Kramer G. Brooklyn	800
43 Gaines G. Brooklyn	800
44 Peterson J. Jamestown	800
45 Agnew S. Oneonta	800
46 Larrier N. W. Hempstead	800
47 Jack M. Elmore	818
48 Lilley L. Lockport	817
49 Vonwolff C. Brooklyn	816
50 Yack J. Kingston	815
51 Albert A. Greentown	815
52 Petrelli M. Hornes	815
53 Martin L. Rochester	815
54 Macaluso C. Buffalo	815
55 Elliott E. Rochester	815
56 Liberta S. Valhalla	814
57 Schwarz R. Plattsburgh	814
58 Wajtanowski E. Ulster	814
59 Kaufman M. Long Beach	814
60 Hinson M.	814
61 Solomon N. Brooklyn	813
62 Jacob C. Brevardville	813
63 Walthe E. Flushing	812
64 M. Caffery M. Tonawanda	812
65 Jackson L. NYC	812
66 Marek C. Westside	808
67 Kaye C. Kenosha	808
68 Aronri P. Ulster	804
69 Evans T. Tonawanda	804
70 Colson M. Buffalo	804
71 Schmidt A. Dalton	804
72 Chimento M. Rochester	803
73 Crispin P. Broadalbin	803
74 Brodie M. Canastota	803
75 Fernandez C. Bronx	803
76 King F. Mechanicville	803
77 Kirsch S. Glen Oaks	800
78 Edward S. Waterlily	800
79 Hamlin M. Newburgh	800
80 Murray A. Albany	798
81 Wase D. Brooklyn	798
82 Novak R. Brooklyn	798
83 Penn S. Brooklyn	798
84 Yonker C. Peesey	797
85 Barnhart L. Solus	795
86 Singer R. Newtonville	795
87 Richter R. Bronx	794
88 Doyle I. NYC	794
89 Ide M. New Fane	792
90 Cutler A. NYC	792
91 Dunn E. Elmhurst	792
92 Tibollo C. Buffalo	792
93 Wells D. Waterlily	791
94 Depiazza E. Richmond	790
95 Sussman M. Bronx	788
96 Citro E. Whitesboro	788
97 Lowenstein M. Arverne	785
98 Zimjowski F. Buffalo	784
99 Robbins E. Jamaica III	781
100 Peterson M. Ronkonkoma	783
101 Long M. Mendus	783
102 Hunter A. Brooklyn	782
103 Burger J. Geneva	780
104 Nelson P. Brooklyn	780
105 Partridge A. Painted Po.	779
106 Sullivan J. Scotia	779
107 McAuley D. Loudonville	777
108 Pitman M. Brooklyn	776
109 Mungin V. Bronx	774
110 Lewis E. Brooklyn	774
111 Schmittman E. Brooklyn	774
112 Bobik E. Binghamton	773
113 Heuser M. Greenwicht	773
114 Lopez A. Jamaica	767
115 King R. Marcellos	767
116 Gawrys E. Buffalo	767
117 Keller C. Brooklyn	766
118 Rhone S. NYC	766
119 Sparks M. Brooklyn	766
120 Delorimore C. Cohoes	755
121 Stopera M. NY Mills	765
122 Curry P. Buffalo	764
123 Norwood B. Flushing	764
124 Bedian J. Albany	763
125 Stillhard J. Rochester	763
126 Triplett A. Bronx	763
127 Beggs C. Ithaca	762
128 Furman A. Hicksville	762
129 Nickson E. NYC	757
130 Strachan A. Brooklyn	756
131 Cavaliere K. LI City	755
132 Scariata H. Mendus	754
133 Barbera M. Brooklyn	753
134 Perez J. Bronx	753
135 Moore M. Jamaica	752

Non-Competitive Aides Approved

ALBANY — Ten non-competitive appointments in various State agencies have been approved by the State Civil Service Department. They are:

Robert D. Williams as supervisor of architectural records in Public Works; Catherine F. Brun as senior computer programmer in the Office of General Services; Robert E. Swencicki as associate industrial hygiene physician in Labor; Raymond DuPorte as principal clerk, interpreting, in Division of Employment.

James Cardany as finance officer for Civil Service; Louis F. Brown as director of accounts in Correction; A. P. Humbert as associate regional planner in Office for Regional Development; Chester L. Wickwire as associate regional planner in Office for Regional Development; Nida E. Thomas as associate administrator of Educational Practices Act, Education, and Frank J. Corr Jr. as administrative director of municipal affairs in Audit and Control.



(Leader Staff Photo by Deasy)

OPENS DRIVE—The Rockland State Hospital chapter, Civil Service Employees Assn., recently launched its 1965-66 membership drive at a dinner in Singer's Restaurant, Spring Valley. Some 75

persons attended the dinner which the chapter set a goal of 2,000 members for the coming months. Benefits of CSEA membership are being discussed in the above picture.

Murray Nathan

ALBANY—Murray Nathan, for 32 years a New York State civil servant, died here recently. At the time of his death, Nathan was administrative director of the New York State Law Department, a position he held since April, 1958.

From May to July, 1959, he was the coordinator of staff on the Governor's Task Force on Protection From Radioactive Fallout.

Until his appointment to the Law Department, Nathan served for 12 years as Director of Office Planning and Procedure in the State Health Department.

Prior to his service in the Health Department he was in charge of methods and procedures in the Division of Employment of the State Employment Service and was also in charge of Region Two of the War Manpower Division.

From 1935 to 1936 he was assistant director of personnel in the New York City Emergency Relief Bureau.

He was an expert examiner for the New York State and City Civil Service Commission in various fields. He also held that position with the City of Philadelphia.

Nathan was a member of the American Society of Public Administration and was president of the Capital District chapter from 1949 to 1950.

He was also associated with other professional organizations and was a member of the Civil Service Employees Assn.

Nathan held membership on various committees appointed by the Governor.

He is survived by his wife, Harriet; his mother and father and two brothers.

Join Staff

ALBANY—D. Domingo D. J. Leonida has joined the State Health Department staff to direct its vaccination assistance project. He comes to New York State from Hamilton, Ohio, where he was City health director.

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

Plaque Is Presented In Memory Of Mrs. Pierce

CANTON—A plaque was presented recently in memory of Margaret S. Pierce, a member of the St. Lawrence County chapter of the Civil Service Employees Assn.

Mrs. Pierce, employed in the County Welfare Department, died while still in service. The plaque, presented by foster home mothers and fathers with whom Mrs. Pierce was closely associated, is on display in the Child Welfare Department office of the County Welfare Department.

The inscription reads:
In Memory of Margaret S. Pierce
Social Worker—
Children's Division, St. Lawrence County Department of Social Welfare

January 1960 to May 1965
Trust me Child — Take My hand.
I will comfort, love and guide you.
Shed your tears—I will understand.
Sometimes even grown ups do.
Have Faith Child—No need to fear.
I will kiss away your pain.
Your heart is breaking — I know dear.
You are very young and not to blame.
Be patient child — God will help us.

Rockland Co. Chap. Elects Albert Lowry

Albert J. Lowry was elected president of the Rockland County chapter of the Civil Service Employees Assn. Other chapter officers elected were: John W. Gregor, first vice-president; Daniel P. Sherwood, second vice-president; Louis J. Mehl, secretary; Clair A. Butenhoff, corresponding secretary; Catherine M. June, treasurer; Ann R. Gray, delegate and Albert W. Scios, chapter representative.

Gov. Names

ALBANY—Governor Rockefeller has named Mrs. Darrel D. Rippeau of Watertown to the Council of the State University at Oswego. She succeeds Mrs. Marion R. Steele of Adams, who resigned.

Retires After 34 Years Of Service In New York State

A testimonial dinner was held recently for Esther "Teddy" Benin Buch upon her retirement as assistant director of the Division of Labor Standards in the New York State Department of Labor.

Mrs. Buch had been in State service for 34 years. She started in the Department as a junior clerk and worked her way up to the second highest position in the Division.

The dinner was held at the Tavern on the Green and was attended by 225 people.

A guest speaker at the testimonial was Labor Department Commissioner Martin Catherwood.

Letters to the Editor

(Continued from Page 6) answers from trained educators are not reassuring. See New York Times Magazine, October 24, 1965 —N.Y. Herald Tribune, October 28, 1965.

These mechanized tests penalize subtlety and originality; are pervaded with ambiguities, and produce square holes resulting in a debilitating public service.

LOUIS M. NUSSBAUM, New York City

P. R. Column

(Continued from Page 2)

gram is planned and carried out —if the program is possible of accomplishment. Mr. Bernays took on the toughest of assignments, but never one which was impossible of achievement.

ONE OF MOST valuable contributions in Mr. Bernays' book is his series of thumbnail sketches of outstanding personalities of the last 50 years, and his professional experiences with all of them. These alone are worth the price of admission.

THIS REVIEW would not be complete without a hearty salute to Mrs. Bernays, who is her husband's professional partner—and a remarkably effective one, too—in his professional career. Doris Bernay's role is not "the woman's angle," but rather that of a deeply perceptive thinker, who came up with solutions as remarkable as those generated by her husband. (What's more she's a delightful charmer.)

WE WISH WE could spill more

LEGAL NOTICES

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; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Elizabeth Haner, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John 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 Elizabeth Haner, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Elizabeth Haner, deceased, who at the time of her death was a resident of 223 East 96th 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 30th day of November 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 30th day of September in the year of our Lord one thousand nine hundred and sixty-five. Philip A. Donabue, Clerk of the Surrogate's Court. (SEAL).

details of Mr. Bernay's mighty literary effort. We promise you that every minute invested in its reading will be a rewarding experience.

Syracuse Unit Holds Clambake

SYRACUSE — The Syracuse chapter of the Civil Service Employees Assn. held a clambake recently at the Country Inn in Lakeland.

Some of the visitors present were: Ed Croft, Joe Feiley, Ted Wenzel, Ray Castle, Vern Tapper, Clara Boone, Hazel Abrams, Louis Sunderhaft and MHEA president Frank Costello.

LEGAL NOTICE

CITATION—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To: MARIANNE S. BROWN, DONALD CLAYTON SMALL, RECTOR, CHURCH WARDENS and VESTRYMEN OF ST. IGNATIUS CHURCH OF THE CITY OF NEW YORK, STEVENS INSTITUTE OF TECHNOLOGY (ALUMNI COMMITTEE), EDWARD L. FARREN, DONALD B. FARREN, KENNETH T. FARREN, MARIANNE D. FARREN, LYNDON F. SMALL, DAVID C. SMALL, CLAYTON J. SMALL, DONALD E. SMALL and MARIANNE C. SMALL being all the persons interested as creditors, legatees, devisees, beneficiaries or otherwise in the trust under the Will of David S. Brown, deceased, who at the time of his death was a resident of the County of New York. Send GREETINGS: Upon the petition of Pearce H. E. Aul residing at Avondale Farm, Ivyland, Pennsylvania and Charlotte N. Queensberry residing at 171 Wickham Road, Garden City, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York to be held at the Hall of Records in the County of New York on the 7th day of December, 1965 at 10:00 in the forenoon of that day why the account of proceedings of Pearce H. E. Aul, surviving trustee, and Isaac J. Queensberry, deceased trustee, under the Last Will and Testament of David S. Brown, deceased should not be judicially settled and allowed.

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

(Seal) WITNESS, HONORABLE S. Samuel DiFalcio one of the Surrogates of our said County of New York, the 15th day of October, in the year of our Lord One thousand nine hundred and sixty-five.

Philip A. Donabue Clerk of the Surrogate's Court (Seal) TURK, MARSH, KELLY & HOARE Attorneys for Petitioners 666 Fifth Avenue New York, New York 10019

School Secretaries Are Needed

PREPARE for emergency exams. Call E. Solomon, CL 1-4501 or H. Goldberg RN 3-8922.

FOR ALL TESTS

ARCO BOOKS AVAILABLE AT PAUL'S BOOK STORE 18 E. 125th St., N.Y. City 35, N.Y.

All Books Ordered Before 12 Noon Mailed Same Day

10 A.M. to 6 P.M. Saturday 11 A.M. to 6 P.M.

Phone or Mail Orders TR 6-7760

HIGH SCHOOL Equivalency DIPLOMA

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- Employment • Promotion • Advanced Educational Training • Personal Satisfaction

Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N. Y. State Dept. of Education.

Attend in Manhattan or Jamaica ENROLL NOW! Start Classes Soon Be Our Guest at a Class! Fill In and Bring Coupon

DELEHANTY INSTITUTE L112 115 East 15 St., Manhattan 89-35 Merrick Blvd., Jamaica Name: Address: City: Zone: Admit to One H.S. Equiv. Class

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

What's Doing In City Departments

Many famous and talented artists and entertainers have blossomed from the streets of New York City in the past and the teeming neighborhoods of today's City very likely hold many who will become immortal in the future.

The New York City Youth Board is inviting young people throughout the City to take part in a program of classes in the entertainment arts as a step toward their developing the proper attitude toward the idea of public self-expression as demanded in the arts. These annual Fall classes have proved to be very successful in the past.

Police Commissioner Vincent L. Broderick recently announced that Franklin A. Thomas a former assistant United States Attorney, Southern District, New York, was appointed Deputy Commissioner in charge of legal matters of the Police Department at a ceremony at Police Headquarters.

Forty-four motor scooters, manned by helmeted patrolmen, went into a probationary thirty day try-out period recently in thirteen precincts through the City. The scooters were assigned to those areas within the patrol precincts where their use could prove more advantageous to deterring crime than foot patrol. Small parks and playground areas

In addition to presenting many fine programs aimed at keeping the civil servant informed of recent developments within their services, WNYCTV, Channel 31, constantly screens features of more than routine informative intent. Currently, every Wednesday and Sunday at 8:30 p.m., through January 30, that station is running the critically acclaimed "Age of Kings." This British Broadcasting Corporation production of Shakespeare's historical dramas has received wide praise wherever shown. It is television viewing at its best.

Earn Your High School Equivalency Diploma

for civil service for personal satisfaction Course Approved by N.Y. State Education Dept.

Write or Phone for Information

Eastern School AL 4-5029 721 Broadway N.Y. 3 (at 8 St.)

Please write me free about the High School Equivalency class.

Name Address Boro

CASE STUDY of a NEW YORK CITY TEACHER

Mr. M. received his Master's Degree in June. His starting salary as a teacher in New York City is \$6,575. (With 30 credits beyond the Master's Degree, his starting salary would have been \$7,025.) Next year he will earn \$7,250 and in 6 years he will be earning \$8,650. As a regularly licensed teacher, he will receive a maximum salary of \$11,950 after 13 years of service, provided he completes his 30 credits beyond the Master's Degree.

There are immediate openings in the public schools of New York City for qualified secondary teachers in the following fields:

- English • Fine Arts • Home Economics • Health Education (Women) • Industrial Arts • Mathematics • Science • Common Branches • Business Education.

If you are a college graduate with the required courses in your field of specialization and a minimum of 12 appropriate credits in education, you may apply for an immediate examination and placement in your area of specialization. Teachers of Industrial Arts may offer alternate educational requirements.

Teacher Recruitment, CS-1 New York City Board of Education 110 Livingston Street Brooklyn, N.Y. 11201 (212) 596-8060 — Ask for Mr. Blair

IT'S A TOASTER AND OVEN Too!

MODEL T83



- Makes Buttered Toast • Warmt Rolls • Toasts Muffins

PLUS

- Chrome-plated steel construction • Convenient selector dial • Automatic signal light • Huge oven drawer

Come In For Our Low Price

*Trademark of General Electric Company

SEE IT TODAY AT

ARGUS RADIO

241 East 59th Street (Cor. 2nd Ave.) N.Y.C. (1 Blk East of Bloomingdale) EL 5-1572

Shoppers Service Guide

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

Help Wanted

ONTARIO COUNTY HIGHWAY POSITIONS. OPEN TO ELIGIBLES OF NEW YORK STATE. EXAMINATION DATES TO BE ANNOUNCED. ASSISTANT ENGINEER \$5600-\$7000; ENGINEERING AIDE \$4500-\$5200; JUNIOR ENGINEER \$5000-\$6000. APPLICATIONS AND FURTHER INFORMATION AVAILABLE AT THE OFFICE OF THE ONTARIO COUNTY CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, NEW YORK. PHONE AREA CODE 315-394-4130.

Help Wanted - Male

AAA NATIONAL Co. looking for asst. mgr. trainee \$99 work in NYC for household prod. co. 516-466-8394 after 9:30 evenings. Mr. Kelly.

Help Wanted - Male

DEPENDABLE man—good at figures merchandise trainee. Exp unrec. \$95. Advant Work in Manhattan. Call MR. KELLY, 9:30 evns, 516-466-8394.

NYC EMPLOYEE PLATE

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

Cemetery Lots

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

Wanted, Newstand

IN GOOD busy location. Write Box SR, 97 Duane St., N.Y., N.Y. 1007.

For Sale

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

For Sale - Mink Stole

SLIGHTLY USED—Size 16 1/2 dress. Will sacrifice. Call GR 7-2932 after 7 p.m.

TYPEWRITER BARGAINS

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

Appliance Services

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



DISCOUNT PRICES

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

H. MOSKOWITZ

27 EAST 22nd STREET NEW YORK, N.Y. 10010 GRamercy 7-5988

SCHOOL DIRECTORY

STENOTYPE ACADEMY "To Be A Specialist — Study With Specialists" 27 YEARS DEVOTED TO TEACHING STENOTYPE "One of the Oldest Professional Reporting Schools in N.Y." 6-Mo. or 10-Mo. Course • DAYS or EVES, or ONLY SATS. Free Typing & Transcription ENROLL NOW FOR NOV. CLASSES Phone for Teachers WO 2-0002 259 Broadway at Chambers St.

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

Learn Tractor Trailer Bus Driving In The Bronx Sanitation — P.O. Tests — Individual Training Only — Road Tests — Res. Rates. Teamster Training — JE 8-1900



GRADUATE — Pictured at Rockland State Hospital, second from left, is William H. Holmes shown receiving a graduation diploma from Doctor Alfred M. Stanley, Director of Rockland State Hospital. On the left looking on, is H. Underwood Blaisdell, business officer of RSH. On the right,

are Harry Harrigan, food service manager; and Norman Rubinson, personnel director of RSH. Holmes, who participated in the "On-the-Job-Training Program" for assistant cook at the Food Training Service School, Department of Mental Hygiene, Poughkeepsie, graduated with high honors.

Catherine C. O'Neil Retires After 42 Years Of Service

MARCY—Catherine C. O'Neil, senior occupational therapist at Marcy State Hospital and a member of the Civil Service Employees Assn., was honored at a retirement party Monday night (Oct. 25) at Twin Ponds Golf Club, New York Mills. About 140 co-workers and guests attended.

Dr. Anthony Sainz, director of research at Marcy State Hospital, was toastmaster and Mrs. Francis Melnick was chairman. Miss O'Neil was presented a silver tea service and a purse.

She has been employed by the State for 42 years, beginning her career in the occupational therapy department at Utica State Hospital. She transferred to Marcy a year later.

She is a member of the American Occupational Therapy Association and its local affiliates, a charter member of the hospital golf club, and the Federal Credit Union, serving as president for the past four years.



THERAPIST HONORED — Catherine O'Neil, right, was honored at a retirement party recently in Twin Ponds Golf Club, New York Mills. She is retiring as senior occupational therapist at Marcy State Hospital. With her are, from the left, Mrs. Francis Melnick, party chairman, and Dr. Anthony Sainz, director of research at Marcy, who served as toastmaster.

Milton Lewis Named Direc. of State Parole

ALBANY—Milton B. Lewis of Hicksville, L.I., a veteran of 18 years with the Parole Board has succeeded L. Stanley Clevenger, as Administrative Director of the State Parole Division.

Lewis, 51 has served as a parole officer, senior parole officer and recently as area supervisor for the division's Hempstead district office.

He is a veteran of World War II and was employed at one time by the New York City Department of Correction as assistant director of education for the city penitentiary on Riker's Island.

Oneonta Chap., CSEA Meets, Plans Ahead

Edward Griffin discussed plans for future chapter activities at the regular monthly meeting of the Oneonta chapter of the Civil Service Employees Assn., held here recently. Although the setting for the November meeting has yet to be announced, plans were made to include a speaker on "Social Security" on the program. Other features of the meeting will be a turkey raffle and a door prize.

At the October meeting, Douglas Pratt of State University was named chairman. Joseph Sauer of Gilbert State Park gave a report on the annual meeting at the Concord Hotel in Kiamesha Lake and social chairman Belle Barkman talked about the chapters upcoming annual Christmas party.

Success Succeeds In Schoharie Co.

News from the Schoharie County chapter of the Civil Service Employees Assn. notes the success of the chapter's first out-of-doors social event. It was a chicken barbeque held this summer at Twin Oaks, Middleburg. Assemblyman and Mrs. Russell Selkirk were guests at the affair along with members of the local civil service board.

Mildred S. Bouck, chapter secretary, also reports that, for the second time in three years, Lewis Borek, past chapter president, has been honored by the Government Employees Exchange as County Employee of the Year. He was presented the award at a banquet on Oct. 11, held at the Holiday Inn in Colonies.

In other chapter news, Mrs. Charlotte Peake of Jefferson, a case worker in the Child Welfare Division, has been appointed by the Board of Directors to represent Schoharie County CSEA members on the Board of Directors of the newly-formed Community Action Program for this county.

Gov. Names Mrs. Kelly

ALBANY—Governor Rockefeller has appointed Mrs. John W. Kelly of Dansville to serve on the Board of Visitors of the State Agricultural and Industrial School at Industry. She succeeds James R. Cannon, whose term expired.

\$675 Is Awarded By NYS Suggestion Program To 12 Aides

ALBANY—A dozen State employees earned a total of \$675 for their suggestions to make governmental operations more efficient, according to Mary Goode Krone, president of the New York State Civil Service Commission. The awards were made recently by the Employees Suggestion Program.

A Long Island man earned \$250 the highest award for October, Samuel Cohen, Laurelton, suggested the elimination of two of the three steps in entering a change of address on registration index cards in the Department of Motor Vehicles. A head clerk in the Mineola office, he estimated that the streamlining would save 50 per cent of the time previously required.

Cohen's suggestion was submitted in 1963, but was not adopted at that time. Procedural changes made in early 1965 virtually duplicated the suggestor's proposal, thus making him eligible for the \$250 award.

Another Department of Motor Vehicles employee received a \$125 award. Alfred J. Frankes, Guilderland, a principal motor vehicle license examiner, suggested that the agency cease issuing regular operators' licenses to holders of junior licenses when they reach age 18.

He pointed out that a junior operator's license automatically becomes an operator's license when the holder turns 18. Annual savings exceed \$3,000.

\$75 Award

An employee of the Department of Motor Vehicles' Jamaica office earned \$75 for his time-and-money saving idea. Louis Berkower, New York, designed a form for posting the results of road tests for operators' licenses. The form is completed by the examiner. Previously a clerk noted the information on a separate

Book Now For Annual Cruise

The annual Caribbean cruise for members of the Civil Service Employees Assn., their families and friends, will sail from New York City for 12 days aboard the S.S. Olympia, and bookings are now being accepted.

Sponsorship for the cruise this year is being undertaken by Nassau County chapter of CSEA under the direction of its president, Irving Flaumenbaum.

Social Activities

The luxury sailing will take tour members to San Juan, St. Thomas in the Virgin Islands, Trinidad, and Fort de France, Martinique. Shipboard activities will include a masquerade ball, first run movies, concerts and cocktail music, nightclub shows and a number of social activities.

The cruise departs Jan. 28 and cabin prices are as low as \$310 per person. Applications and a brochure describing the cruise may be had by writing to Irving Flaumenbaum, Box, 91, Hempstead, Long Island, or by calling (516) PI* 2-3169.

Reappointed To Board

ALBANY—D. William O'Donnell of Black River has been reappointed to the Board of Trustees of the Jefferson Community College.

card. Nearly 90 man-days a year are saved.

Margaret C. Rell, Albany, a principal clerk with the Department of State, was awarded \$50 for her idea. She proposed that real estate salesmen's licenses and authorizations to employ salesmen be combined on one punch card. The cards are better appearing and are processed more quickly with less chance for error.

A Schenectady man, Frederick D. Clickner, earned a \$40 award. He is a tabulating machine operator for the Department of Labor's Division of Employment in Albany.

\$25 Awards

Four employees received \$25 grants: Catherine Loucks, Albany, a senior clerk in the Department of Motor Vehicles; Walter Olenyk, Albany, principal file clerk, Workmen's Compensation Board; Walter F. Holzer, Tribes Hill, canal structure operator, Department of Public Works; and Julius Backes, Elmont, a carpenter at the Creedmoor State Hospital in Queens Village.

Fifteen dollars went to Virginia Neff, Schenectady clerk, Department of Taxation and Finance.

Awards of \$10 were made to Albert A. Acker, Valley Falls, clerk, Department of Taxation and Finance; and to Celia Wasserman, Bronx, assistant workmen's compensation examiner, Workmen's Compensation Board.

Certificates

Certificates of Merit without cash grants went to Peter W. Goedel, Albany, senior clerk, Workmen's Compensation Board; and to Ann M. Behson, Staten Island, senior stenographer, and Mary Kaplan, Bayside, senior clerk, both of the Department of Motor Vehicles.

Palisades Park Chapter Installs

HIGHLAND FALLS — Newly elected officers of the Palisades Interstate Park Commission chapter, Civil Service Employees Assn., were installed recently by Thomas Brann, CSEA area field representative.

Installed were John C. Reid, president; Matthew W. Waldron, vice-president; Elizabeth J. Green, secretary and Walter F. Agnes, treasurer.

Dominick Ponessa, retired member of the chapter was presented with gifts by L.T. Fowler, assistant comptroller of the commission. Paul Jones, another retiree, was scheduled to have been presented with retirement gifts also but was unable to attend because of illness.

Past president Angelo Donato was presented with a memento by John Reid following an address by CSEA third vice-president Charles Lamb.

Frank Mansonetti was chairman of the gift committee and the dinner committee was headed by Walter Angas.