

Civil Service LEADER

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Tri-Conference Report

See Pages 3 & 14

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CSEA Files More Than 40 Grievances With State Thruway Authority

ALBANY—A list of grievances affecting employees of the State Thruway Authority from New York City to Buffalo were presented last week to Authority officials by representatives of the 165,000 member Civil Service Employees Assn.

The grievances were filed on behalf of both individuals and groups of employees, a CSEA official said, adding that many of the protests directly affect all Thruway personnel.

The more than 40 grievances were presented at a hearing conducted by Edward R. Jones, director of Administrative Services for the Thruway, at the Authority's headquarters in nearby Elmira.

CSEA Team

Representing CSEA were members of that organization's Special Thruway Committee, which is composed of Thruway employees working at various locations along

the super-highway throughout the State, including Joseph C. Sykes, chairman; Frank Lewis, George Zupko, representing Eugene Bernstein, Jack Gallagher and Vito Dandrea. Shirley Lacy, first vice president of the Western Thruway Employees chapter of CSEA also attended.

CSEA professional staff at the meeting was headed by Joseph D. Lochner, executive director. Other staff members included John Carey, associate program specialist; Emmanuel Vitale, collective bargaining specialist; Mrs. Mary Blair, program specialist, and John Hart, public relations assistant.

PERB Sets Hearing June 12

CSEA Renews Denial On Any Responsibility For March Walkout By Aides

ALBANY—The Civil Service Employees Assn. last Friday again denied any responsibility for employee walkouts at three New York City area State hospitals last March, and, at the same time, pointed out that it had done all in its power to stop the walkouts from the outset and prevent them from spreading.

A CSEA official declared that any strike which may have occurred was unauthorized and contrary to policies of the Association. "When we learned of the possibility of the walkouts, we immediately used every resource at our command to prevent them," the official added.

In last Friday's formal answer reaffirming its denial of the responsibility to the charges by the Council for the State Public Em-

ployment Relations Board that it had violated the strike provisions of the Taylor Law, CSEA noted that efforts by the Association to prevent the alleged "strike" and stop them from spreading were successful and that the troublesome situations were caused or incited by unauthorized persons.

CSEA submitted its official reply to the PERB charges, preparatory to a June 12 hearing called by the State Board to determine whether the organization was responsible for any work stoppages.

Conduct 'Beyond Reproach'

Dr. Theodore C. Wenzl, CSEA president, said, "We are still uncertain as to the allegation upon which the PERB bases the need for this hearing, but we know them to be wholly unfounded. CSEA's conduct in these short-lived walkouts was beyond reproach and in direct accord with our status as a responsible public employee organization. We will be fully prepared to refute any allegations to the contrary."

Patrolman Has A Friend At Manhattan State

Patrolman James Mullins may be uncertain if he really does have a friend at Chase Manhattan but he certainly has one at Manhattan State (Hospital, that is) in Mrs. Cleo Patra Ransom.

As a matter of fact, Mrs. Ransom has had a bone to pick with Police Commissioner Howard J. Leary over Patrolman Mullins. Mrs. Ransom is the owner of two poodles. Patrolman Mullins went one block off his post on April 2 to free a dog locked for hours in a car. Mrs. Ransom feels Mullins should get a citation. The Police Department feels he should be suspended for four days.

To show how strongly she felt about the matter, Mrs. Ransom delivered a petition with 165 signatures protesting the disciplinary action to Commissioner Leary. The last word was that Mullins' suspension was upheld—but he'll have the affections of the City's dog lovers from now on.

Pass your Leader on to a non-member.

CSEA And Mental Hygiene Join Hands On Study To Advance Aides' Careers

ALBANY—The Civil Service Employees Assn. announced last Friday it will join with the New York State Department of Mental Hygiene in a large-scale study to improve working conditions and advancement possibilities for thousands of employees in State mental hospitals.

CSEA participation in the program is in answer to a direct invitation from State Mental Hygiene officials, according to Dr. Theodore C. Wenzl, president of the 165,000-member organization, who noted in his acceptance that "our organization through the years has become increasingly aware of the seemingly chronic personnel deficiencies within your agency, particularly in regard to the basic level of patient care."

Program Set For NYC Chapter's Concord Workshop

All arrangements have been completed for a workshop at the Concord Hotel June 9 and 10 which is being sponsored by the New York City chapter of the Civil Service Employees Assn. and which will feature a testimonial by Solomon Bendet, chairman of the CSEA Salary Committee.

The program will feature seminars on labor relations, health insurance and retirement bene-

Major speakers are Comptroller Arthur Levitt and Richard E. Stewart, superintendent of the State Insurance Department.

bargaining agent for almost all State employees under the Taylor Law procedures, Wenzl said his group is prepared to submit research data compiled over many years showing conclusively that the greatest deterrent to adequate

Bulletin

A meeting between State Budget Director T. Norman Hurd and representatives of the Civil Service Employees Assn. has definitely been scheduled for June 7 in Albany, it was learned at Leader press time.

Association officials pressed for the session after widespread rumors that extensive budget cuts were planned for the Department of Mental Hygiene and other State agencies.

A CSEA spokesman said "our organization intends to fight fiercely to prevent any budget cuts that will result in inadequate services to the people of this State and that will affect the working standards of State workers."

mental patient care is inadequate staffing at the patient care level.

Of "Great Interest" "Certainly," Wenzl pointed out, "any program to improve career opportunities for nursing and attendant personnel, thereby enab-

ling the Department to attract and retain the caliber of employees and the number of employees necessary to properly care for the patient is of great interest to us."

Elaborating on the adverse personal affect of understaffing in mental institutions, Wenzl stressed particularly the increasing instances in recent years of so-called "out of title" work whereby employees responsible for the care of patients in wards filled to capacity are regularly assigned duties other than their own, such as clerical jobs.

Thus, the CSEA chief said, whereas an institution's personnel roster may show an adequate number of ward attendants on the payroll, this does not necessarily mean they are serving where needed. In the wards. Too frequently, they are found working instead in a full-time capacity in other jobs where recruitment problems exist, Wenzl said.

CSEA Awareness

CSEA awareness of understanding and recruitment problems in the Department of Mental Hygiene stems from a long-standing close contact with thousands of employees in the rank and file patient care category, according to Wenzl, noted that an official 1967 tally shows that 19,877 out of a total of 24,000 in the agencies

(Continued on Page 16)

The CSEA leader did note, however, that any walkout could be attributed, in part, to frustration and unrest caused by a PERB order banning negotiations between the State and CSEA, the recognized bargaining agent for virtually all State employees, and a lengthy court battle which followed. Negotiations finally renewed in mid-March after the Court of Appeals, the State's highest court, agreed to a lower court edict vacating the PERB order.

Troopers Urged To Wire Governor On 20-Yr. Retirement

STATE troopers are being urged to wire Governor Rockefeller immediately, asking his approval of a measure passed by the Legislature which would give members of the State police a 20-year retirement benefit.

The telegram activity was instigated by the Civil Service Employees Assn. and the State Police Benevolent Assn., joint sponsors of the legislation. Numbers on the bill are Senate 4739 and Assembly 6150.

Legislature sponsors for the retirement plan were Sen. John Flynn and Assemblyman Ronald Stafford.



Civil Service Vote Can Provide Edge In President Race

CALIFORNIA and New York are two of the most important states in the country for any Presidential candidate to win in the national race

(Continued on Page 2)

Miss Cannell Named

BUFFALO — Mary G. Cannell, president of Buffalo chapter, Civil Service Employees Assn., has been appointed to the Statewide Resolutions committee of the CSEA.

president, made the appointment. Miss Cannell, who works in the Gen. Donovan State Office Bldg., in Buffalo, has been active for many years in the Buffalo chapter.

To Keep Informed, Follow The Leader.

HIP President Speaks

One class of medical care for all persons, regardless of income, was urged by James Brindle, president of the Health Insurance Plan of Greater New York (H.I.P.) at the Annual Health Conference of the New York Academy of Medicine April 25 and 26.

"Heavy financing, as well as courageous facing up to public responsibility in New York City, has the potential for drastically altering the system of providing medical services not just to the needy but to all citizens," Brindle said.

HDA Positions Made

The City has established 16 new titles for the Housing and Development Administration. Titles in the new superagency include eight assistant administrator positions at \$23,000 to \$25,000 and eight deputy commissioner positions at \$19,000 to \$25,000.

Memorial Service

Shavuoth Services will be held at the Civil Center Synagogue, 49 White St., Manhattan, on Monday, June 3, the second day of the holiday.

Memorial (Yiskor) Prayers will be held between the hours of 8 a.m. and 2 p.m.

The Memorial Prayer committee is headed by George Krieger, president of the synagogue.

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.

Humor--The Best Pipe Line

IN ESTABLISHING a clear, uncluttered communications pipe line between a government agency and its publics, there's nothing like a deft touch of humor to project a message and make it stick.

THE NASSAU County Department of Public Works uses this effective technique in its many publications to deliver the numerous messages necessary both to obtain citizen cooperation and to make life less complicated for the cash customers—the taxpayers.

IN THESE days of social revolution and rising taxes, there isn't much to smile about for the taxpayer. This is but one reason why that touch of humor is important. And remember, we said "touch of humor." The touch has to be delicate. If the communication crosses the line into outright comedy, it

loses its effect.

IT TAKES an expert in government public information to apply just the right words of light humor. We liked everything about the four leaflets issued by the Nassau County Department of Public Works. But most of all, we were pleased that the writing was first rate and the humor never got in the way of the message.

BOTH Commissioner Herbert J. Simins and the department's public information director, James A. Gray, are obviously aware that government is serious business, but it doesn't always have to be formal, solemn, wordy and foreboding.

THE IDEA of this type of public relations communication is to put the taxpayer into a receptive frame of mind and gently turn him into a good natured, willing partner of government, rather than an abrasive antagonist.

FOR EXAMPLE, the department's leaflet, "Are you giving aid and comfort to aedes sollicitans and pipiens?" does triple duty.

IT WARNS against two types of pesky mosquitoes found in Nassau County, informs taxpayers what the county is doing to guard against a "mosquito population explosion, and finally offers seven handy tips to residents on how they can cooperate to prevent "water that is stagnant (which) can mean mosquitoes that are pregnant."

HOW DO you win the good will—and patient forbearance—of tens of thousands of the county's residents, all of whom are currently being inconvenienced at their front doors by construction of sewers which cannot become operative until 1971?

ANSWER: With an attractive, comparatively inexpensive leaflet provocatively entitled, "Is Pure Water worth a few weeks of inconvenience?"

IN LANGUAGE as simple, informative and as honest as vocabulary permits, the Nassau County sewer story is told. The humorous touch is in recalling for ex-city dwellers that sewers can be used as home base in a street stickball game, and the suggestion that for

(Continued on Page 8)

Don't Repeat This!

(Continued from Page 1)

this Fall because of the large number of electoral votes both states can deliver. Each of these two states has a high percentage of public employees and it can be easily projected that a solid civil service vote for any one particular candidate could do much to deliver those states' electoral slates.

In New York State, for instance, the civil service voting population amounts to nearly 20 per cent of the electorate—and that is a conservative estimate because the employee family vote has grown since our first calculation some years ago. By any terms, this is a sizable "voting bloc" and could provide the winning margin for either the Republican or Democratic Presidential candidate in this State. We have illustrated in previous columns how strong support from civil service groups has helped elect men to everything here from the Governor's office to local elective positions. There is every reason to believe this kind of support could be exerted—and be effective—in a national race, too.

In The Nation

California has passed New York as the most populous state in the

Union and also in its public employee population. Civil servants are well organized there, too, and like their counterparts in New York have begun to show their strength via the ballot box.

Candidates have to be nominated first, of course, but once the stage is set for the Presidential contest, the candidate who falls to woo the civil service may be making the mistake of his life. A public plank should be, therefore, a must in the platform of the Democratic and Republican candidates.

In addition to the two states mentioned, it should be noted also that Ohio, Michigan, Oregon, Washington, Utah, Idaho and all the New England States have highly active public employee organizations. That should be enough notice to send any candidate to work on speeches concerning the future welfare of government service workers. That's just the kind of homework that might make it possible to win the big exam next Fall on gaining entrance for four years to the White House.

The cash value of Series E and H U.S. Savings Bonds outstanding is now more than \$51 billion.



NEW YORK DAILY COLUMN

Diversity of Opinion By 60 OF THE NATION'S TOP COLUMNISTS AND CARTOONISTS

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Tri-Conference Workshop Panalists Discuss Negotiations & Insurance; Shemin, Booth Dinner Speakers

SACKETT LAKE—Negotiation procedures, health insurance, civil rights, labor relations and reclassification and reallocation were among the topics discussed recently at the annual Tri-Conference meeting of the Civil Service Employees Assn. here.

Some 300 delegates and members of the Metropolitan, Southern and Long Island Conferences attended the three-day session at the Laurels Hotel.

In addition, representatives of the State Employees' Blood Program, the Community Blood Center of Greater New York and various health insurance programs described their services to delegates.

The session opened Monday, May 27 with concurrent sessions by the State and County Divisions. Bert Galvin, of the State Division of Compensation and Classification was the speaker at the State session with Nicholas Puziferrri, president of the Southern Conference, as moderator.

Galvin explained the differences between reclassification and reallocation and the methods of initiating these appeals.

The County Division session, moderated by Irving Flaumenbaum, president of the Long Island Conference, heard Irving Shapiro, labor consultant, advise workshop participants in the proper method of handling public employee contract talks; how and when to declare impasses and the differences between fact-finding, bind arbitration and other collective bargaining procedures.

The afternoon session, moderated by Randolph V. Jacobs, president of the Metropolitan Conference, heard Charles G. Wolz, director of health insurance for the New York State Civil Service Department discuss the various plans and options available to State employees. Wolz also discussed the benefits available to State employees under the Employees Blood Program which the Civil Service Department administers.

A recruitment booth on the blood program was set up by the department and the New York Blood Center and staffed by Mrs. Grace Nulty and Joan D. Maier. Mrs. Nulty is coordinator of the Downstate New York program for the Civil Service Department while Miss Maier is the coordinator of donor services for the center. Mrs. Nulty is the former chairman of the CSEA's resolutions and legislative committees.

She resigned her chairmanships when she was appointed to the blood program post.

Commissioner William Booth of the New York City Commission on Human Relations was the principle speaker at the opening night banquet. Toastmaster for the occasion was Joseph Roulier, director of public relations for the Statewide Employees Association.

Commissioner Booth described the advances made in race relations over the past few years and explained the reasons behind riots and disorders which have been hitting American cities in the recent past. He also lashed out at laws which he termed "Systemic discrimination."

"These," he said, "are those laws which inflict a hardship upon the poor while giving advantage to persons of means."

"Systemic discrimination occurs in politics, welfare, employment and other fields, too," he noted.

The concluding night's session heard Henry Shemin, former Labor Commissioner of the City of New York and former chairman of the CSEA's resolutions committee, discuss modern labor relations in the field of public service. He outlined the pros and cons of a number of solutions advocated by students of government and its labor relations.

"These," he noted, "range from compulsory arbitration and labor courts to limited strikes and voluntary arbitration."

Shemin traced the history of modern labor relations in public employment from President John F. Kennedy's Executive Order 10988 to the present and cited the advances of such large states as New York, Wisconsin, California and Michigan.

He also pointed out that it not been for the City of Memphis paying such low salaries as \$1.70 an hour for its sanitationmen, a great man would be alive today—Dr. Martin Luther King."

Toastmaster for the closing night's banquet was John Carter Rice, CSEA associate counsel.

OGS Chapter Installs June 15

ALBANY—The Office of General (OGS) chapter of the Civil Service Employees Assn. will install officers at a dinner on Saturday, June 15.

The affair will begin at 5:30 p.m. at Panetta's Restaurant in Menands, near Albany, according to the dinner chairman, Douglas Barr. New officers voted into office during the recent annual spring election, will assume their duties that evening.

Gilbert Appointed

Governor Rockefeller has sent to the Senate for confirmation the nomination of William Gilbert of Rye Town, Westchester County, as a member of the Passenger Tramway Advisory Council.



HONORED — Robert Dailey, sales representative of the Group Health Insurance (GHI) program and former president of the Division of Employment chapter, Civil Service Employees Assn., second from left, receives a gift from John LoMonaco, his successor at a dinner last week honoring the new officers of the chapter and Dailey for his service to the chapter. Looking on, left, is Mrs. Dailey while Thomas Lupocello, supervising field representative of the State Association, is at right.

Five State Dept. Aides Honored For Suggestion Plan Participation

ALBANY—Five employees of the Albany office of the Department of State received Merit Awards in the Employee Suggestion Program, conducted by the State as the department moved into first place for the first quarter of 1968.

The five, who will share a total of \$85, are: Linda A. Romanski, Louise M. Cibulas, Marilyn Cohen, Hyman Ikler and Phillip J. Klett.

Secretary of State John P. Tommenzo recently presented the winners with their certificates of merit and award money. He praised the five recipients and noted that many changes in departmental procedure had evolved from the suggestion program.

Four of the employees suggested improvements in the Department of State's licensing process.

Mrs. Cibulas suggested that the certificate of Licensed Barbers be prepared as a separate form to facilitate the filing of barber examination applications.

Mrs. Cohen suggested that the cosmetology application form be revised to advise applicants of the

importance of taking tests promptly.

A form letter, which will be used in both the barber program and for beauty operators, was designed by Miss Romanski. She was commended for her interest in promoting economy.

Ikler, supervisor of the Notary Public Unit, suggested an improvement in the file "out cards" used in certain sections of the Division of Licensing Services, which doubles the useful life of the

cards.

Klett suggested a way to improve the controls on form letters. He was commended for his interest in developing better work procedures in the State.

It was the first time in the history of the Department that four members of the same unit received simultaneous awards.

Arthur L. Cramer, supervisor of administrative and computer planning, is chairman of the program.

Gilleran Memorial Re-elects Raymond

ALBANY—Four incumbents and one new member were voted into office in recent annual elections held by the George T. Gilleran Memorial, Department of Transportation, chapter of the Civil Service Employees Assn. at the State Campus.

The chapter balloting was unique in that official voting machines were used. John Raymond, who was re-elected president, said this was the first time voting machines were used in an Albany chapter election. Others re-elected were Albert Pagano, first vice president; George Marra, second vice president, and James Carmody, treasurer. Taking office for the first time is Ann Samson, who will serve as secretary. Speed and efficiency marked the balloting, Raymond said. Two official voting machines were rented from the Schenectady County Board of Elections, along with the services of an election supervisor and four board members.



ASSEMBLING —Civil Service Employees Assn. Delegates from the Social Services Department, met with Assemblyman Benjamin Gilman of the 95th Assembly district in Albany recently. They discussed local institution problems. Pic-

tured above seated left to right are Vito Masi, Goshen Anney; Assemblyman Gilman; Issy Tessler, New Hampton Training School. Standing, left to right are Frank Vignola, Otisville Training School; Olin Benedict, New Hampton Training School and Joe Fox, Otisville Training School.

Patrolman, Police Trainee Exam Opens This Week; Filing Will Close June 25

Filing opens tomorrow, Wednesday, June 5, for the July 20 examination for patrolman and police trainee, according to the New York City Department of Personnel which administers the examination.

Appointments will be made to both titles from a single eligible list depending upon the age of the eligible. Should a candidate be under age for patrolman, he will be appointed, as needed, to police trainee positions. He will then become a patrolman on his 21st birthday as long as his trainee period has been satisfactory and he has passed a medical examination.

Trainees start at \$4,000 a year with an increment of \$240 a year until he reaches the patrolman level. Patrolmen start at \$7,932 a year and increase to \$9,383 after becoming first grade in three years.

Candidates for the examination must be at least 16 years of age on the date of the written test and shall not have passed their 29th birthday after having deducted time spent in the military (up to six years) from their actual age.

Filing will close on June 25. All applications must be filed with the Department of Personnel, 49 Thomas St., New York, N.Y. 10013. Blank applications are available from that office or at libraries in New York City, White Plains, Mount Vernon or New Rochelle.

While there is no residence requirement for testing, all successful candidates must reside in New York City, Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam Counties before appointment.

Lunch Managers Sought By City;

Filing Closes June 28

Applications are being accepted until June 28 for an open competitive examination for school lunch manager in New York City's high schools and junior high schools. This position pays from \$6,050 to \$7,490 a year to start.

Candidates must have a bachelor's degree with major studies in foods, nutrition, hotel administration or related fields or have completed a 2-year course in these fields and have two years experience in food service management.

School lunch managers supervise a junior high school or high school cafeteria or several elementary school cafeterias or perform related functions in the school lunch program.

They may be promoted to head school lunch manager at \$7,100 to \$8,900 and to assistant director of school lunches at \$12,600 to \$15,300.

There will be no written exam and appointments will be based on training and experience. Further information and applications may be obtained from the Department of Personnel's Application Section.

To Keep Informed,
Follow The Leader.

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RETIRED or active personnel needed for full-time or part-time work as chauffeurs for private chauffeuring service. Call Mr. Colquitt at Chauffeurs Unlimited, SU 7-2804.

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Upstate Jobs Open To Stenos & Typists

Typist and stenographer positions are now available with various Federal agencies in the Upstate area. The pay is at grades GS-2, GS-3 and GS-4.

Candidates for typist GS-2 (\$4,108) and stenographer GS-3 (\$4,466) positions must have completed high school or have six months typing or stenography experience.

Typist GS-3 or stenographer GS-4 (\$4,995) applicants must have completed one year's study beyond high school or have one year's experience in these fields.

Applicants will be given a written test as well as either a typing or stenography performance test. The written exam tests verbal abilities and clerical aptitude. The typing performance test minimum is 40 words a minute. The stenography minimum is 80 words a minute.

Written and performance tests will be given at various locations throughout Upstate New York. Candidates should apply to the

Interagency Board at 301 Erie Boulevard West, Syracuse, N.Y. 13202.

School Secretary Jobs Open At MDTP

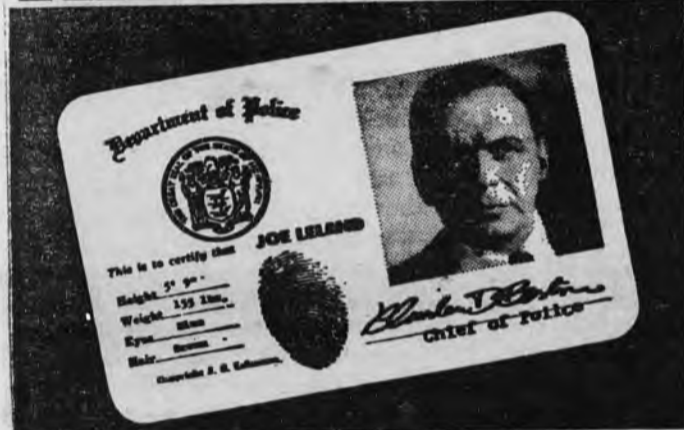
The Manpower Development Training Program will accept applications continuously for positions as School Secretary at a pay rate of \$3.50 per hour.

Vacancies exist for schedules which range from 8.30 a.m. through 9:30 p.m.

Applicants must have a valid "Regular" or "Substitute School Secretary's License" which is issued by the Board of Education of the City of New York. They should send a letter of application to MDTP, 110 Livingston St., Brooklyn 11201.

20th CENTURY-FOX Presents

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Shoppers Service Guide

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



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TUESDAY, JUNE 4, 1968



Check Those Applications

THE New York City Department of Personnel is opening filing this week for patrolmen and police trainees.

In their haste, we hope they will check application blanks more carefully for the date of birth of candidates as well as for any other disqualifying data.

This week, we have heard tales of woe from several young men who had been appointed to the Police Department. They had left their jobs. They had bought uniforms and equipment—costing almost a thousand dollars. They looked forward to a career in law enforcement with "The Finest."

But what happened? After they were on the job for some time, they received telephone calls home to report to the local police station to turn in their shields and guns. They were over age.

There was no fraud involved. They had not attempted to cheat. In all honesty they believed themselves qualified. But the advertisement said that they had to be between 21 and 29. One of these young men was 29 and a month. The Department of Personnel meant that they had to be under 29—not under 30.

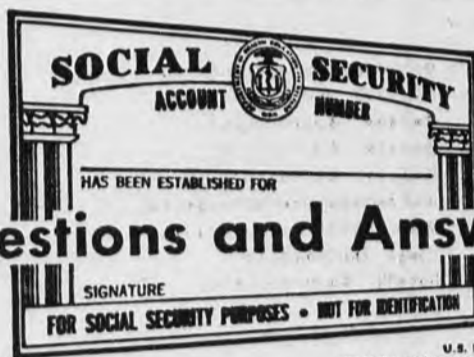
We ask Mayor Lindsay and Personnel Director Solomon Hoberman to work with Police Commissioner Howard Leary to rehire these men who had severed their ties with past employers. A Civil Service Commission ruling is all that is needed.

A Worthy Bill

GOVERNOR Rockefeller has before him a bill which would prohibit moving the State Commission for the Blind offices from New York City to Albany. He should sign it.

Almost every agency—private and public—is against such a move. The Department of Social Services, which sanctioned the action, has given no sound motivation at all for the transfer.

What is at stake is the welfare of the blind and visually handicapped. Their needs come first, not the amorphous administrative goals of some alleged efficiency expert.



U.S. DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
0491-9928

You say the hospital makes claim for what is due from medicare hospital insurance. What other charges would it claim for?

In most hospitals, there are doctors who read x-rays, others who administer anesthesia and others who analyze results. Many of these hospitals do their billing so as to include the charges for the work of these doctors which, under medicare, have to be treated separately from the charges for room and board and other services and supplies the hospital provides.

If I go from the hospital to a nursing home, medicare will keep on paying for what the nursing home costs, won't it?

Only if what you think of as a "nursing home" meets special qualifications for extending the care you had in the hospital and has been certified as an "extended care facility" for medicare. There are other special conditions that apply to this kind of medicare benefit and if they are met payment can be made for the stay in the facility—the full

LETTERS TO THE EDITOR

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

Commission For Blind Notes Leader Support

Editor, The Leader:

I would like to take this opportunity to thank you and the Civil Service Leader on behalf of the 25,000 blind in New York State and the staff of the Commission for the Blind and Visually Handicapped, for the excellent support we have received from your paper.

All of us feel that the Civil Service Employees Assn., through the Civil Service Leader, helped us tremendously in bringing before the public and the legislators the importance of retaining the Commission for the Blind in New York City where it rightfully has belonged for the past 55 years. Now that the Legislature has unanimously approved Assembly Bill 6927, which is awaiting the Governor's approval, we feel that your support and the public's is still urgently needed and would hope that the public could write to Governor Nelson A. Rockefeller so that the important work for the blind in New York State is continued without any disruption.

We would like, if your paper permits, to publicly thank Speaker of the Assembly, Anthony J. Travia; Majority Leader in the Senate, Earl W. Brydges; Assemblyman William J. Giordano; all the assemblymen and senators; the Empire State Association of Workers for the Blind and other community agencies who gave such fine support to us.

MORRIS KARMEL,
Chairman, Executive Staff
Committee Commission
for the Blind and
Visually Handicapped

1/60th Retirement Plan

Editor, The Leader:

I am writing in regard to the 1/60th retirement plan recently passed. It only affects those who retire after April, 1968. It is certainly unfair to those who have retired before that date.

Anyone retiring before 1968 would have their pension based on the old 1/120th plan, so will receive about half as much as one who retires in 1968 or later for the same amount of service.

ALREADY RETIRED
Brocton, N.Y.

Appointment

ALBANY — Commissioner of Education James E. Allen has announced the appointment of Larry Ascough to the new post of assistant director of public information in the State Education Department. Ascough, currently director of publications and public information for the West Virginia Department of Education, will assume his duties February 1. His salary will be \$13,500.

reasonable charge for up to 20 days and all but \$5 a day for the days after the first 20, up to 80 such additional days.

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.")

Penalty After Conviction

DOES AN "infuriated tone of voice" over missing papers, or calling the Director a liar, or defiant speech or profanity when insisting upon investigation of cases warrant a dismissal of a Civil Service employee? Are not such accusations of a nature that can be corrected administratively without the necessity of suspension, the filing of formal charges of misconduct, and the holding of a formal hearing procedure? The Appellate Division, First Department, confirmed dismissal of a Rent Examiner on such grounds in *Matter of Kahne, Petitioner, v. City Rent and Rehabilitation Administration, Respondent*, (New York Law Journal, March 1, 1968, page 2).

NONE OF THE charges concerned the petitioner's competency or the quality of her work. They all related to alleged misconduct. The specifications of misconduct, as a matter of fact, actually suggest that the petitioner was a competent and conscientious employee, not an insubordinate one. For example, one such charge was that the petitioner verified ownership of premises at the Register's Office, although her supervisor told her not to do so. A similar charge of misconduct arose out of the petitioner's review against instructions of prior dockets to aid the formulation of an intelligent determination on a pending docket.

IN VIEW OF the nature of the charges, the petitioner contended that they did not warrant disciplinary proceedings. In any event, it was the petitioner's contention that the penalty of dismissal was excessive.

THE CIVIL Service Law authorizes the imposition of possible penalties upon a finding of incompetency or misconduct less severe than dismissal. Such penalties include a reprimand, a fine up to \$100, suspension without pay for a period not exceeding two months, or demotion.

THE COURT is expressly authorized to review the penalty imposed. The statute provides that judicial review may be had on the question of "abuse of discretion as to the measure or mode of penalty or discipline imposed." Although the opinion of the Appellate Division did not expressly comment upon this question, the inference must be that it concluded after due consideration that the dismissal of the petitioner did not constitute an abuse of discretion.

THE KAHNE case raised additional questions. One such question is whether an employee may be suspended for a period in excess of thirty days while disciplinary proceedings are pending. In the Kahne case, the petitioner was suspended on July 20, 1966 when charges were served upon her. The decision of dismissal was not reached until October 7, 1966. The long delay in reaching a decision was the result of the respondent's prolongation of the hearing to submit testimony of some ten witnesses, all of whom joined in establishing the petitioner's "infuriated tone of voice," etc.

ANOTHER QUESTION raised by the Kahne case arose from the agency's finding that the petitioner "disqualified herself from holding further office in the Civil Service of the City of New York." The petitioner contended that this additional penalty was not one of those that might legally be imposed. With this contention, the Appellate Division agreed and accordingly struck this finding from the Determination of Charges.

THE RESPONDENT'S authority to suspend without pay an employee facing charges beyond the thirty day period was resolved by the Appellate Division on the basis of its earlier determination in *Amkraut v. Hulst*. In that case, Justice Harold A. Steven noted that the statutory intention is that hearings on charges "should not be unreasonably protracted, but should be disposed of expeditiously." Showing deep understanding for the plight of the suspended employee, Justice Stevens continued:

As a practical matter one accused frequently has all income cut off during a period of suspension—not merely the income from the job vacated. He is reluctant to seek other employment especially if he has acquired some form of tenure or substantial pension rights in the job from which he is suspended. In all fairness then a prompt disposition is desirable from the standpoint of all parties. Where that does not occur, he who is responsible should assume the risk of liability for some compensation.

(Continued on Page 7)

Law Column

(Continued from Page 6)

OF COURSE, if the responsibility for delay in determination of the charges is that of the accused, he cannot be allowed recompense for the excess period of suspension.

WHILE THE Kahne decision did not pass upon the merits of her claim to salary for the period of suspension without pay beyond the thirty day period, its disposition was expressly stated to be without prejudice to her institution of a separate action at which her right to salary for the period involved may be resolved.

THE APPELLATE Division resolved important issues affecting Civil Service employees. However, one might wish that it had seen fit to comment upon the question whether the charges of misconduct, even if believed proved, were of so serious a nature as to warrant the harsh penalty of discharge.

Penner Elected By B'nai B'rith Lodge

Excelsior Lodge B'Nai B'Rith, a lodge for State employees in the New York Metropolitan area, recently installed the following officers during a dinner meeting at Gluckstern's Restaurant:

President, Kurt Penner; vice presidents, Lou Dann, Joseph Rivin and Isidore Schecter; treasurer, Sam Tannenbaum; recording secretary, Ted Ayervais; corresponding secretary, Eugene Boyars; financial secretary, Lou Goldberg; chaplain, George Ostrow; and delegate—Metropolitan Council—Abe Garberg.

Help Wanted - Male

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Fulton Lakeland Volkswagen, Inc.
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Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.



P. R. Column

(Continued from Page 2) the next three years everybody plan "Farewell - To - Cesspools" parties on S-Day.

BUT YOU absolutely must see the leaflet on sumps. That really is a gem of public relations writing. The word "sump" is enough to set any writer making music with his typewriter. This leaflet has the title: "The Absolutely Indispensable Guide To Positive Thinking About Sumps."

HOW CAN you get mad at a sump, which is just a harmless catcher of rainwater from street storm drains? (There are 500 sumps in Nassau County to catch and return to the ground 14 billion gallons of water annually.)

HERE ARE some comforting thoughts which Commissioner Simins and Mr. Gray offer in behalf of the demeaned sump: Sumps never throw loud parties, have no flashing neon signs, do not pollute the air, do not obscure the view, and do not have children to fill schools which mean more taxes.

WE THINK all public information officers should ask for these wonderful leaflets, and try to do the same. Write James A. Gray, Public Information Officer, Nassau County, Dept. of Public Works, Mineola, N.Y.

THEY'RE GREAT for helping humanize government and civil service, and that should certainly help radiate warmth and good public relations.

Approved Key Answers

The New York City Department of Personnel has released the rating and final key answers for five examinations which the department administered to candidates.

The answers are:

Police Administrative Aide

Rating Key

- 1, C; 2, B; 3, B; 4, D; 5, A; 6, A; 7, D; 8, A; 9, A; 10, A; 11, D; 12, B; 13, B; 14, C; 15, A; 1, B; 17, D; 18, B; 19, C; 20, C; 21, D; 22, C; 23, A; 24, B; 25, C; 26, D; 27, A; 28, C; 29, C; 30, C; 31, B; 32, C; 33, C; 34, D; 35, C; 36, B; 37, B; 38, A; 39, D; 40, B; 41, B; 42, C; 43, C; 44, C; 45, B; 46, D; 47, C; 48, B; 49, B; 50, D; 51, A; 52, C; 53, B; 54, B; 55, A; 56, B; 57, D; 58, C; 59, D; 60, C; 61, C; 62, B; 63, A; 64, C; 65, B; 66, C; 67, A; 68, D; 69, D; 70, C; 71, B; 72, C; 73, D; 74, D; 75, B; 76, D; 77, B; 78, B; 79, C; 80, C.

Deputy Sheriff, Patrolman,

Police Trainee

Rating Key

- 1, C; 2, C; 3, B; 4, B; 5, D; 6, C; 7, C; 8, A; 9, D; 10, C; 11, B; 12, B; 13, D; 14, C; 15, C; 16, C; 17, B; 18, A; 19, A; 20, A; 21, C; 22, D; 23, B; 24, B; 25, A and/or B and/or C; 26, B; 27, B; 28, A; 29, C; 30, B; 31, D; 32, C; 33, B; 34, B; 35, D; 36, A; 37, B; 38, B and/or C and/or D; 39, D; 40, D; 41, C; 42, D; 43, B; 44, A; 45, C; 46, A; 47, C; 48, C; 49, A; 50, D; 51, A; 52, B; 53, C; 54, B; 55, C; 56, A; 57, C; 58, C; 59, B; 60, D; 61, C; 62, C; 63, A; 64, D; 65, B;

- 66, B; 67, C; 68, D; 69, C; 70, B; 71, D; 72, A; 73, B; 74, B; 75, A; 76, C; 77, D; 78, C; 79, D; 80, C; 81, D; 82, C; 83, C; 84, B; 85, D; 86, B; 87, C; 88, A; 89, B; 90, C; 91, B; 92, C; 93, A; 94, D; 95, D; 96, B; 97, D; 98, B; 99, B; 100, A.

Senior Assessor

Final Key

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

Police Captain

Revised Final Key

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

Road Car Inspector

Final Key

- SECTION I
1, A; 2, D; 3, C; 4, B; 5, C; 6, A; 7, D; 8, D; 9, C; 10, B; 11, B; 12, A; 13, C; 14, D; 15, D; 16, D; 17, A; 18, C; 19, C; 20, B; 21, D; 22, A; 23, C; 24, C; 25, B; 26, C; 27, C; 28, A; 29, C; 30, C; 31, B; 32, D; 33, D; 34, C; 35, A; 36, A; 37, C; 38, B; 39, B; 40, D; 41, C; 42, C; 43, A; 44, B; 45, A; 46, C; 47, B; 48, D; 49, A; 50, D; 51, B; 52, D; 53, A; 54, B; 55, C; 56, B; 57, B; 58, D; 59, B; 60, D.
SECTION 2
61, A; 62, A; 63, C; 64, B; 65, D; 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C.
SECTION 3
61, A; 62, A; 63, C; 64, B; 65, D; 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C.
SECTION 4
61, A; 62, A; 63, C; 64, B; 65, D; 66, B; 67, A; 68, B; 69, C; 70, B; 71, D; 72, B; 73, D; 74, C; 75, C; 76, A; 77, C; 78, A; 79, D; 80, C.

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This Week's Civil Service Television

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

Monday, June 10

4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program: "Crowds—Psychology and Tactics."
7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Introduction to Fireboats."

Tuesday, June 11

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "Crowds—Psychology and Tactics."

Wednesday, June 12

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
5:30 p.m.—What's New In Your Schools—Series on NYC's schools.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Introduction to Fireboats."
8:00 p.m.—In the Law Library—"Developing Criminal Justice."

Thursday, June 13

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: "Fireboats, Tools and Equipment."
10:30 p.m.—Community Action—Examination of health and welfare services.

Friday, June 14

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
10:00 p.m.—In the Law Library—"Developing Criminal Justice."

Saturday, June 15

7:00 p.m.—Community Action—Examination of health and welfare services.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program: "Fireboats, Tools and Equipment."

Clerks And Typists At \$79 & Up Weekly

Clerk-typists and clerk-stenographers are being sought at \$79 to \$86 a week for positions with

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State Univ. Appt.

Dr. Daniel J. Fahey of Buffalo has been appointed by Governor

Office, MCTS, Building A from 8:30 a.m. to 4 p.m. Monday through Friday or call Miss Van Kirk on 439-5400, ext. 5134 or 5136.

Rockefeller as a member of the Council of State University at Buffalo. Dr. Fahey, assistant clinical professor in otolaryngology at Buffalo Medical School, succeeds Dr. William J. Orr, East Amherst, whose term expired. He will serve until July 1, 1976.

Research for Protection ... so more will live.

The National Multiple Sclerosis Society, with chapters in all major cities of New York State, was founded in 1946 to seek the cause and cure—still unknown—of this disease which afflicts more than 500,000 Americans.

Multiple Sclerosis is a disease of the central nervous system that most often strikes young adults. The patient may suffer impairment of speech, sight and movement.

The National Multiple Sclerosis Society has allocated some \$7 million to research since its inception. Regional chapters assist patients with loans of wheelchairs, crutches and sick-room equipment, and serve as clearing houses for information on how best to cope with this disabling disease. Chapters conduct regional fund drives and contribute a large portion of the proceeds to the National Society for research.

"All the pieces of the Multiple Sclerosis jigsaw puzzle are on the table" said a scientist recently. "It remains only to assemble them correctly."

Support your local Multiple Sclerosis Society fund drive ... help put the puzzle together.

Benefits for Protection ... so more will be secure.

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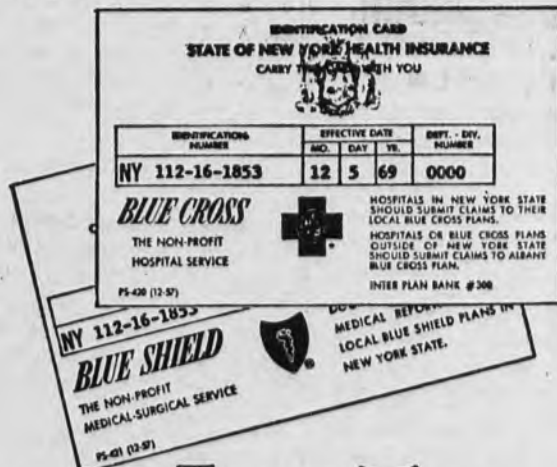
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(Continued from Page 10)

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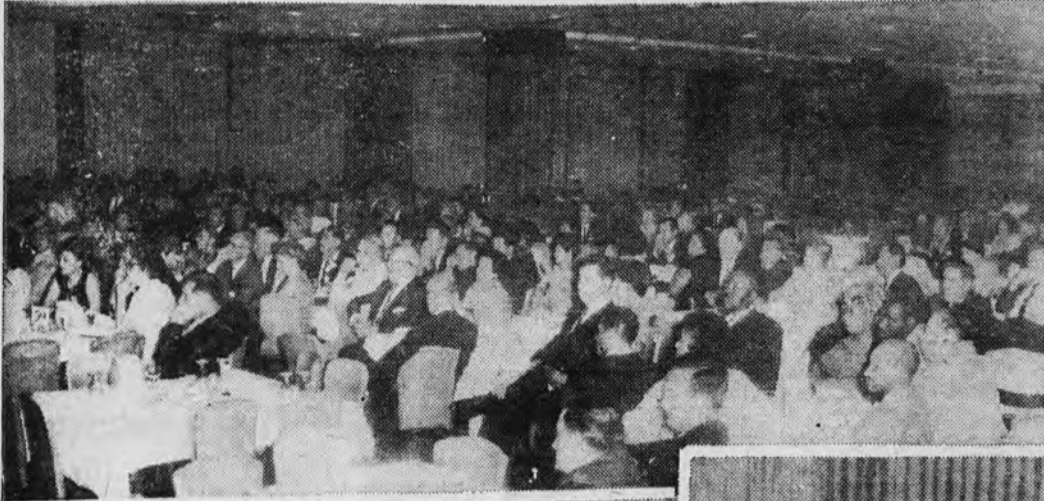
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CONFERENCE MEET — Here are some of the scenes caught by The Leader camera at the annual workshop of the Southern, Long Island and Metropolitan Conferences of the Civil Service Employees Assn. held recently at Sackett Lake. Top left shows conference presidents, dinner speaker, CSEA president Dr. Theodore

Wenzl and the toastmaster. Left to right, are: Joseph Roulier, CSEA director of public relations, dinner toastmaster; Irving Flaumenbaum, Long Island Conference president and second vice-president of the Statewide Association; Randolph Jacobs, Metropolitan Conference president; Wenzl; Commissioner William Booth of the

City Human Rights Commission and Nicholas Puzziferri, president of the Southern Conference. Top right is Henry Shemin, guest speaker at the second night's banquet. John C. Rice was toastmaster. The bottom, center, inset, shows Bart Galvin, workshop leader with Puzziferri. The other photos in the montage show various activities.

War Memorial Authority
Governor Rockefeller has sent to the Senate for confirmation the appointments of two new members and the reappointments of eight members of the New York State War Memorial Authority.

The new appointments are Lou G. Pavla of the Bronx and Andrew Malatesta of Albany. Those reappointed were Daniel S. Brady of Watertown, James W. Fay of New York City, Dr. Michael J. Crino of Rochester, Henry Albert of Beechhurst, L.I., Maurice Witherspoon of Brooklyn, the Rev.

Alexander R. McKechnie of Great Neck, L.I., Charles Paganelli of Albion and Mrs. Doris Corwith of South Hempstead.

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CSEA Mental Hygiene

(Continued from Page 1)
 three institution attendant job titles were dues paying members of the Association.

In pledging full CSEA support to the Mental Hygiene Patients Care Personnel study—described by the

Department as a project "to develop a realistic and meaningful career plan—Wenzl said his organization "will look forward to an early meeting" with Mental Hygiene officials get the program underway.

Motor Vehicle Inspectors Hold Annual Dinner

MENANDS—The Motor Vehicle Inspectors' chapter, Civil Service Employees Assn., held its annual dinner at Panetta's Restaurant, here recently. Over 600 members, friends and guests attended.

Guests included the following representatives of the PSC: Commissioner John T. Ryan; Samuel Madison, secretary; Donald A. Logan, director of transportation; James M. Gallagher, administrative officer; Donald Sager, assistant secretary, Martin Chauvin, assistant chief of the motor carrier bureau; and John Markketta and Herbert Kempf, supervisors of motor carriers. Also present were Van Parshall, former chief examiner and J. Barclay Potts, chief, motor carrier bureau.

The chapter's own band consisting of Ted Oliver, Ole Christensen, Bob Reighard and George Kellogg entertained. Arrangements for the dinner were handled by Bill Weinschenk.

Binghamton Unit Urges Yes Vote

BINGHAMTON—The Binghamton City School District unit of the Broome County chapter, Civil Service Employees Assn., has urged a yes vote on the June 11 referendum for an increase in school taxes. This would be the first increase since 1951.

Unless the referendum is successful, salary increases will not be made. In fact, Frances Smith, chairman of the unit's public relations committee, noted, positions may be abolished both in civil service and in the professional titles.

Air Fare Only—\$125

4-Day Las Vegas

Tour Set June 20

A four-day tour to Las Vegas is now open for booking by members of the Civil Service Employees Assn. Departure date is June 20 and the low price of \$189 will include round trip jet transportation, most meals, sightseeing and many extras.

Space on this popular trip is quite limited and immediate application should be made by writing now to Sam Emmett, 1060 East 23 St., Brooklyn, N.Y., telephone (212) 253-4488.

Two Reappointed

Governor Rockefeller has announced the reappointments of Dr. John L. Madden and Dr. Milton Helpert to the Medical Advisory Board of the New York State Athletic Commission. The two physicians will serve terms ending Sept. 18, 1980.

Latest Innovations To Be Utilized In New Trooper School

(From Leader Correspondent)

ALBANY — When the new model State Police academy is built at the State campus here, it will contain a number of innovations.

The facility, first of its kind for New York State Police, will have a mock court room, combat exercise room, gym and ten-lane pistol range.

It also will have two three-story dormitories each housing 100 cadets and a 300-seat auditorium with front and rear projection facilities.

Service facilities will include a kitchen and dining room, quartermaster supply room, printing room, one passenger and one freight elevator in each dormitory.

The dormitories will feature double-bed rooms, living rooms and foot bridges linking the dorms to the administration-school complex.

A swimming pool is slated to be added as well as a third dormitory.

Completion date is set for April, 1970 at a cost of \$4.5 million.

Wenzl To Present Assn. Golf Trophy At Tupper Lake Dinner

TUPPER LAKE—Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., will award the President's Cup on June 18 to the winner of the CSEA Golf Tournament at the Tupper Lake Country Club. Following the presentation, Dr. Wenzl will install new officers of the Sunmount State School CSEA chapter at the post tournament dinner.

Any CSEA member is eligible to enter the golf contest. Those interested should contact one of the chairmen, either George Wels or Manford Santerre at the Sunmount State School in Tupper Lake. The tournament will run June 15 and 16.

Members wishing to attend the banquet may purchase tickets from either Gordon Lavigne or Leroy Dunham at the School. Floyd Carmichael will be the toastmaster for the evening. Dancing until 1 a.m. will follow dinner.

Dr. Wenzl will install the following officers: Gregory Rowley, president; Donald Smith, first vice president; Kenneth Varden, second vice president; Faith Badore, third vice president; Eliane Baird, secretary; Daniel Mecklenburg, treasurer and Lineol Redman, recording secretary.

Pass your Leader on to a non-member.



GUESTS — Guests at the recent testimonial dinner honoring Robert Dailey, retired president of the Division of Employment chapter, Civil Service Employees Assn., included, left to right: Thomas Lupocello, supervising field representative for the Downstate area; Mrs. Grace Nulty, coordinator of the State Employees Blood Program in the downstate area for the State Civil Service Commission; John LoMonaco, president of the D of E chapter, Dailey; Randolph Jacobs, president of the Metropolitan Conference, CSEA; and William Farrell, CSEA field representative.



NEW OFFICERS — Recently elected officers of the Division of Employment chapter, Civil Service Employees Assn., were recently installed by Ben Sherman, CSEA field representative, at the Henry Hudson Hotel. Left to right at the ceremonies are: John Maddaloni, treasurer; Rosemary Lyons, corresponding secretary; Paul Greenberg, fifth vice-president; Ralph Fabiani, third vice-president; Adele West, first vice-president; John LoMonaco, president; Nicholas Pollicino, fourth vice-president; Grace Allen, recording secretary; Vincent DiGrazia, financial secretary and Sherman.

CSEA Members To Travel In Own Bus On European Tour

Applications are now being accepted for a 22-day Grand European Tour which departs on July 11 for visits to Lisbon, Madrid, Nice, the French and Italian Riviera, Lake Lugano, Berlin and Amsterdam.

The tour price of \$875 will include round trip jet transportation, most meals, sightseeing, etc. One unique feature of the tour will be that CSEA members will

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John Bernard Harrison, Queensborough Public Library; Mrs. Cilgia Angelica Keller, Levittown Public Library; Mrs. Marjorie Seely Kolk, Moffat Library; Mrs. Annette Mullen, West Falls and Martin Julius Zonlight, Nassau Library System.

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