

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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Clerical Reallocations Are Needed Now, CSEA Tells New Commission



METRO LEGISLATORS— State legislators from the New York City Metropolitan area learned of the platforms of the Civil Services Employees Assn. in New York City recently at the annual legislative luncheon of the Metropolitan Conference, CSEA. Left to right, attending the luncheon meeting, were: Assemblyman Joseph Fusco; Senator Harrison Goldin; Senator Abraham Bernstein; Assemblyman S. William Green; Senate Minority Leader Joseph Zaretzki; Randolph Jacobs, conference president; Assemblyman Sid Liebowitz; Assemblyman Mark Southall; Assemblyman Anthony Mercorella and Assemblyman Harry Kraf.

At Metro Conference

Legislators Ask Federal Funds To Aid In Salary Raises For Public Aides

State and local government desperately need new revenues to provide additional programs for civil service employees and a substantial part of these new revenues should come from the Federal Government.

This was the consensus of State senators and assemblymen who accepted an invitation to hear the legislative goals of the Civil Service Employees Assn., presented at a meeting of the organization's Metropolitan Conference.

Headed by Senate Minority Leader Joseph Zaretzki, the legislators—both Democrats and Republicans—felt that any increases in direct taxes on income and consumer goods would impose too great strain on the average citizen. A larger share of tax revenues from the Federal Government would do much to provide for not only new public employee programs but other services needed by the State and its political subdivisions, they declared.

Randolph V. Jacobs, Conference president, arranged for four speakers to present the Employees Association's 1967 goals in the

State Legislature.

CSEA Presentation

Ted Wenzl, CSEA first vice president, told the lawmakers that

failure to enact a salary adjustment for public employees this year would result in harsh economic conditions.

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No Medical Exam Is Required For CSEA Group Life Insurance Plan If Applicant Is Under 50

ALBANY—New applicants for Civil Service Employees Assn., group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1967.

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

Among the inviting features are:

- No medical examination for applicants under age 50 who

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More Than 1,000 Jam Albany Appeal Hearing

(Special to The Leader)

ALBANY—"We need the salary reallocations and we need them now!"

That was the sentiment expressed again last week at a hearing conducted by the State Civil Service Commission on appeals by the Civil Service Employees Assn. for two-grade salary reallocations of the State's 28,000 office and clerical employees.

Association speakers, buttressed by several State legislators who appeared at the hearing at the request of CSEA members from their local areas, documented their case for the reallocations by citing the existing misalignment in the State pay structure; the disparity of salaries between State titles and comparable titles in private

industry; the general erosion of last year's general eight per cent salary increase; increased responsibilities and scope of clerical positions; the alarming vacancy and turnover rate in office positions, especially in institutions; and the difficulty in recruiting competent personnel.

The CSEA demands for the reallocations were met by sustained cheers and applause from the more than 1,000 workers who packed Chancellors Hall here in support of the CSEA appeal.

CSEA Argues

The long list of CSEA speakers—who were heard first by the Commission because, as stated by Mrs. Ersa Poston, Commission president, "It was CSEA which submitted the appeals,"—was headed by Ted Wenzl, first vice president, and Irving Fisher of Craig Colony, Sonyea, chairman of the Employees Association's Special Office and Clerical Reallocation Committee.

Backing up Wenzl and Fisher at the speakers rostrum were: Joseph D. Lochner, CSEA executive director; William Blom, re-

(Continued on Page 14)

CSEA, Narcotics Commission Meeting On Personnel Plan

ALBANY—At Leader press time, the Civil Service Employees Assn. was meeting with officials of the State Narcotics Addiction Control Commission, seeking clarification of the new agency's role, in general, and its personnel plan, in particular.

CSEA had requested the meeting after receiving from the State Civil Service Department what it termed an inadequate explanation to its inquiry into the circumstances surrounding a mid-January open-competitive examination for narcotics correction officer position—a new title created for the Commission.

The Employees Association claimed the examination was inadequately advertised and "clearly not conducted in accordance with the spirit and intent of the merit system."

According to a CSEA spokesman, continuing protests from members, primarily in the Department of Correction, had prompted the Employees Association to seek an opportunity to review the Commission's prospective program and personnel growth with a view to heading off any possible adverse effects on incumbents in other State agencies.

CSEA had asked originally that the Correction Department be included in the meeting but, at the suggestion of NACC, agreed to defer the joint session until later.

Don't Repeat This!

On Merit System

What Is Stand Of New State Civil Service Commission?

FOLLOWING his re-election last Fall, Governor Rockefeller let it be known that the State Civil Service Commission would be under new leadership and, later, appointed Mrs. Ersa Poston as the president of the Commission and Michael Scelsi as the new, and second Republican, member of the three-member group. Alexander Falk continues as the Democratic ap-

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DON'T REPEAT THIS

(Continued from Page 1)

pointee. The question now being posed by civil service is "what direction will these new commissioners take?"

One of the major affects actions of the State Civil Service Commission will have is on the desire of many cities in the State—New York City in particular—to create a new, management "elite corps" in civil service that will be outside the jurisdiction of the present merit system. Timothy Costello, New York City Deputy Mayor and City Administrator, is known to believe that the present system of appointment and promotion by competitive examination simply does not suit the more complex levels of government. The State University system has already been removed from the jurisdiction of the Civil Service Commission and other branches of State government are known privately to want considerably more freedom in making appointments.

Merit System Threat

This free-wheeling attitude is greatly opposed by public employee organizations, most of whom feel the eventual aim is a severe reduction of the merit system and the protection it gives to civil service, particularly in the area of promotions. The State

Civil Service Commission has the power to exempt positions from normal civil service law regulations and this new Commission membership could, therefore, either assist the ambitions of those who want a competitive job structure watered down or help the organizations that want the merit system kept intact—and even made stronger.

It must be remembered that this battle—for and against the merit system—will also be fought out in the forthcoming State Constitutional Convention and the views of the State Civil Service Commission will carry considerable weight.

Mrs. Poston and Commissioner Scelsi have not been in their new

Steno And Typist Jobs Open Now In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from \$3,609 to \$4,776 per year. Qualified applicants should go directly to the Federal agency where they wish to seek employment, for an interview.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Wash., D.C.

posts long enough to let civil service know their positions on these and other matters and their attitudes are anxiously awaited. Public employees want to know—and soon—just what they have to deal with in coming months.

Two Scandinavian Tours Now Open

Identical tours of England and three Scandinavian countries will be offered this year on two departure dates to members of the Civil Service Employees Assn. members, their families and friends.

Both tours are 22 days long and will depart on June 8 and July 20 from New York City. First stop will be the popular capital of Denmark, Copenhagen, known for its gardens, public buildings and medieval houses. Sweden is the next stop and before visiting Stockholm, tour members will see much of the old towns and countryside, including a horse and buggy ride through one of the more ancient cities. The Norwegian portion of the trip will not only include a stay in Oslo but also will include a three-day trip through the fjords.

Final portion of the itinerary will take the travelers for a three-day stay in London. Total price, including jet flight on Lufthansa Airlines, is \$835.

Application blanks and a descriptive brochure of the trip may be had by writing to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y., telephone (212) 253-4488.

Your Public Relations IQ

By LEO J. MARGOLIN



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

PR-Civil Service Inter-relationship

OUR READERS will have to travel far to find an inter-relationship between public relations and civil service as close as is found in the startling report on crime in the United States by the President's Commission on Law Enforcement and Administration of Justice.

AT THE SAME time, our readers will have to look long and hard to find anything more shocking than this shameful "balance sheet on crime." We call it "shameful" because with the resources and the intelligence to be found in the United States, it is inconceivable that we face the following—a mere sample of what is in the report:

- Crime in all its aspects is costing the U.S. more than \$20 billion a year.
- Over 7 million Americans will get into some kind of trouble with the criminal law this year.
- Forty per cent of all boys living today will be arrested for something other than a traffic offense during their lifetime.

FOR OUR CIVIL service readers, among whose prime duties are the carrying out and enforcement of our laws, including the criminal law, the above figures are discouraging.

HOWEVER, THE Commission assures us that "all is not hopeless," that "the nation can control crime if it will."

WHAT THE Commission calls for is a combination of public relations (to help the police enforce the law); more money from local taxes (to increase law enforcement resources, personnel); and, finally, lots of money from the Federal Government (to aid those local governments which need this extra help).

WE WILL SET forth just a few of the more than 200 specific recommendations made by the Commission, to demonstrate how close is the relationship of public relations and civil service in the fight against crime in the United States.

• Crime cannot be controlled without the interest and participation of schools, business, social agencies, private groups, and individual citizens.

• The faster police respond to a crime, the more likely they are to solve it. Thus, police callboxes, which are locked and inconspicuous in most cities, should be left open, painted with luminescent paint, and designated as public emergency callboxes.

• The telephone companies should get together and set up one single emergency number to call police in any city of the United States.

• Communities with large minority populations should have community relations machinery within police departments of that city.

• Drunkenness, which accounts for one out of every three criminal arrests in the United States, should be treated medically rather than criminally.

• Every community should

(Continued on Page 15)

Grand Bahama Decoration Day Weekend

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Nine Days--\$299 Complete
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A few seats are still available for a nine-day trip to Paris when the capital of France is at its Springtime loveliest. The price of \$299 will include round-trip jet fare to Paris and room with private bath in the new and fabulous Paris Hilton Hotel; there will be night club evening and side trips to the countryside will be available.

A few seats are available for air fare only. Round trip cost is \$175 and will include airport transfers.

For remaining seats, immediate application must be made to Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I., New York. Telephone (516) Pi 2-7777. Reservations will be filled on a first-come first-served basis.

Note: This trip was rescheduled to include an extra day for the price of \$309. The majority of tour participants did not want to come back on a Monday and so the trip has been rescheduled for Saturday departure and Sunday return with an accompanying reduction in price to \$299.

*Tour participation is limited to members of the Civil Service Employees Assn. and their immediate families.

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Bargaining Started For Plainview Non-Teaching School District Aides

In a major breakthrough for the Civil Service Employees Assn., the Nassau chapter has secured what amounts to exclusive bargaining rights for the non-teaching employees of a public school district.

The agreement with the Plainview, Long Island, School District, came with the opening of negotiations with the school officials and the elected board of trustees. "This is the first of many changes for non-teaching school personnel," Irving Flaumenbaum, chapter president declared, noting that demands for exclusive representation are being placed with many other school districts.

Flaumenbaum asserted that to his knowledge this was the first school district in the State to grant exclusive recognition to CSEA. Because of local conditions, the Association representation was limited to bargaining on behalf of custodians, groundskeepers, maintenance men, matrons and drivers. Lunch room employees, office staff and administrative personnel are organized in independent, local units which are receiving the full support of CSEA in achieving the greatest gains possible for all employees in the upcoming negotiations.

Flaumenbaum said the Association is submitting a six-part package of demands, featuring a bid to boost salaries by 15 per cent in all steps.

The package includes demands for:

- Exclusive representation;
- Use of the State Mediation Board where necessary;
- A signed agreement;
- 17 items of improved working conditions;
- Fringe benefits, and
- Salary improvements.

Appoints Mahady

ALBANY—State Health Commissioner Hollis Ingraham has announced the appointment of Dr. Stephen C. Mahady of Utica as assistant State health commissioner in charge of the Division of Medical Services.

Capital Dist. Ice Capades On March 28

In response to popular demand from members, the Capital District Conference, Civil Service Employees Assn., is again sponsoring a "Civil Service Night" at the Ice Capades. The "night" will be held on March 28, at the R.P.I. Field House, in Troy, according to A. Victor Costa, president of the Conference.

Through the Capital District Conference, members of the CSEA will be able to purchase tickets for this one evening only, at a substantial savings. "In sponsoring Civil Service Night as a special tribute to Civil Service employees, the Capital District Conference also brings to the membership one of the finest entertainment groups in the world complete with internationally known stars, superb choreography, unsurpassed comedy, perfection of performance and gor-

Flaumenbaum will head the negotiating team in the Plainview talks. He was scheduled to meet with School Superintendent Robert F. Savitt last week to arrange ground rules for the talks.

Salary demands, aside from the 15 per cent across-the-board adjustment, include a one dollar differential for night work.

Fringe benefits sought include the fully non-contributory 1/60th retirement plan, unlimited accumulation of sick and absence time to be taken before retirement, an increase of 6 to 20, sick days per year and establishment of a welfare fund financed by contributions from the school district for employee accident, health and life insurance, maternity benefits and other items.

Lochner Tells Rochester Chapters To Spread The Word On CSEA Success

ROCHESTER — Four local chapters of the Civil Service Employees Assn., were told last week that the CSEA can do more for State, county and municipal employees in collective bargaining than unions can do.

Joseph Lochner, CSEA executive director, said CSEA tactics have been more successful throughout the years than the threats and "muscle" of unions such as the ones frequently striking their employers in New York City.

The CSEA now has about 145,000 and its size alone makes it more influential than the small, splinter groups of 4,000 or 5,000 which are attempting to represent civil service employees, he said.

Lochner urged his audience to tell the CSEA story. "Tell your co-workers how hard the CSEA has worked for them through the years," he said.

He also pointed out that legislation has been introduced in Albany which would give State, county and municipal employees the choice to pick between CSEA or union representation.

The talk, "The CSEA versus Unions in Collective Bargaining," was heard by the Rochester, Monroe County, Rochester State Hospital and Department of Public Works CSEA chapters at a dinner meeting at the Party House in suburban Chili.

geous costuming," said one conference officer last week.

Area members have expressed so much interest in "Civil Service Night" that Costa urges CSEA members to make reservations for seats as quickly as possible. All seats are reserved and, to be assured of seats, members should have their reservations in the mail no later than March 20. Reservations should be sent to: A. Victor Costa, president, Capital District Conference, Ice Capades, R.P.I. Field House, Troy, New York 12180.

Check or money order should be enclosed.

Foster Re-Elected President Of Correction Conference; State Gives Some Answers

Albert Foster, Dannemora State Hospital employee representative, was unanimously reelected president of the Correction Conference by correction representatives at their semi-annual meeting in Albany recently. This will make the tenth term that Foster has presided over the State-wide correction group. Averill Ticen of Attica Prison was re-

elected vice-president and Frank Leonard of Sing Sing Prison was reelected secretary-treasurer.

Foster stated that their group received favorable reaction from the State's Commissioner of Correction, Paul D. McGinnis. The Conference group also met with legislators in Albany and lobbied for Correction Department legislation and received favorable response, especially from Senator Ronald Stafford and Assemblyman Louis Wolfe who are sponsoring a Correction Bill to amend the 25 years Retirement Plan for Correction Officers. Under this bill they will receive 1/60th more benefit for years served beyond twenty-five years. This measure is part

of all other retirement plans. It has been reported that the bill stands a very good chance for passage.

The meeting with the Commissioner of Correction was described as successful. Some of the items taken up with the Commissioner were answered as follows:

The Commissioner stated that the new programs at Dannemora and Matteawan State Hospitals were progressing satisfactorily and that by the end of the 1967 inmate population at these two institutions would be realigned. He further stated, with this in view that he believed the transfer of officers from the Hospital to Clinton Prison would be halted.

To date, the Hospital has lost approximately fifty payroll items as result of a reduction in inmate population due to the Baxtrom decision in 1966. In terms of economic figures this means that about \$400,000 was taken out of circulation in Clinton County.

On appeals for reallocation that are being requested by clerks, occupational therapy workers, laundry, ice-plant operators, technicians, supervisory personnel and correction officers, the commissioner stated that he would give full support to all reasonable requests.

There is no scheduled examination at this time for new correction officers the commissioner

stated. However, promotional exams in the uniform series are being scheduled for October or November 1967.

The Conference requested an increase in Uniform Allowance from \$100 to \$150 per year. Figures were provided to show there has been a substantial increase in uniform costs since the allowance was instituted four years ago. In 1965 and 1966 there was an increase of 25 percent and a projected increase of 8 percent by the garment manufacturers new contracts for the next three years.

Contrary to the rumor that there would be a major change of uniform styles and cloth, the Commissioner stated that there will be no change nor has any been contemplated.

In the very near future the Correction Department will sponsor a State Department of Correction Pistol team to compete in matches through out the country.

The Commissioner also stated that Woodbourne Prison would be under the State Department of Correction and not under the Narcotic Control as has been rumored. The Department will house addicts who are felons and misdemeanors for the Narcotic Control Commission. Employee status in the Department will remain the same and the Warden will be the head of the institution.

Calvin Rosenbaum, president of the Rochester chapter, said about 335 persons attended the meeting.



LEGISLATIVE MEETING —

Legislators from the counties within the Civil Service Employees Assn.'s Southern Conference met with delegates from the conference's chapters recently at the Holiday Inn, Newburgh, to discuss the Association's 1967 Legislative goals. Legislators attending, front row, left to right, were: Senator D. Clinton Dominick (R-37); Senator John E. Flynn (R-34); Assemblyman Benjamin Gilman, (R-95); Assem-

blyman Victor Waryas, (D-98); Assemblyman Gordon Cameron, (D-96); and Senator Jay P. Rolison, (R-38). Second row, same order are: Theodore Wenzl, first vice-president of the CSEA; Charles Lamb, third vice-president of the CSEA; Solomon Bendet, chairman of the CSEA salary committee; Issy Tessler, president of the conference; Grace Nulty, chairman of the CSEA legislative committee; Thomas Lupocello, CSEA legislative research aide and Irving Flaumenbaum, second vice-president of the CSEA.

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Civil Service Television

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

Sunday, March 12
4:00 p.m.—City Close-up—Solomon Hoberman interviews Commissioner of Sanitation, Samuel J. Kearing, Jr.
6:00 p.m.—Human Rights Forum—Ramon Rivera moderates discussion.

10:00 p.m.—Special: "The Ombudsman: Public Guardian." Would this institution work in the United States?
Monday, March 13
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
6:00 p.m.—Community Action—Program moderated by Ted Thackrey.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Tuesday, March 14
3:30 p.m.—Teacher Training—Discovering Man: Past and Present.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Community Action (live)—Ted Thackrey moderates.
Wednesday, March 15
3:30 p.m.—Teacher Training—Classroom techniques for intergroup education.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—John Carr interviews people in the news.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Thursday, March 16
3:30 p.m.—Teacher training—Man, Sea and Sky.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
8:30 p.m.—City Close-up—Solomon Hoberman interviews Samuel J. Kearing, Jr.
10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, March 17
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
Saturday, March 18
7:00—Community Action—Ted Thackrey moderates.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Statistician Jobs Offered in NYC
The Defense Contract Administration Services Region, New York has vacancies for industrial engineers, a GS-11 position, with a starting salary of \$9,221 per year and statisticians, a GS-9 position, with a salary starting at \$7,696 per year.
For further information and applications, contact Leonard Weiser, Office of Civilian Personnel, Defense Contract Administration Services Region, New York, 111 East 16th St., N.Y., N.Y. 10003. or phone OR 7-3030, ext. 663.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

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

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

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

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

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

48 N.Y. City Employees Share Suggestion \$\$

Forty-eight City employees will share \$750 from the City Suggestion Award Program, according to Thomas Jefferson Miley, Award Board chairman, announced this week.

Two employees topped the list of winners, each receiving \$50 awards for their suggestions for improvements and economies in City operations.

The two were James Loeffler of Brooklyn, a machinist in the Department of Marine and Aviation and George Buenaventura of Brentwood, an oiler in the Department of Public Works.

Other winners included:

\$25 Awards

Aurthur Fox of Manhattan, a supervising clerk, Office of the City Register;

Maxwell K. Nelson of Long Island City, a senior administrative assistant, Queens District Attorney;

Carmelo S. Scaffidi of Staten Island, a supervising clerk, Department of Finance;

Frank McGowan of Bayside, a freman;

Helen R. Peskin of Jackson Heights, a senior clerk, Department of Health;

Patrolman David M. Daly of Whitestone; and

Michael Konyn of the Bronx, a stockman, Department of Traffic.

\$20 Awards

Harry Kelfetz of the Bronx, an investigator, Department of Finance;

Robert A. Haughney of the Bronx, a lieutenant, Fire Department; and

Calvin H. Caldwell of Palisades Park, N.J., a railroad clerk, Transit Authority.

\$15 Awards

Stanley Franklin of Brooklyn, a correction officer, Department of Correction;

Thomas F. Whitton of Brooklyn, a captain, Fire Department;

Walter R. McGill of Staten Island, a captain, Fire Department;

Josephine Mittleman of Manhattan, an administrative assistant, Department of Personnel;

Thomas E. Mangan of Ozone Park, a detective, Police Department;

Joseph M. Richertera of Huntington, a maintenance man, Department of Public Works;

Samuel C. Marino of Staten Island, a patrolman, Police Department;

Louis V. Lugo of Brooklyn, a batteryman, Department of Sanitation;

Jules Brite of Massapequa, an auto machinist, Department of Sanitation;

Mrs. Rachael Zavalin of the Bronx, a typist, Department of Traffic;

Calaldo Frizzi of Flushing, a bus maintainer, Transit Authority;

\$12.50 Awards

Mae H. Thornton of Manhattan and Elinor M. Barnes of Cornea, both consultants in the Department of Health;

\$10 Awards

Ernest P. Unger of Manhattan, an accountant, Board Estimate—Retirement;

Harry Fried of Forest Hills, a senior clerk, Department of Finance;

James P. Feerick of Far Rockaway, a lieutenant, Fire Department;

Sol Elbaum of the Bronx, a fire alarm dispatcher, Fire Department;

Joseph Liss of Little Neck, a dispatcher, Department of Highways;

George Glazer of Brooklyn, an

elevator operator, Department of Hospitals;

Dr. Luese-Lotte Horn of Welfare Island, a physician, Department of Hospitals;

Edward Dunn of Brooklyn, an investigator, Department of Personnel;

Charles R. Foy of Oakdale, an administrative assistant, Department of Personnel;

Philip M. Cumming of Staten Island, an administrative aide, Department of Personnel;

Frances R. Goldberger of Manhattan, a personnel examiner, Department of Personnel;

Gerard Kramer of the Bronx, a probation officer, Probation;

Eugene A. Kramer of Floral Park, a foreman, Department of Public Works;

Leo Tamber of Brooklyn, an administrative assistant, Department of Purchase;

John McDougal of Jackson Heights, a clerk, Real Property Assessment;

Joseph Bonsignore of Rosedale, an auto machinist, Department of Sanitation;

Angelo A. Santoro of Elmhurst, an auto machinist, Department of Sanitation;

Peter Appello of Lindenhurst, a bus maintainer, Transit Authority;

Frank J. Napodano of Brooklyn, a bus maintainer, Transit Authority;

Evelyn Mary Martin of Brooklyn, an administrative secretary, Department of Welfare;

Ellen Schreiter of Manhattan, a supervising stenographer, Department of Welfare;

\$7.50 Awards

John A. Napolitano and Oranzo H. Porzio, both of Brooklyn, traffic device maintainers, Department of Traffic;

Certificates of Merit

Rolland Carlson of Jamaica, an accountant, Board of Higher Education;

G. Dorothy Turnbull of Jackson Heights, a typist, Department of Hospitals;

Max Coroff of Brooklyn, a senior clerk, Department of Personnel;

Gustave A. Johnson of Whiteston, an auto machinist, Department of Sanitation;

Elwood Carr of the Bronx, a surface line operator, Transit Authority; and

Arthur E. Haas of Brooklyn, a surface line operator, Transit

State Trooper Exam To Be Given April 8; Apply Until April 1

ALBANY—A competitive examination to fill openings for state troopers will be held April 8 at 15 locations throughout New York State.

Several thousand young men from New York and nearby states are expected to take the written test.

It is anticipated. The Leader learned, that some 230 appointments will be made from among the successful candidates.

Appointments will be made at a starting salary of \$6,225 a year. Annual increments of \$340 put the maximum salary at \$8,945.

Applications may be obtained at any New York State Police sub-station or by writing to the State Police, Public Security Bldg., State Campus, Albany, N.Y. 12226. Deadline for filing is midnight, April 1.

To qualify candidates must be between 21 and 29 years of age, U.S. citizens; high school graduates or equivalent, 5 feet 9 inches tall and possess a driver's license. A qualifying medical and physical test will also be given as well as an oral interview.

Authority.

The Employees' Suggestion Program is administered by the Department of Personnel, 55 Thomas St., New York City.

In addition to Miley, the Award Board is comprised of Comptroller Mario A. Procaccino; Deputy Mayor City Administrator Timothy Costello; Director of the Budget Frederick O'R. Hayes and Acting City Personnel Director Solomon Hoberman.

Jobs In Capital

The General Services Administration needs journeymen operating engineers, elevator repairers, electricians, and carpenters for jobs paying \$2.50 to \$3.40 per hour.

No written test is required. Applicants will be rated on the quality and extent of their experience in the appropriate trade.

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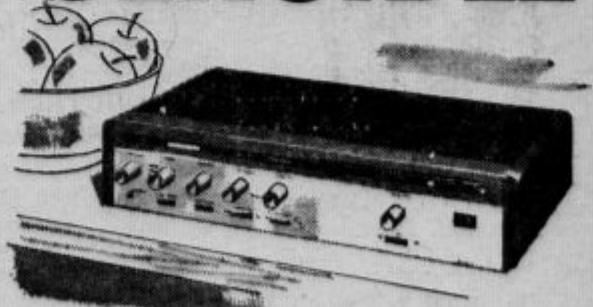
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TUESDAY, MARCH 7, 1967



Delay Adjournment

Governor Rockefeller and Assembly Speaker Joseph Travia announced last week that they would submit proposals to replace the anti-strike Condon-Wadlin Law with a new labor relations measure to cover the State's public employees. Both announcements came after reports that Democrats and Republicans, again, appeared to be unable to find a compromise on new legislation in this area.

Mr. Travia, in particular, says he has not yet given up hope on reaching agreement on a bill during the current session.

The current difficulty is centered around the intensity of penalties to invoke upon employee organizations whose members go out on strike and it appears to us that the emphasis on this is somewhat exaggerated. Other measures of equal importance include the right of representation and just means of settling grievances and providing bargaining procedures that treat public employees as equals when in negotiation with government. A truly fair set of rules on these latter aims would greatly reduce the need to be concerned about public employees going on strike.

It is not enough that the Governor and the Assembly Speaker are "hopeful" that a workable labor relations bill will be accomplished this year. The Legislature should not adjourn until such legislation is finally put into law.

Persistence

ONE of the unfortunate results of modern journalistic style is that it is easy to believe on confronting a news story in which a public official has tried to subtly and diplomatically take a stand that he has been booby-trapped by the headline writer. When one catches on to such practice, however, it can create an even more interested reading of the story below if only to find out just how far some city desk people will go to enliven a common-place story.

So last week on coming across a story headlined "City's Labor Chief Warns He's Not A Softie" imagine the surprise registered when the reportage below indicated that if anything, the labor chief, Herbert Haber, was not only not a softie but maybe even a "hard guy"! He is quoted as saying, "It is a mistaken notion for some unions to believe that they can do better with the use of muscle . . . We are going to react strongly . . . This administration does not intend to be pushed around. If any City worker takes time off to demonstrate he is going to be docked a day's pay."

Now that comes across as something to think about and one might even say, if he is moved to the hearty response such a war-cry should classically rouse from the democratic spirit of competitiveness, "fair enough."

But if you compose yourself for a minute and read further on you will find that Mister Haber has slipped into the run-of-the-mill here after all. He is further quoted in rehashing the Administration's great dislike for the multi-organization nature of the City employees representative setup. And it has all been heard before — this intense distaste for having to spend as much time dealing with the problems of "two men as we do for 28,000."

But beware, casual reader, lurking behind such statements, after each comma, is the alternative, looming large, of the super-union. It is the persistence demonstrated here that makes such headline-poor-for-sheer-mundaneness statements in the seventh paragraph after the war-whoop so ultimately dangerous. You hear them all the time.

Maybe they mean something.

LETTERS TO THE EDITOR

Letters to the editor must be 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.

Immunity Waiver

Editor, The Leader:

Your editorial of Feb. 21, 1967 relating to a bill I have proposed to amend the State Constitution overlooks the fact that the Constitution presently contains a section (Article I, Section 6) which prohibits "public officers" from holding any office if they refuse to waive immunity in testifying before a grand jury concerning any of their official duties.

The measure that I have recommended does not change the substance of this constitutional provision. It merely clarifies what I have always contended is the spirit of the statute, i.e., that it was intended to apply to all persons in government employment. The meaning of the statute has been questioned in a court proceeding and for the purposes of clarification and to remove any doubt of the spirit and intention of the law, I suggested the amendment. It has always been my strong feeling that public employees do an outstanding job and without their dedicated services much of the State's progress could not have been achieved. The honest and dedicated civil servant would be the first to agree with me that no one should hold a position in government who is not willing to disclose frankly all information concerning his official duties when asked to do so.

LOUIS J. LEFKOWITZ,
Attorney General,
State of New York.

Practical Nurses Pushed Aside

Editor, The Leader:

In the Department of Mental Hygiene there is a minority group which is being shoved aside or just plain ignored in their plea for grade adjustment.

They are the licensed practical nurses.

They are presently in the same pay grade as the senior attendant (grade 7) and one grade below staff attendant.

In view of the fact that the L.P.N.'s educational preparation and qualifications are more extensive than either, they should be elevated in pay grade to the position they actually hold, that is one grade below the registered nurse.

Because of the ever-changing responsibilities of the registered nurse, and the expanded demand for nurses, the licensed practical nurses through education, training and experience have acquired knowledge and skills which make them valuable members of the health team, and should receive this recognition.

If correct, adequate, salary adjustments are to be made, then the licensed practical nurses should be raised to their rightful place.

LIONEL J. VINCENT L.P.N.
Dover Plains

On SU Council

ALBANY — Kenneth E. Buhrmaster of Scotia has been named to the Council of the State University of New York at Albany for a term ending July 1, 1975.

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.")

No Set Formula

THE QUESTION whether a determination of an administrative agency is arbitrary and capricious cannot be answered by the application of an exact formula. That is why Courts do not always agree in such matters. Actually, it is often easier to be arbitrary rather than reasonable, and the test of arbitrariness applied by some Courts actually encourages arbitrariness. The history of the case of *Brady v. The City of New York and the Board of Trustees of the Police Pension Fund* is an example.

MRS. BRADY claimed an accidental death pension upon the death of her husband, a Detective Sergeant. Her application was denied when the Board of Trustees of the Police Pension Fund found that the decedent did not die while in the performance of duty.

THE DECEDENT, Terrence Brady, met his death by drowning when his automobile crashed through a guard rail on the North Channel Bridge and fell into Jamaica Bay. The time of the accident occurred during a 48 hour of duty, but a few hours after Sergeant Brady had left the station house where he performed supervisory duties. He stated as he left that he was "available." This meant that if an important matter required his presence, a telephone call would fetch him back to the station house. On 48 hour duty tours, such practice was customary to give the officer a chance for rest during slow periods.

ALTHOUGH THE Board of Trustees found that the death occurred while Brady was off duty, the facts led Justice Samuel M. Gold to conclude that a triable issue was raised as to whether the decedent was off duty or not at the time of his death. While Inspector in Command James J. Lockhart concluded that Brady was definitely off duty, Justice Gold noted that the Board of Trustees should have sought further information, especially in view of the custom whereby Detective Supervisors left the station house but continued to be available.

A TRIAL OF the issue was held before Justice M. Carney. The jury resolved the issue in favor of the Board of Trustees by a count of ten to two. A motion for a new trial was made based upon the contention that the jury's verdict was contrary to the weight of evidence and contrary to the law and should be set aside in the interest of justice. In support of the motion, the petitioner urged that the testimony adduced at the trial overwhelmingly established that Brady was on duty at the time of his accidental death. Justice Carney granted the motion a new trial.

THE BOARD of Trustees appealed to the Appellate Division. That Court not only reversed the direction for a new trial, but even observed that a trial should not have been directed in the first instance. It, therefore, dismissed the petition as a matter of law. In doing so, the Court made no mention of the circumstances that led to Justice Gold's direction, expressed by the learned Jurist as follows:

RESPONDENTS' determination denying petitioner's application is predicated on an investigative report of Inspector Lockhart, commanding officer of the 15th Division, dated January 19, 1963, which contains the statement, "The deceased was off duty at the time and was proceeding in the direction of his residence." A subsequent report, dated March 22, 1963, from the inspector in command of the same division indicates that Sgt. Brady, upon leaving the squad room on January 8, 1963, stated that he was available.

PETITIONER, in support of the instant application, has presented an affidavit from her husband's immediate supervisor, the squad commander, to the effect that Sgt. Brady was officially assigned to duty from 2 p.m. January 8, 1963, to 8:00 p.m. January 19, 1963, and that it was accepted and proper practice of the Detective Bureau for a detective squad commander or supervisor assigned to long tours of duty to leave the squad room to either conduct outside investigations, eat, go home for short rest periods, or to change clothes, so long as he remains available for call back to his command . . . It would appear that, no doubt aware of the established practice regarding a detective supervisor's availability for duty even while physically absent from an assigned squad room — which incidentally is not disputed — it was incumbent upon (the Board of Trustees) to seek further information

(Continued on Page 11)

On Constitutional Convention

Council Maps Strategy As Convention Approaches

The recent meeting of the Civil Service Council On Constitutional Convention was featured by heated discussion among committee representatives of the more than 60-employee organizations represented concerning the group's course of action as the State Constitutional Convention draws near. At the meeting, held Feb. 24, the final draft of the "Presentation of Goals," which is to be presented to the Constitutional delegates and distributed to all affiliates of the Council was finally approved for publication. Much of the discussion centered around plans to have representatives of the Council attend business sessions and committee hearings in Albany after the State Convention convenes on April 4.

A decision was made at the meeting to supply a list, specifying the district name and home address of every elected delegate to the Convention to each affiliate of the Council. Those delegates who have previously indicated acceptance and support of the Council's goals will be noted.

It was further suggested that this information be made available to each member of the many employee groups represented by the Council.

Duncan McPherson and William Berman, recently appointed to the steering committee as representatives of the Civil Service Employees Assn. were given a warm welcome by the committee.

The Civil Service Council is mounting a huge public relations campaign to acquaint all civil servants in the State, all State Constitutional Convention delegates, and anyone else who feels they have a stake in the coming rewriting of the State Constitution with the threat to at least three safeguards to the security of public employees now guaranteed constitutionally.

The Council, chaired by Battalion Chief Henry Fehling of the Uniformed Fire Officers' Assn., is now composed of more than sixty different public employee organizations.

The three safeguards in question are covered in three separate sections of the current Constitution, all of which, it is felt by those in the Council, are being threatened with compromise to some degree at the April Convention.

The three sections are:

Article 5, Section 6 — "Appointments and promotions in the civil service of the State and all of the civil divisions thereof, including cities and

villages, shall be made according to merit and fitness to be ascertained as far as practicable, by examination which, as far as practicable, shall be competitive . . ."

Article 5, Section 7 — "After July first, nineteen hundred forty, membership in any pension or retirement system of the State or of any civil division thereof shall be a contractual relationship the benefit of which shall not be diminished or impaired."

Article 16, Section 5 — "All salaries, wages and other compensation, except pensions, paid to officers and employees of the State and its subdivisions and agencies shall be subject to taxation."

(When questioned about the future plans of the Council, Chief

Fehling stated "The foundations for our programs and activities are nearly completely established. The only thing which would make us happier would be 100 per cent participation by all organizations who number civil service employees amongst their members or are composed entirely of such members. The Civil Service Council is fighting their fight and we deserve their support.")

Sixth Year For G-E-X Scholarship

For the sixth successive year, the member's advisory council of the G-E-X store at Latham will award college scholarships to six outstanding high school seniors in the tri-city area, this spring.

The scholarships, open only to sons and daughters of G-E-X members, have a value of \$300 each for use at any accredited college or university of the students choice.

The Tri-City Area awards are part of a nationwide scholarship program instituted in 1960 by the G-E-B organization. This year 60 scholarships with a value of \$18,000 will be awarded in ten major U.S. cities. G-E-X has awarded a total of 230 college scholarships totalling \$69,000, since 1960.

G-E-X membership is restricted to families of federal, state, county, city and school employees, including members of the armed forces and employees of companies with a substantial portion of their production under government contract.

Deadline date for return of scholarship applications is April 30.

LEGAL NOTICE

CITATION. — File No. 7371, 1966. — The People of the State of New York, By the Grace of God Free and Independent, To JENNIE HILL, LILLA ELLIOTT, ISABEL CAMPBELL, MILDRED I. ROSS, HUGHENA INGLIS, JEAN FRASER and JOHN W. FRASER.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 604 in the Hall of Records in the County of New York, New York, on March 27, 1967, at 10:00 A.M., why a certain writing dated April 8, 1966 which has been offered for probate by Frances Smith (named in the Will as Mrs. Howard Smith), residing at 138 East 60th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Anne R. Sawyer, Deceased, who was at the time of her death a resident of 138 East 60th Street, in the County of New York, New York, Dated, Attested and Sealed, February 10, 1967.

HON. SAMUEL J. SILVERMAN, Surrogate, New York County, William S. Mullen, Clerk. (L.S.) STRAUSS & FERDINAND Attorneys for Petitioner Office & P.O. Address 2 East 45th Street New York, N.Y. 10017

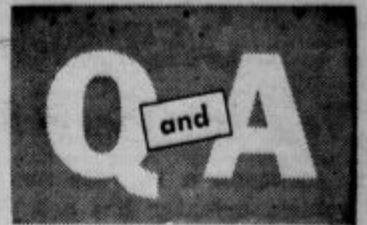
Recreation Resource Specialists Wanted

The United States Department of Civil Service is accepting applications on a continual basis for positions as recreation resource specialist in the U.S. Department of the Interior and other Federal agencies.

Recreation resource specialists assist governmental and non-governmental organizations in locating and establishing needs for recreation facilities.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Office of the Secretary, Department of the Interior, Washington, D.C. 20240.

For further information and applications write to the New York Region Office, U.S. Civil Service Commission, 220 East 42nd Street, New York City.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



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

Q. I have had family coverage under the Statewide Plan for many years. Now my son who is physically disabled will be 19 in a few months. Can I continue coverage for this son?

A. Yes. He will continue in full coverage under your Statewide Plan as long as he is incapable of self-support. There will be no additional premium charge for this coverage. Contact your personnel or payroll officer for the necessary forms to establish your son's disability. This continued coverage for disabled children is only one of the many excellent features you enjoy under the Statewide Plan.

Q. I have been a member of the Statewide Plan for the last six years. If I should change school districts now, and the new school district is also a member of the Statewide Plan, can I transfer without loss of coverage?

A. Yes. If you should change school district and make your transfer of coverage according to the rules set up by the New York State Health Plan, there will be no break in coverage. To assure a smooth transfer, see your payroll or personnel officer in your present school district.

Q. How do I get the necessary forms to make a claim under the Major Medical part of my Statewide Plan? I have been having treatments at my doctor's office which I believe are covered under this part of the Statewide Plan?

A. All forms necessary for making claims under the Major Medical portion of the Statewide Plan as well as all other forms can be obtained from your payroll or personnel officer.



NEW POLICE — Chief Robert Rapp of the Transit Police swears in Alfonso Pietronigro, of South Ozone Park, left and Michael Byrne of Jackson Heights, to the Transit Police Dept. They were part of a group of 53 men who were sworn in last week by Chief Rapp at Transit Authority's headquarters. The force now numbers 2910 and is the fifth largest police department in the United States.

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Sample Exams For City Jobs

Vehicle Operator

Although a test for motor vehicle operator has not yet been ordered, one is expected within the next year. For this reason, The Leader is starting to publish study material for this test in order to give candidates an opportunity to attain a higher mark.

The same examination is given for parking enforcement agent (meter maid).

Answers to the first 16 questions appear on Page 10.

1. New York State has set up a system of rigid controls for the licensing of drivers. The main reason for these controls is to (A) insure that people using the highways carry proper identification; (B) make sure that cars are regularly inspected to prevent accidents due to

mechanical failure; (C) maintain up-to-date records of the number of cars using the roads; (D) protect the public from irresponsible and dangerous drivers.

2. A traffic regulation of the New York City Department of Traffic states that "the driver of any vehicle shall not turn such vehicle so as to proceed in the opposite direction upon any street in a business district." According to this regulation, you are prohibited in New York City from (A) making a "U" turn on any street; (B) making a "U" turn on a street in the business district; (C) backing your car to park on a business street; (D) backing your car on any street where there is traffic.

3. Often, when parking regulations in an area are changed, it is the custom for the City the first day or two of the change to issue warnings to violators, rather than summonses is to (A) give motorists a chance to become acquainted with the new regulations; (B) judge public reaction to the change; (C) show the public that the new regulations will be strictly and impartially enforced; (D) see if the new regulations will work.

4. City employees who deal with the public may sometimes be required to take an action, in accordance with the rules and regulations of their department which may cause a citizen to become angry or resentful. In order to keep good public relations in such a situation, it would be most preferable for the City employee to say to the citizen (A) "My job is to uphold the City's rules and regulations even if you don't like them." (B) "Rules and regulations are made to be obeyed by every-

one." (C) "Let me explain as best I can the reasons for my action." (D) "I'm only doing the job I'm getting paid for, so don't get made at me."

5. Assume that a City employee on official business, you have parked a City vehicle at a metered parking space. When you come back later you see a policeman writing out a summons and the red flag (parking time expired) shows on the parking meter. In this situation you should (A) point out to the policeman that the car's license plate shows that this is a City car; (B) explain to the policeman in a polite manner that you are on city business and ask him not to give you the summons; (C) accept the summons as you are obviously illegally parked; (D) call your supervisor, explain what is going on, and ask him what you should do.

6. One day, during the absence of your regular supervisor, your temporary supervisor assigns you to some work that you have done before but instructs you to do it a different way than you have done it in the past. Of the following, it would be best for you to (A) do the work the way you have been doing it in the past since this is a better method; (B) explain to your temporary supervisor the method you have used in the past; (C) follow the instructions of your temporary supervisor without question; (D) speak to other employees to see if they have been assigned to this work too and how they are doing it.

7. The best reason for requiring City employees to learn the rules and regulations of their jobs is to (A) help them do their work safely and correctly; (B) prepare them for future promotion to higher positions; (C) develop their study habits; (D) test their alertness.

8. City departments generally require that an employee who is ill and cannot report to work call his supervisor to tell him that he is ill. Of the following, the best reason for having such a requirement is to make it possible for the supervisor to (A) keep an accurate record of absences; (B) make plans, if necessary, to cover the work of the absent employee; (C) call the absent employee back to make sure that he is really at home; (D) mail important instructions to the absent employee.

9. If you find that there isn't enough room on a required department form to include all the information you want to give, it would be best to (A) not use the form; (B) write as much as will fit on the form and tell your supervisor orally about the rest of the information; (C) leave out some of the less important information; (D) attach another sheet with the additional information written on it.

10. The legal maximum speed limit for motor vehicles on New York City streets, unless otherwise posted, is now (A) 30 miles per hour; (B) 33 miles per hour; (C) 40 miles per hour; (D) 45 miles per

Continuous Filing Open For Typists & Stenos

Positions are open for filing on a continuous basis in a variety of City agencies for stenographer and typist with the New York State Employment Service. Typists start at a salary of \$3,750 a year. Stenographers receive a starting salary of \$4,000 per year.

Stenographers must be able to take shorthand at 80 words a minute. Typist must pass a typing test at 40 words per minute on a non-portable typewriter. In addition to the practical examinations, applicants must take a writ-

ten examination covering vocabulary and spelling. There are no formal requirements for the written test.

Those interested in filing applications are advised to brush up their spelling and to practice their shorthand and typing skills. Applicants for typist jobs should practice on a non-portable typewriter to insure maintaining the necessary speed on the practical examination.

Appointments for taking the above-mentioned tests may be made at anytime by phoning PL 9-1020 in Manhattan, JA 2-2428 in Brooklyn, or GI 7-2931 on Staten Island.

Army Pictorial Center Offers Diverse Jobs

The Army Pictorial Center, Long Island City, New York has vacancies for sound re-recording mixer, WO-21 (\$4.87 p.h.); sound mixer, WO-18 (\$4.17 p.h.); sound recordist, WO-14 (\$4.1 p.h.); and sound recording equipment operator, WO-10 (\$2.84 p.h.); WO-8 (\$2.67 p.h.); WO-5 (\$2.52 p.h.).

Applications are being accepted continuously for these positions by the Interagency Board of U.S. Civil Service Examiners, for the Greater New York City area.

Competitors will not be required to report for a written test in this examination. Applicants will be rated on the basis of their experience.

For further information, announcement no. NY-7-09 is available in New York City at the Main post offices in Brooklyn and Jamaica, the Army Pictorial Center in Long Island City, and the Interagency Board of U.S. Civil Service Examiners, 220 East 42 St., New York, N.Y. 10017. Outside of the five boroughs of New York City, the announcement may be obtained at the main post offices in Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

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For State Employee Program

Bloodmobile Schedules Stop At Central Islip State Hospital March 13 At Robbins Hall

ALBANY — A spokesman for the Civil Service Employees Assn. has advised that the Association is urging all its members employed at Central Islip State Hospital to donate blood, if possible, on March 13, between 7 a.m. and 5 p.m. in Robbins Hall on the State institution grounds. Arrangements for donating blood under the program can be made through the business office of Central Islip State Hospital, before March 13.

The success of the State Blood Program benefits all State employees and their families who may be in need of blood. The State blood program operates through the New York City Blood Center and the New York Blue Cross Plan, and covers all State employees in the thirteen-county area served by the New York City Blue Cross Plan.

CSEA also sought to correct a mis-statement contained in the January issue of "the State Personnel News" which indicated that "all you have to do to be in the program is to donate one pint of blood." "Apparently, State employees are covered whether they donate blood or not," the Association pointed out, "CSEA, however, urges all of its members who can donate from the standpoint of physical ability, to do so. It is possible that, because of physical limitations, some members cannot donate blood. The fact is, however, that State employees and their families in the thirteen-county area referred to are in the Program whether or not they donate blood." The Employees Association concluded that it hoped that all employees would donate a pint of blood if they were physically able in order to assure full success of the program.

Use Zip Codes—It's faster that way.

To Question Plans To Restrict Leaves

BUFFALO — Units of the Civil Service Employees Assn. in Buffalo plan to question a recommendation that leaves of absence for civil service workers in Buffalo be limited to one year.

The civil service committee of the Common Council recommended the move this week.

Under City ordinances, such unpaid leaves now are unlimited. Police Commissioner Frank N. Felicetta called the problem to the Council's attention, claiming 31 policemen with permanent civil service status are on leave.

"Removing 31 men from the force at one time," he said, "seriously impairs the work of the department." The Commissioner noted that the men cannot be replaced, except on a temporary basis.

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Dutchess CSEA Signs 20 More

POUGHKEEPSIE—Twenty new members were inducted in the Poughkeepsie Unit of the Dutchess chapter of the CSEA at a meeting in Poughkeepsie recently. This brings the membership of the unit, which has been organized for approximately five months, to 270 persons.

Said John Colbert, president, "due to recent inaccurate reporting, some employees were given to understand that only clerical and office workers were being accepted in the Poughkeepsie unit. This is not true. All regular municipal employees, regardless of department or type of work performed, are welcome to join the Civil Service Employees Assn."

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Workmen's Comp. Employee Honored Role Of State Employees In Improving Government Praised By Rockefeller

ALBANY—"The State finds innumerable ways to improve efficiency because there seems to be no limit to the imagination of our employees", Governor Rockefeller said recently, praising State employees for their contributions to government operations.

The remarks were made at a luncheon of the Civil Service Suggestion Program, attended by some 300 guests including legislators, department heads and members of the Civil Service Department. General Solomon Senior, chairman of the Workmen's Compensation Board, accepted a plaque from the governor which noted the fact that the Board had the highest number of accepted suggestions during 1966.

Last year, \$145,000 was distributed as rewards for time and money saving suggestions from State employees.

The full text of the governor's remarks follow:

"Last April, Commissioner (Mary Goode) Krone reminded me that the State Employee Suggestion Program was 20 years old.

"We decided to mark the event by announcing that henceforth a plaque would be given annually to that department or agency with the best suggestion record.

"In the next few minutes, I shall have the very real pleasure of announcing the first winner.

"Every time I sign a merit award certificate, I look upon it as evidence of the great teamwork represented by the Employee Suggestion Program.

"This program is the means of utilizing the best thinking of all our people in conducting the State's business.

"Through it, the State finds innumerable ways to improve efficiency — innumerable because there seems to be no limit to the imagination of our employees.

"New York was the first State in the Union to establish a suggestion program. It has served the State well.

"Many of the improvements we have made in the last 20 years have resulted from employee suggestions, and we continue to search for further improvement.

"The variety of the ideas submitted amazes me. We have three excellent examples represented by the suggestions made by three of our guests here today.

"Miss Sarah Jane Dudley, a senior clerk, sought a way to reduce typing to eliminate a backlog of work in the Medical Registration Section of the Workmen's Compensation Board in New York City.

"She combined four forms into one and cut typing time by 50%.

"As side benefits, the new form which she designed also made work easier for examiners and file clerks.

"Mrs. Fernande Vosburgh, also a senior clerk, worked with vehicle accident records cards in the Department of Motor Vehicles in Albany.

Parking Agent & MV Sample Test Answers

Here are the answers to the sample questions for the motor vehicle operator and parking enforcement agent test which is given on page 8.

- 1.D; 2.B; 3.A; 4.C; 5.C;
- 6.B; 7.A; 8.B; 9.D; 10.A;
- 11.C; 12.D; 13.C; 14.C; 15.C; 16.A

Two sets of cards were used: one for recording property damage information and another for personal injury data. Mrs. Vosburgh showed how one complete set of cards could be eliminated simply by providing a "property damage" indication on the personal injury statistics card.

"Costs were reduced in printing, key punching and machine operation. Mr. Edward J. Carroll, who is a junior draftsman in the Department of Public Works in Albany, made a suggestion which cut three months from the time formerly required to do the field work in connection with the annual Statewide highway condition survey.

"Instead of having the men in the field copy a lot of repetitious data, Mr. Carroll suggested using a computer print-out which was readily available. This one suggestion saved an estimated \$15,391 for New York State last year.

"These employees should feel proud indeed of the contributions they have made to better government at lower cost.

"I thank you again on behalf of the people of the State.

"The Departments of Public Works and Motor Vehicles and the Workmen's Compensation Board will be reaping the benefits of your suggestions for years to come.

"The Employee Suggestion Program has, over the past 20 years,

produced savings for the State in excess of \$10,000,000.

"In addition, services have been improved, safety hazards decreased, and employees have received increased recognition.

"Yet we are not utilizing this program to the fullest.

"How much, do you suppose, is it costing us NOT to get more ideas?

"You heard Mr. Andrew E. Smith describe what the suggestion plan means to General Motors—and he pictured for us what employee ideas can do for industry.

"Our State employees have ideas too, and it is our responsibility to encourage more of them to come forward with their suggestions—for California, New Jersey and the Federal Government are getting more employee suggestions per 100 employees than we are.

"I hope that a year from now finds New York ahead among the states. With all of us working on it, we can do it.

"In fact, if all State agencies went after employee suggestions like our plaque winner did this year, we would be ahead of California right now.

"This agency led the State in the overall suggestion program.

"And so, with special thanks to John W. Leach, it is my pleasure to present this plaque to General Solomon Senior, Chairman of the Workmen's Compensation Board."

Stenos And Typists Are Needed In N.Y. Federal Agencies; \$92 A Week

A series of walk-in examinations are being held for stenographer and secretary positions located in Federal agencies in the New York area. The salaries for these jobs, offered by the Interagency Board of U.S. Civil Service Examiners, start from \$75 to \$92 per week.

Vacancies will be filled from the list resulting from this exam in Federal agencies in the five boroughs of New York City and in the counties of Nassau, Suffolk, Dutchess, Orange, Rockland, Putnam and Westchester. The list of eligibles established under this announcement will terminate all lists resulting from previous announcement to fill typist and stenographer positions in these counties.

Persons who attained eligibility prior to May 1, under previous announcements should apply in this examination if they are still interested in Federal employment. Those who attained eligibility after May 1, will automatically be placed on the new register.

In New York City applicants may continue to take the walk-in typing test at the examination room, B-20, at 220 East 42nd St., on Tuesdays and Fridays at 8:30 a.m. or 1:30 p.m. The stenographer test is given only at 8:30 a.m. session. A limited number of Saturday exams are also being administered. Because of limited accommodations, applicants who wish to be tested on Saturday should call the Interagency Board at 573-6101 to insure admission.

An application form 500-AB must be filed if you wish to take the examination outside of Manhattan. Applications will be accepted until further notice.

In New York City announcement No. NY-7-1 may be obtained at the Interagency Board of U.S. Civil Service Examiners, 220 East 42nd St., New York, N.Y. 10017 or at the main post offices in Brooklyn and Jamaica. Outside of the five boroughs of New York City, the announcement and applications may be obtained at the main post office in Hempstead, Middletown, Newburgh, New Rochelle, Patchogue, Peekskill, Poughkeepsie, Riverhead and Yonkers.

Law Column

(Continued from Page 6)

regarding his status beyond Inspector Lockhart's unsupported statement that "the deceased was off duty at the time."

THE RATIONAL of the Appellate Division's decision was that the determination of the Board of Trustees was irreversible because it had "not been shown to be arbitrary and capricious, there being evidence in the record to allow the trustees to come to the conclusion that the decedent was on his way home after he had completed his tour of duty, when he met with his death." Yet, is there ever an administrative determination as to which evidence is completely lacking to support it? Should not the question of arbitrariness depend upon an appraisal of the entire record instead of being made dependent upon a portion, however unconvincing in the light of the entire result?

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LEGAL NOTICE

File No. 4344, 1966. SUPPLEMENTAL CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of JOSEPH ALFRED deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, Pearl Small, Azelia Small, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on April 4, 1967, at 10:00 A.M., why a certain writing dated April 13, 1966, which has been offered for probate by ETIENNE LAMBERT, residing at 525 Jackson Avenue, Bronx, New York, should not be probated as the last Will and Testament, relating to real and personal property, of JOSEPH ALFRED, Deceased, who was at the time of his death a resident of 2853 - 8th Avenue, in the County of New York, New York. Dated, Attested and Sealed, Feb. 21, 1967.
HON. SAMUEL J. SILVERMAN,
(L.S.) Surrogate, New York County
William S. Mullen, Clerk.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Finley F. Gibson, Jr., being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Priscilla Sawyer, deceased, who at the time of her death was a resident of 18 East 84th Street, New York City. Send Greeting: Upon the petition of Eileen Barber, residing at 16 East 84th Street, New York City, You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 28th day of March, 1967, at ten o'clock in the forenoon of that day, why the account of proceedings of Eileen Barber, as Executrix should not be judicially settled. Dated, Attested and Sealed, February 8, 1967.
HON. SAMUEL J. SILVERMAN, Surrogate, New York County, William S. Mullen, Clerk. (L.S.)

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LAURELTON \$19,900 OWNER RETIRING 10 yr. old Det. Ranch type Bungalow with 3 large Bedrooms, Mod. Kit. & Bath, Garage, Patio, Immac. thruout. Many Extras. All this on a large landscaped plot.	RICHMOND HILL \$21,900 FORECLOSURE SALE Brick Det. Legal 2 Family consisting of 2-5 Rm. Apts., Finished Bsmt., Garage, Situated on 4,000 sq. ft. of Landscaped Grounds on a tree lined street.
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Certifications For New York City Jobs

General Promotion To Senior Clerk

The New York City Department of Personnel has released a list of some 500 persons certified for general promotion to senior clerk. The list follows:

Clara R. Lent, Bruce S. Bolter, Cecilia F. Meyer, Marguerite Hrabar, Dorothy C. Pollack, Alvin B. Billings, Rae W. Clare, Helen C. Staab, Belle Poms, Rebecca Reifield, Maryann Sondey, Florence M. Kunstler, Elaine Schorr, Cornelia E. Browne, Reva Halpern, Dorothy Farbman, Rose Mikaelian, Betty B. Saperstein, Etta Szerez, Marlene D. Cuales, Dorothy M. Perryman, Samuel W. Young, Claire Moses, Mildred Tsai, Barbara B. Mitchell, Benjamin Feldman, Ethel A. White, Amy E. Schultz, Madeline V. Adams, Eileen K. Pearson.

Arlen Baden, Jean E. Warren, Robin E. Powlis, Bernice P. Hanley, Lena Amster, William D. Moss, Belle Lacher, Jerome A. Fields, Alice B. Figgs, Roslyn C. Jacobs, Thomas J. O'Brien, May Sammell, Grace K. Crowley, John M. Cunnely, Esther Moskowitz, Leo Katz, Christina Manley, Fred Lipton, Pauline Wolf, Bransby L. Sandiford, Stella Burchik, Rose Samet, Mildred L. Schutzman, Catherine Sarlis, Molly Postow, June Kirk-

patrick, Grace B. Bleman, Winifred Tintweiss, Verdine B. Jones, Yvonne G. Joseph.

Mary King, Josepha C. Koubek, Mae P. Nesin, Anne H. Reich, Herbert Sherman, Diane Charton, Ella Smith, Rose Buscemi, Elsa Getreider, Goldie Wilson, Tillie Gertson, Miriam E. Pincham, Anne E. Hales, Genevieve Schwartz, Miriam Alstock, Mary C. Berrane, Margaret A. Connolly, Sophie Green, Audrey V. Mitchell, Miriam R. Kushner, Roslyn Korn, Irene S. Bernath, Lila E. Fong, Yvonne McCoy, Francine Gross, Lena Klein, Narka C. Brown, Judith Laino, Bessie R. Portnoy, Florence Armel.

Bridget T. Cox, Rose Dunn, Wilma J. Rabinowitz, Madeline A. Flick, Bertha R. Cohen, Willymae E. Randolph, Miriam Schechter, Frederica Williams, Rosalyn Suskind, Marie W. Parker, Ann J. Rosman, Vincent L. Mancuso, Rebecca Langdon Robert J. Davis, Lillian Sodkrow, Jeanette Reicher, Miriam J. Klusky, Judith W. Holley, Anne Weinman, Cynthia L. Britt, Joyce L. Suss, Fannie Zum, Helen Chuk, Melvin K. Culicover, Arlene W. Horn, Frances V. Jones, Yetta Albert, Herman Hendel, Estelle D. Thompson, Blanche M. Jackson.

Ruth Honickman, Sara Stokes, Dorothy I. Orlinger, Florence R. Kwartowitz, Gladys G. Kolondy,

Sylvie Feigenbaum, Errol A. Clarke, Flora Newman, Max Greenspan, Lottie Victor, Harriet S. Mazur, Sophia A. Solomon, Diana Goldstein, Diana B. Hiltz, Sara R. Mitchell, Estelle M. Berkowitz, Alphonse Merkman Jr., Colin J. Capello, Edwin L. Clark, Elizabeth Diamond, Antonino Turrigiano, Anna Palmer, Joyce E. Wood, Caroline D. Healy, Bella Jacobowitz, Howard S. Klein, Richard Krawzak, Carolyn T. Kassel, Edith Scantlebury, Clemente Fragoso.

Helen A. Famous, Edward Kemether, Cordelia L. Murray, Wilma D. Rhone, William E. Schultz, Sylvia J. Bradshaw, Ralph C. Brown, Joseph Marshall, Marion M. Stewart, Eugene Whitted, Margaret H. Isles, Roslyn Kraft, Mary E. Johnson, Mary J. Pratt, Mildred R. Kane, Louis J. Sicilia, Hannah E. Christian, Berta G. Brown, Sarah Davis, Alice C. Davis, Nancy Page, Martin Aron, Agnes L. Oliver, Lawrence A. Burman, Mary A. Casola, Charlotte Gilchrist, Julia Bernstein, Shirley Bruckstein, Lydia A. Mayers, Edith M. Samartan.

Eleanor T. Williams, Pauline P. Busse, Charles Greenblatt, Claire M. Marks, Susan P. Trefzger, Ruth S. Cohen, James P. Franz, Rose Schwartz, Mary V. Goldbach, George Enright, Eva Quiles, Lillian Dratman, Evelyn A. McNamara, Raymond Fitzgerald, George P. Cabana, Mildred Sherman, Susie Fonville, Rita A. Kantowitz, Rita Krauss, Julia Wessof, Rebecca Feldman, Pauline Gripon, Sally Rudnitsky, Doris H. Otis, Edith Goldstein, Lottie H. Matusiak, James Monroe, Inez H. Smith, Florence A. Will, James P. Flynn.

Gertrude Weinick, Rose Case, Milton Mautasch, Samuel Nord, Audrey H. Harris, Ruth O'Neal, Susan J. Sessions, Millie Snelgrove, Lorraine M. Terranova, Jane Abrams, Madeline M. Metz, Francis W. Wilde, Arline B. Hairston, thel S. Jaker, Ida H. Levine,

Frieda Rosen, Geogla M. Truell, Thelma J. Adams, Jane S. Brogley, Armida Smith, Lucille V. James, Blanche H. Fulford, Grace A. Vaughan, Vivian T. Coney, Harry EScheffres, Catherine O'Brien, Loretta F. Smith, Iva D. Clarke, Mildred Z. Rosenkrantz.

Migdalla D. Cruz, James C. Hairston, Estelle M. Snyder, Marie M. Gibbons, Ethel Alter, Concetta R. Florio, Bertha Gershman, Eileen N. Morris, JJacquelyn McDaniel, Ida Teich, Shirley L. King, Rose G. Korant, Sadie Weiss, Ann M. Wittels, Thomas A. Hennigan, Charlotte Stass, Anna L. Scimeca, Adelle L. Lawrence, Anna Schmitt, Agnes M. Smith, Anna J. Wims, Ruth F. Alexander, Geraldine wart, Bella Phagen, Marie M. Tempesta, Marion Schwartz, Blanche K. Sinkia, Jean S. Sturiano, Laverne E. Archer, Ann Jacobs.

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Theodore Holzman, Anna L. Jackson, Ann E. Parle, Corinne K. Harris, Ruth K. Walcott, Dorothy McFarlane, Helen S. Weinberger, Ida Weissman, Anne S. Wiener, Theresa A. Zawada, Kathleen R. Giles, Nina M. Becker, Theresa Matarazzo, Lynn J. McLaughlin, Lillian Mesh, Rose I. Goldstein, Miriam D. Francis, Evelyn B. Osleeb, Marie P. Minikalis, Ernest Park, Evelyn Siegel, Vincent C. Hewitt, Sally Glasser, Sharyn M. Schwartzman, Manuela Serrano, Stella Costa, Philip

Engel, Margaret C. Hanel, Ruth Ramsey, Rose Levine.

Vivian Prout, Gertrude Silver, Ada A. Feinberg, Madeline Mantione, Dorothy V. Jennings, Rita F. Riviere, Julianna E. Saintile, Jacqueline Stewart, Vivianne Y. Williams, Arelene Chavis, Rita J. Majud, Mary E. Nixon, Gertrude Sosankin, Marilyn N. Ward, Mildred B. Horne, Pauline L. Ligons, Marie A. Reine, Viola H. Shepard, Sally J. Cathrell, Tillie H. Goldberg, Dorothy L. Buschbaum, Sally M. Johnson, Yvonne E. Powell, Fay Rose, Adelaide M. Borgstede, Rita A. Gubern, Cecil E. Markland Jr., Helene E. Mulligan, Sidney S. Brown, Laura Cordell.

Audrey E. Dobbins, Edna D. Elder, Charles Levitt, Morris Greenspan, Helen T. Lennox, Lillian A. Johnson, Josephine Maurer, Carletta I. Barnes, Lillian R. Cohn, Lola J. Foster, Ruth Fuhrer, Isidore Geduldig, Mary Caputo, Albert S. Dawkins, Miriam L. Slomka, Sylvia C. Cohen, Harry E. Frank, Doris Newman, John W. Thompson, Florence G. Woodson, Juanita M. Warring, Celia Hommel, Mary B. Seal, Joseph C. Johnson, Esther Lizardi, Goldie Waldman, Arlena J. Adams, Ambrose J. Bono, Nellie M. Matthews, Angelina Alvarez.

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Roseanne M. Romeo, Betty Katz, Selma Johnson, Betty J. Dopson, Elsa M. White, Joseph O. Buster, Rosa C. Lovell, Ann Berk, Catherine Berkhan, Jacqueline Besignano, Juanita L. Dupree, Ernestine Forest, Antoinette Greene, Edythe Zaretsky, Rose Berkin, Maude G. Crawford, Arona J. Diggs, Rosemarie Sass, Edwina H. Glasco, Arline G. Zuck-er.

Senior Clerk (DB)

Some 26 persons appeared on the certification list for promotion to senior clerk in the Department of Buildings, according to

(Continued from Page 13)

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City Certifications

(Continued from Page 12)
 the New York City Department of Personnel. Here are the names:
 Gladys G. Kolodny, Mary A. Murray, Amy E. Schultz, Amelia D. Larusso, Holly Poston, Sara R. Mitchell, Mary V. Goldbach, Evelyn A. McNamara, Imre Namethy, Christina Manley, Etta Bellovin, Yvonne C. Joseph, Josepha Koubek, Marie M. Tempesta, Gertrude Adler, Marie M. Gibbons, Blanche H. Fulford, Olga Nyanclak, Gertrude A. Mitchell, Clemente Fragoso, Juanita M. Warring, Anne E. Hales, Rita R. Reilly, Rose Fluor, Edwin L. Clark, Elizabeth Diamond.

Patrolman

The New York City Department of Personnel has certified a total of 33 persons for appointment to the position of patrolman. Appointments are expected to be made within two weeks. The list, including names from various groups and classifications, follows:
 Clifford L. Gordon, George Am Marsh, Daniel J. McNamee, Ronald J. Lajda, Andrew L. Crisco, Thomas Ruff, Jr., Fred Stodulsky, Kenneth Wilson, Raymond C. Shiels, Robert V. Guocolo, John M. Wallace, Joel Potter, Dennis J. Haulahan, John Fitzgerald, William A. Kuhle, Sidney J. Phillips, Myron E. Ludvick, Samuel Tatcher, John P. Donnelly, John W. Egan, Charles Lyons, Willy F. Iger, Charles F. Geffner, Thomas A. Vescatel, John J. Carolan, John P. Calanek, Divo F. Martini, and John J. Carolman, Raul Gruz, Dennis H. Mondziak, James J. Farley Jr., Richard J. Turner, John V. O'Neill.

Senior Clerk (TA)

The following 26 names appeared on the list of persons certified for promotion to senior clerk in the New York City Transit Authority:
 Roslyn Haber, May F. Khurey, Mary Westemeier, William A. Thompson, Dorothy Hanna, George E. Figueroa, Susan T. Moscabella, Frances T. Diprima, Julia Chanin, Esther Kahn, Lila Hassan, Fannie Switkes, Mary Spezzacatena, Edith Morfogenis, Irwin Pattek, William Lawrie, Regina E. Murphy, Marcella Byrd, Lottie Dubner, Leon F. Jordan, Roslyn Hendrix, Elsa Alstock, Errol A. Clarke, Richard M. Mandel, Sarah A. Balavram, Robert L. Schule.

Hospital Care Investigator Trainee

The New York City Department of Personnel has released a list of persons certified for appointment to hospital care investigator trainee (group 2). The list includes 164 names which follow:
 Irene D. Wiener, William Gorelick, William J. Korr, Steven Bloom, Joseph Manella, Joseph Stokar, Judith N. Alexander, Shirley B. Forest, Donald R. Graf, Nancy L. Gerstein, William H. Oexle, Jr., Herbert S. Ruhe, Theresa C. Scala, Stephanie Bruno, Joan C. Deutsch, Mary A. Dowling, Lauraine R. Effress, Stephen L. Garb, Violet Katz, Esther B. Morrow, Theodore Rose, Annette Stern, Cornelia V. Do, Eugene J. Cooney, Margaret R. Goodwin, Helen H. Seidman, Leonard J. Friedman, Muriel J. Haber, Irene Kaniecki, Harvey S. Katz.
 Karen A. Martin, Jacynth P. Orridge, Hilda P. Schneider, Janice B. Tunder, Lytell Barrett, Joyce Farrell, Solomon Feinberg, Leon Saplan, Murray J. Indence, Mary J. Madsen, Gary B. Wolff, Johanna E. Borsody, Florence S. Fiorino, Susan H. Kahn, Emelia P. Kazimbroff Allan A. Koslofsky, Christine Lawrence, Herbert B. Pierce, 3rd, Eugenia F. Raughley, Khalid H. Shah, Karen M. Speal, Frieda

Wolfe, Evelyn Abrams, Thomas A. Beatty, Joanne Blanco, Alvin Krinsky, Julius L. Landow, Susan London, Barbara E. Lowenthal, Julia H. Rachestein.

Roslyn Vanderlyn, Rochelle Wolff, Terry L. Blair, Ann M. Cammarasana, Robert G. Cornwall, Emily J. Dinsky, Joan P. Farnum, Florence Flanger, Emanuel P. Nicosisia, Leatha H. Gwaltney, Regina T. O'Brien, Lewis L. Skalsky, Elizabeth Chutjian, Mortimer Steinberg, Joan E. Gold, Robert K. Golden, Bonnie Hochberg, Robert L. Jacobson, Mary B. Lally, Richard A. LeClair, Paul A. Pines, Sadie K. Pitts, Molly Wilde, Edna L. DeMott, Robert G. Garretson, Gracie L. Gordon, Helen Hulber, Lynn Hutt, Richard V. Laws, Jules S. Lewis.

Thomas G. Riccobono, William T. Shaw, Warren Tanner, Vivienne M. Vasquez, Albert S. Moorin, Raymond P. Pascarella, Stanley V. Isbell, Ilana Langer, Ophelia M. Potter, Elizabeth Ewanby, Bernard R. Williams, Herbert Ackerman, Saul Barbanell, Thelma C. Gerenter, Martin Cohen, Anthony T. Mattina, Wilburg G. Flowe, Elayne R. Hentel, Joann Hudson, Dazzie L. Jones, Keith Moore, Samuel Pinkowitz, Philip B. Kogan, Helen M. Owens, Shirley J. Pulver, Delores D. Riggins, Richard W. Robedee, Marian Sandler, Florence R. Shore, Evelyn Skodnek.

Walter Strong, Bracie Wasington, Hilda S. Weissmann, Hazel M. Woodburne, Jeane M. Blumenthal, Roy O. Clark, Jacqueline Cruise, Lilly C. Evans, Henri J. Auleta, Joan oHelle, Esther Mitchell, Annie V. Otto, Julius Shay, Theodore Spielman, Gayle T. Tate, Marjorie Y. Cassis, Barbara J. Coleman, David Grossman, Lucille Maglio, Leonor J. Mussenden, Patricia L. Perez, Thomas V. Tallarico, Isabel C. Volden, Lucille C. Wall, Lucia G. Assante, Helen L. Atkinson, Pearl J. Flemister, Clara E. Franklin, Eleanor M. Quinn, Ann R. Regenbogen.

Ronald J. Swing, Mildred Weiner, Anna K. Fernlund, Joyce K. Goodson, Muriel M. Leibowitz, Herbert M. Mark, Concordia Miravite, George E. Moore, Richard J. Arakelian, Mary Y. Douglas, Robert C. Loenicker, Gertrude E. Muller, Anne Neugeboren, Elliot Rosenkrantz.

Surface Line Operator

A list of persons certified for appointment to the position of surface line operator has been released by the New York City Department of Personnel. The list containing 425 names follows:
 Cleophas Screven, Otis Brooks Jr., Hyman Trompeter, Nathan Sarnier, Reginald Myers, William J. Geis, Anderson T. Walters, Irwin D. Budson, Lloyd S. Melton Jr., Francis Campbell, Aurelio Romeu, Archie Bobian, John T. Balsamo, Beacher M. Turner, Morris Drye, Walter L. Thompson, Peter J. Girard, Raymond H. Johnson, Cedric A. Petersen, Kenneth L. Thomas, Richard L. Wilhelmsen, Herman Straussner, Rosario Castronovo, Kenneth J. Warner, Theodore A. Brown, William H. Clark Jr., Alton R. Ma-

gette, Eugene W. Jennett, Raymond A. Gagliano, Wilbert A. Wilmot.

Joseph P. Fodera, James E. Blakely, Bennie L. Eley, James L. Miller, John W. Dixon, James D. Brown, William C. Senirs, Nicholas C. Annunziata, Santo Antignano, Lionel A. McCallum, Ryland L. Holmes, Moses A. Bryant, Joseph Jones, Harry G. Berlin, George A. James, Lester Still, Milton Noel, Dominick Monaco, Henry L. Worley, John Isaac, Theodore Galanakis, James W. Kennedy Jr., Ellis E. Griffin, Bernard A. Inniss, Wyatt Glasgow, Floyd Jackson, Jimmy Parker, Lloyd R. Cooke, Vincent Delgatto, William Ahern.

John H. Bentley, Joseph W. Gawrecki, Lionel A. Mitchell, Lucius C. Winbon, Ernest Roulette, Jose Rodriguez, John R. Payne, Thomas P. Mulhern, Antonio Muniz, William M. Kearney, Elias Caraballo, Joe N. Boddie, William Furman, Jerrie Forman, Richard C. Angellilli, James R. Thomas, Joseph L. Messina, Thomas N. Ames, Gerard E. Brock, Harold J. Kaminski, Paul T. Juran, Willie Johnson, Edward K. Henderson, Rudolph B. Govantes, Vincent J. Marazzo, Leroy Brown, Leroy Bemby, Claudius E. Johnson, Alfred D. Ostbirk, Raiford Barton.

Jefferson Askew, John G. Bernardi, Donald O. Brown, Henry Chicola r., Vincent J. Monaco, Reginald C. Crute, Erica A. Sainsten, Melvin A. Kahn, Henry E. Wahl, Edward J. O'Conor, John L. Word Jr., Gennaro J. Forlenza, Peter L. Bonelli, Russell Wade, Major M. Stallings, Leroy G. Carroll, Don Rodriguez, Cesar Vargas, William H. Monroe, Sim R. Dixon, Dominic E. Marano, Sherwood C. McCoy, Gerald J. Martyniak, Larry A. Washington, Charles H. Judkins, Nelson A. Owens, Robert L. Gethers, Emanuel B. Wilson, Silas Reese, Oleo R. Kirkley.

Tom C. Lewis, William A. Shaw, Reginald Dorsey, Marion C. Moore Jr., John A. Muldoon, Joseph P. Sarnicola, Frank Sama, John H. Jenkins Jr., Herbert J. Roper, Raymond Connolly, William H. Miles, Louis J. Delrosso, Emanuel Vargas, Clarence L. Griffin, Julian W. Rice, Thomas V. Murray, Richard G. Green, Samuel Presley, Thomas V. Grindall, Kenneth R. Anderson, John A. Zanghi, Harry E. Smith, Michael I. Steinman, Jimmie W. Davis, Nathan H. Sheard, Luis Rivera, James M. Taylor, Robert L. Weaver, Joseph Quagliata, John W. Gibbons

Shadrick Gathers Jr., William C. Jones, Charles Vann, Charles J. Harris, Frank E. Hall, Herman Sanders, John E. Dagostino, Monroe Love, Willie C. Moore, Harold W. Holt, John Borg, Francisco Bermudez, Clarence J. Watson, Robert N. Altomare, Thomas B. Turrell Sr., Leon V. Holland, Charles S. Carr, Ivan P. Bradley, Joseph U. Timm, Raymond Gumbs Sr., John E. Hoffman, Charles R. Coleman, William F. Smith, Joseph Bonaparte, Clive L. Norde Jr., Alonzo W. Bonas, Thomas V.

Ciulla, James Jefferson, Morris S. Carey, Alton Allen.

William Gilliard Jr., Clarence D. Repman Jr., Carl Vincent, Leroy Ledbetter, Lee C. Moorman, Roosevelt Washington, Ronald B. Wood, Glenon C. Butler, Charles Simkovsky, John N. Tucciarone, Aubrey B. Jemmott, Cloddie J. Gardner, James J. Maraday, Willie J. Henderson, Joseph Smith, Robert J. Tierney, Gary B. Salet, Errol L. Garnett, Philip J. Pyfe, Vincent V. Martinez, John R. Condoluci, Leon Albury, Neil O. Lowery, Franklin D. Briggs, Russell L. Miller, George R. Way, Charles H. Maclin, Frederick Davis, Robert L. Underwood, Robert G. Worley.

Arthur G. Grundig, John M. Herbert, Julius Kaplan, Luis I. Burgos, Milton N. Fulcher, Kenneth L. Menard, Murray Marcus, Ludovico L. Iallonardo, Cecil J. Weaver, Samuel R. Schenkman, Elliott E. Kraemer, Hezekiah J. Dillard, George B. Ferguson, George Joseph, Bennett Howard, Herbert J. Osansky, Rodney D. Carter, Thomas J. Green, Stanley V. Barrow, Leon N. Duncan, Victor V. Acevedo, Clemmie Latson, Pedro J. Otero, Aaron Coney, James A. Rodrigues, Peter P. Schlenk, Robert Simanca, Lester W. Burns, Pablo Ortiz, Robert C. Davis.

Norman G. Brammer, Leroy Tisdol, Costello Golding, William J. Zeig, Edward J. McVeigh, Daniel L. Catalano, Natus S. Dyer, Joseph F. Wiczowski, Leeroy Giles, Samuel Watkins Sr., William F. Allen, Carlos Solivan, John W. Barnwell, Anthony J. Mussolino, Charles E. Thompson, James W. Morrison, Robert S. Chernoff, George T. Roberts, Nathan P. Osborne, George Barbee, William L. Mobley, Leon Phillips, Ronald R. Beckles, Frank G. McJannon, Thomas J. Pensabene, Joseph F. Kennedy, Norman L. Colson, Giovanni Cassarino, James D. Wynne Jr., Henry D. Samuels

Thomas O. Wyatt, James B. Carter, Fred J. Alexander, Claude W. Spencer, Daniel R. Navatta, John A. Manning, Emilio J. Roman, Marshall L. Freeman, Patrick Pappacoda, Theodore Bright, William H. Grady, Robert E. Rogers, Thomas J. Corrigan, Dennis F. Madden, Joseph J. Karp, Thomas Garuccio, Dominick J. Calabrese, Manuel Rodriguez, Anthony P. Asaro, Venice T. Gray Reginald Dillard, James McNiff, Edward Mack, Edward H. Tatum, Jack Phillips, Bennie A. Trezevant,
 (Continued on Page 15)

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Nassau CSEA Devises New 18-Point Program

The Nassau chapter, Civil Service Employees Assn., has adopted an 18-point program to improve the benefits of public employees and eliminate inequities between the many municipalities.

The program was adopted by the board of directors of the Nassau chapter in a meeting Feb. 15. Nassau chapter president Irving Flaumenbaum, in announcing the program, asserted: "It is time CSEA made clear and definite the basic demands of public employees for just treatment."

The program is designed to serve as a basic negotiating position for units representing all public employees in the area except non-teaching school district personnel, an area where purely local variation in working conditions must be taken into account.

The program consists of demands for:

- (1) Written contract.
- (2) Cash or unused sick leave on retirement or separation.
- (3) Five per cent shift differential.
- (4) Fully-paid health and dental plans.

Group Life

(Continued from Page 1)

have not been previously rejected for this insurance on the basis of a medical examination.

- Premiums are waived if you should become permanently and totally disabled as described in the plan.

- Ten per cent additional insurance guaranteed until Nov. 1, 1967 without additional charge.

- Triple indemnity in the event of accidental death at no additional charge, as described in the plan.

- Low cost—much less than you can arrange through regular channels, regardless of whether your occupation is hazardous. The 30 per cent additional insurance furnished prior to Nov. 1, 1961 is incorporated into the basic amounts issued under the plan effective that date.

- Payroll deductions make it easy to pay.

To date, nearly \$30 million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the ever increasing membership becoming insured. The total membership of CSEA is now more than 142,000.

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

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

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

This special offer is good only during March, 1967. Members are requested to bring this matter to the attention of fellow employees.

(5) Five weeks vacation after 12 years.

(6) Reduction of caseloads for social workers and probation officers.

(7) True longevity after 10 and 15 years.

(8) Pay for standby time.

(9) Eight personal days per year.

(10) 20-year retirement at half pay.

(11) Time and one-half for overtime.

(12) Accumulated sick leave to minimum of 180 days.

(13) 10 per cent across-the-board salary increase.

(14) Competitive civil service status for all employees, with "grandfather's clause" for veterans on the job.

(16) Equal pay for court employees with New York City level.

(17) Unemployment insurance.

(18) Disability insurance.

The basic program is being given to all unit leaders to be readied for use in strategy planning for upcoming negotiations.

Fadel Installed

NIAGARA FALLS—Roy Fadel was installed as 1967 president of the Niagara Falls chapter, Civil Service Employees Assn. at a dinner recently in the Alps Restaurant.

Mayor E. Dent Lackey said the City administration is "sympathetic" to employee requests for pay raises but he mentioned "responsibility to all citizens of the City."

Other chapter officers are: vice president, Chester Hyla; secretary, Loertta Higgins; treasurer, Peter Maniurski; and executive board members, Domenick Bettino, George Morreale and Frank LaBlonde.

Metro Conf. Suffolk Chapter, School Board Enter Negotiations

(Continued from Page 1)

mic suffering for the majority of State employees. Citing inflation, new taxes and general deterioration the purchasing power of the dollar, Wenzl said the benefits of last year's eight per cent pay increase had practically been wiped out.

Warnings of great labor unrest in government were predicted by Harry W. Albright, Jr., unless a workable labor relations law was passed this year to replace the Condon-Wadlin Law. Albright, who is counsel to the Employees Association, said the CSEA would boycott any new bill in whose creation the Employees Association did not participate.

1/60th Bill

One of the most important pieces of legislation sought by the CSEA—the passage of a bill that would make the 1/60th, non-contributory pension bill permanent and with considerable improvements—was described by Louis B. Busell. Busell said that the present retroactivity provisions of the measure were an injustice to employees who had contributed millions of dollars to the State Retirement System over the years. He declared that they were entitled to retroactive credits extending back to 1937 to insure that all employees did receive half-pay pensions upon retirement.

A round up report on other CSEA bills in the Legislature was given by Grace T. Nulty, chairman of the CSEA Legislative Committee.

Legislators attending the luncheon, beside Senator Senator Zaretzki, were Senators Albert V. Louis, Harrison J. Goldin, Abraham Bernstein and Leonard M. Simon, and Assemblymen Joseph Fusco, S. William Green, Sid Liebowitz, Mark Southall, Anthony J. Mercorella and Harry Kraf.

PASS YOUR LEADER ON TO A NON-MEMBER

Negotiations are under way between the newly-organized Central Islip School District unit of the Suffolk County chapter, Civil Service Employees Assn., and the school board.

The unit was formally organized recently after many years in which a majority of the non-teaching employees belonged to CSEA but had no active organization. Mrs. John Stevens, a clerk-typist in the school office, was installed as president in a recent ceremony conducted by Charles A. Mulligan, president of the school board. Suffolk chapter president Thomas V. Dobbs acted as master of ceremonies.

Other officers are: Mrs. Agnes Brackett, first vice president; Mrs. Audrey Perotto, second vice president; Mrs. Cleveland Johnson Sr., third vice president; Mrs. Caroline Skaalarud, secretary; Edward Dalton, treasurer,

and Henry Cucciniello, sergeant-at-arms.

The unit has opened talks dealing with a \$500 across-the-board salary boost for non-teaching staff designed to bring the district's employees in line with salaries in other Suffolk school districts. The negotiations also deal with the 1/60th retirement benefit, payroll dues deduction, time off on days the schools are closed because of snow, bereavement leave and pay for cafeteria workers who are involuntarily off duty on teachers' conference days.

Reallocation Hearing

(Continued from Page 1)

search director, John C. Rice, assistant counsel, and Rebella Eufemio, of the Rockland State Hospital chapter and Thomas McDonough, president of the Albany Motor Vehicles chapter, both members of the Special Committee.

Legislators Help

Among the legislators who spoke at the request of CSEA were Sen. John Flynn of Westchester County and Assemblymen Prescott B. Huntington of Suffolk County, Benjamin A. Gilman of Orange County, Joseph T. St. Lawrence of Rockland County and Gordon K. Cameron of Orange-Rockland County.

The huge audience traveled to the hearing from as far away as Buffalo and Long Island—mostly in chartered buses—and from as close as The State Campus and

State Office Building here. Cost Underwritten

The Employees Association, which underwrote the cost of representatives from each of its 186 State division chapters across the State, took elaborate precautions to ensure the comfort and safety of its delegation, including special parking facilities for chartered buses, a convenient registration desk, and the presence of several field staff to seat members in Chancellors Hall.

The hearing was requested by CSEA, which represents more than 100,000 State workers, following a rejection by J. Earl Kelly, State classification and compensation director, of its earlier demand for salary reallocations covering some 180 titles within the office and clerical series.

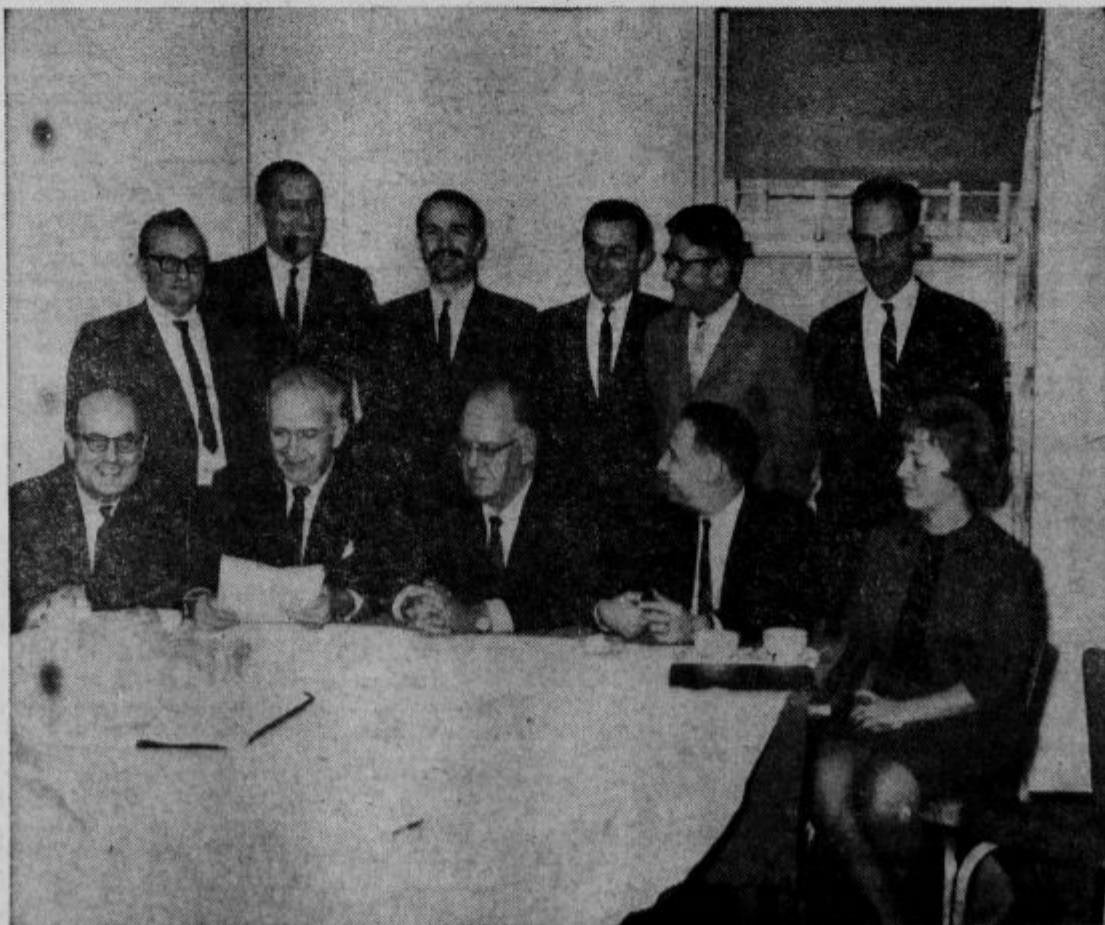
The Commission reserved decision on the appeal.

Cornell Courses

Ralph Wyman, chairman of the New York City chapter of the Civil Service Employees Assn. announces that another course given by Cornell University, Extension Division, New York State School of Industrial and Labor Relations, has been arranged for chapter delegates to be given by Mr. Ed Levin, Extension Specialist. He studied labor relations in Great Britain as an Oxford University exchange scholar, was assistant professor at the Labor Education Center of the University of Connecticut and completed a masters degree in industrial administration at Yale University.

Two previous courses have been completed. The new course, Collective Bargaining and Public Employee Organizations starts Thurs. March 30, 1967, to be held in Hearing Room No. 2, 80 Center Street, N.Y. City, and will continue for six consecutive Thursdays from 7 to 9 P.M.

This series at the New York State School of Industrial and Labor Relations at Cornell University is a program supported by a grant under Title I of the Higher Education Act of 1965. The purpose of the program is to provide education and training for state and local governments as well as employee organizations in labor relations information and skills.



UNIVERSITY MEETING

Officials of the Civil Service Employees Assn. met recently with representatives of the State University of New York. Attending the meeting were, left to right, standing: Joseph Lochner, executive director of the CSEA; Joseph Roulier, assistant director of public relations, CSEA; John Rice, assistant counsel,

CSEA; Joseph Dolan, CSEA field representative; Charles Monroe, State University at Farmingdale chapter, CSEA and Ernest LaVigne. Seated, same order, Elmer Mathews of Albany; David Price, assistant vice president of the SUNY for personnel; Ross Allen, committee chairman of CSEA; Harvey Randall, SUNY personnel director and Christine Szymanski of Buffalo.

U.S. Service News Items

By JAMES F. O'HANLON

Federal Ombudsman Bill For Grievances Offered

Rep. Henry S. Reuss (Dem. Wis.) recently introduced a bill to create an ombudsman to redress the grievances of Federal employees against the Federal government. The bill would establish an independent three-man board to investigate complaints made by Federal employees that their privacy had been invaded or their constitutional rights violated.

"Federal employees have long suffered unwarranted prying into their outside lives and personal affairs," Reuss stated. "This bill would effectively control Federal practices which shrink the realm of personal liberty and violate the individual privacy of the Federal employees."

The Reuss bill would prohibit

P.R. Column

(Continued from Page 2)

establish a youth services bureau to which juveniles could be referred by the police, the courts, parents, schools, and social agencies for counselling, education, work, recreation, or job placement.

- Cities and counties must raise the starting salaries for policemen to attract more recruits to fill the mounting vacancies in police ranks.

- Steps should be taken to improve the quality of judges, prosecutors, and defense attorneys.

- Parole and probation staffs should be expanded substantially, and the pay increased to attract more applicants to these areas.

THE COMMISSION'S report insists that the involvement in the planning and executing changes in the criminal justice system is a "must" for individual citizens, social service agencies, universities, religious institutions, civic and business groups, and "all kinds of governmental agencies at all levels."

AND THE Commission has a very special message for budget directors everywhere, particularly on the State, City and County level.

THEY WILL all have to make substantial increases in their contributions to the system of criminal justice.

indiscriminate requirements that employees or applicants for government employment jobs:

1. Submit to questioning about the religion, personal relationships or sexual attitudes through interviews, psychological tests, or lie detector tests;
 2. Disclose their race, religion or national origin;
 3. Attend government-sponsored meetings and lectures or participate in outside activities unrelated to their employment;
 4. Report on their outside activities or undertakings unrelated to their work;
 5. Not patronize certain business concerns; or
 6. Support political candidates, or attend political meetings.
- The bill would make it illegal to coerce an employee:
7. To buy bonds or make charitable contributions; or
 8. To require him to disclose his own personal assets, liabilities, or expenditures, or those of any member of his family unless they would show a conflict of interest.
 9. In addition, the bill would provide a right to have an attorney or other person present, if the employee wishes, at an interview which may lead to disciplinary proceedings.
 10. Further, the bill would give a right to a civil action in a Federal court for violation or threatened violation of the Act.

Any Federal employee who believes that he is or will be subjected to one of the abuses made unlawful by the bill would have a right to a hearing before the ombudsman board. If the board finds the complaint justified, it would have the power to stop the practice. The board would report each year to Congress on the complaints it has handled.

The Reuss bill is identical to a bill, S.1035, introduced by Senator Sam J. Ervin, Jr., and fifty-two other Senators on February 21, 1967.

Leonard Neglia, George T. Wood-en, Edmond Donohue Jr., Leonard Borowski.

Abdal D. Aifinez, Willie Hardy, William J. McGarry, John V. Raschella, David R. Bishop, Joseph Block, Kermit M. Boatwright, John G. Griffin, James H. Heath, Earl R. Thomas, Raymond Hooper, Garnell E. Michael, Emilio P. Bachelie, Ascher Gelfand, Lucas Bello, Govan Golson, Richard W. Kelley, Robert D. Waterman, Harry Henry Jr., William C. Wyatt, Marcos A. Robles, Albert

G. Pignataro Jr., Frederick Acheronti, Michael J. Notaroberta, Clarence W. Taylor, William C. Green, Eddie L. Dennis, James M. Evans, Garth M. Bullard, John Willis, Neil H. Harris, William C. Poore, Clarence L. Stuart Jr., William E. Roberts, Willie L. Sledge.

Seven on List

Seven names appear on the eligible list for promotion to borough supervisor of school custodians (DE) which was established on Tuesday, Jan. 31.

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OVER a thousand civil service employees from chapters of the Civil Service Employees Assn. throughout the State packed the open hearing in Albany recently to make known their dissatisfaction with the recent rejection of an upgrading appeal for clerical State employees by J. Earl Kelly, State Director of Classification and Compensation. The public hearing was held before the State Civil Service Commission with Mrs. Ersa Poston, commission president, presiding. In addition to the group which crowded into Chancellor's

Hall, bottom, center frame, individual CSEA members visited with their legislators to seek their support. Meeting with the legislators, are top, left to right frames; Senator John Flynn of Westchester, chairman of the Senate Civil Service Committee, meets with William Blom, CSEA research director; Assemblyman Joseph St. Lawrence, center, of Rockland County meets with John Flood and Mary Snay, both of the Rockland State Hospital chapter, CSEA; Marguerite Torres, left and Rebella Euphemio, both of the Rockland

State Hospital chapter discuss the clerical employees' plight with Assemblyman Gordon Cameron of Orange and Rockland Counties. Bottom row, left frame, shows Charles Monroe, second vice-president of the State University at Farmingdale chapter, CSEA, left, and Julian Duffy, president of the Pilgrim State Hospital chapter, meeting with Senator Prescott B. Huntington of Suffolk County and right frame, Miss Eufemio, left, talks with Assemblyman Benjamin Gilman of Orange County while Mrs. Gilman looks on at right.



SALARY APPEAL — Among the speakers presenting arguments in favor of an upgrading for clerical employees in New York State service last week at open hearings held

by the Civil Service Commission were Joseph Lochner, executive director of the Civil Service Employees Assn., above, and Theodore Wenzl, CSEA first vice-president, right.