# Civil Service EADER 

America＇s Largest Weekly for Public Emptoyees

## Eligible Lists

# CSEA ATTACKS PROPOSAL FOR MANAGEMENT CLASS 

## Nassau Court Reinstates Probationary Employee As CSEA Wins Tenure Fight

MINEOLA－In a rare legal action，the Civil Service Employees Assn．has won a Jury verdict reinstating a pro－ bationary employee who was denied tenure despite capabie performance of her job．

The ruling came in Nassau Su－ preme Court last week in the case of Rita Smith，a senior li－
brary clerk，against Nassau Com－ munity College．Mrs．Smith had been denied tenure and fired April 29， 1966.

The case，argued by CSEA re sional attorney Richard C．Gaba was unusual in that a proba－ conary employee can be released without a hearing．The burden fell upon the employee to prove that her dismissal was arbitrary and capricious and not in good faith．
After a two－day trial before Supreme Court Justice Theodore the CSEA position．Mrs．Smith will be reinstated with full back pay．
> perted Mrs．Smith＇s work＂very good＂and told her that she was coing well，a final written report at the end of her six－month pro－ bationary perlod complained that her＂immature attitude concern－ ing time off and vacation periods leaves much to be desired．＂On he basis of that she was dismissed． Mrs．Smith testified that she uked for a vacation at the same me as her husband＇s so they ould spend the time together，and sunal holldays on religious holv days．A maximum of four holy The per year was involved． sau chapter president Irving Flaumenbaum．＂Probationary em－ ployees have rights，too，＂he de－ c．ared，＂and we＇re here to up－

## School Districts Can Honor Pay Pledges In Face Of＂Austerity Budgets，＂Nassau Chap．Asserts

## Letter To Convention Committee Sees Destruction Of Merit System If Commission Plan Is Implemented

## ALBANY－The Civil Service Employees Assn．，has released the full text of a letter

 o Peter J．Crotty，chairman of the Constitutional Convention Committee on Labor，Civil Service，and Public Pensions，attacking a proposal by the State Civil Service Commission which would，if implemented，destroy the merit system of civil service．The proposal by the Civil Serv－ Commission，submitted June ${ }^{3}$ by its president Mre Ersa Post on lts presiden，Mrs．Ersa Post on，during a public hearing con－ ducted in Albany by Crotty＇s com－ mittee，would amend the state Constitution to provide for estab－ i．shment of a＂sentor manage－ ent service＂within the state civil Service Commission，by re－ thoving from the competitive class the top two percent of all Jobs
assigned there．（At he present time，two percent of all jobs in the competitive class would be bout 13,000 ．）
ereafter：$C$ O at the complete mercy of itically－appointed bosses．In ad dition，CSEA says the rest of the Slate working force would be thrown into chaos． CSEA lists，in its letter to

Nassau County school districts，State law does not prohibit school districts whose budgets re defeated from honoring committments for increased wages，it was reported this week by the Nassau chapter，Civil Service Employees Assn．
president，said the question had tudget across－the－board w been thoroughly researched by Re－state approval，they impose what de any pait of hard won benefit gional Attorney Richard C．Gaba．is called an＂austerity＂budget．denied because of a misunder Gaba reported it is＂clear＂that Such a budget cannot include隹 school boards do have the cateceria servies，axira－curncula Ments，honor their committ－ baum．
The issue arose after 47 Long ready nezotiated with CSEA aro Luand school districts saw their part of＂ordinary contingent ex proposed budgets go down to de－penses＂，according to Gaba．＂Such feat in publle voting．Almost half expenses may be met under the
the number have since adopted new so called austerity budget，＂ budgets in later yotes，but some he sald．
of the remaining have argued that＂it is clear that the school they must eliminate promised boards have the power to meet

Where voters refuse to pass any arserted，＂and it is their duty to

## CSEA Bargaining <br> Victory In <br> Newburgh

NEWBURGH－The Newburgh has ualanimousls位保 Newburgh chapter of the Civi！ bargaining asent for city（non－ formed）employees．Jack Pres－ （Continued on Pase 14）

Crotty，a number of possible reme－ dies to problems set forth by the N．Y．S．Constitutional Convention Civil Service Commission in an State Capitol attempt to validate its proposal．Albany，New York
The complete text of the letter Dear Mr．Crotty：
allows：
At a recent public hearing held Hon．Peter J．Crotty，Chairman by your committee，it was

## Hurd Reassures CSEA On Geographic Pay Plan

## ALBANY－T．Norman Hurd，Director of the Budget，as－

 ured the Civil Service Employees Assn．last week that h Division will＂do its best＂to formulate rules，regulations ani forms in connection with the geographic area salary dif erential bllls won in the past the geographic and shift differ－ CSEA ential legistation．Hurd＇s assurances were given to Joseph－R．Felly，president of the Employees＇Association，as a result of CSEA demands that early ac－ tion be taken on implementing two new benefits．
Hurd said＂as you might sus－ pect we have plunged headlong from our work on the overtime ne new Public Employees Rela－ Act and have less time tnan we wish we had available for
St．Lawrence Chap．
Wins Bargaining Pact

## The St．Lawrence County

 chapter of the Civil Service Employees Assn．，has been un－ animously approved as the sole bargaining－agent for that county＇s employecs by the St Lawrence County Board of Super－ visors，it was learned last weekThe action stemmed from a strong effort by the County CSEA chapter and local representative The initial presentation by the CBEA for the resolution was made n May a before the County Board （Continued on Page 16）

## The Budget head sald＂we shall

 do our best to get these out in the near future，but I cannot be specific with respect to a date． He sald advance copies of the ules and regulations for the two Aets would be avallable to CSEA as soon as they are ready．
## Don＇t Repeat This！ Merit System For Judges？

Fuld \＆Botein Want Jurists Appointed； Avoid＇Politics＇Cry

Last week，two of the State＇s （Continued on Page 2）

## Lieutenant, P.D.

Some 1,945 canaldatates tor proo motion to lieutenant in the Police Department took written examInations last week, the City Personnel Department has announced.

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## Don't Repeat This!

(Continued from Page 1) vading Judges, stanley H. Fuld Chief Juage of the Court of Appeals, and Bernard Botein, Presiding Justice of the Appellate Division, First Department, made public their views on the subject. Both came out in favor of appointing judges rather than ejecting them, even though this put them in the distinct minority among their colleagues on the Bench, Including those who are delegates to the Convention.
Both Judge Fuld and Justice Botein sald they believed that an appointive system could best choose the most qualified perzons for judicial office. But in ineir separate statements they were careful not to smear the present elective system with the war-cry of "politics" that many proponents of appointing judges use to try prove their case.

## Fuld's Views

Judge Fuld said he could see nothing wrong with having on the Eench "men and women who have teen active in party politics and who have, perhaps, been chosen by party leaders.
"There can be $n_{0}$ question," ne added, "that the elective system hos produced many qualified, even great judges who have served with high ability and distinction."
Justice Botein sald it was not his aim to remove the selection of judges from politics, but rather ts place it "squarely and honestly into politics-polities in the fin est sense of the term, but with certain safeguards."
Both judges, of course, are pre sently serving on the Bench as the result of popular election However, they would be the first in concede that their initial selec tion as judges came about through their close contact with two emin-

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e.t politicians-both Governors of New York at the time, In Juage Thomas E. Dewey, and Justice Butein was first appointed by the late Herbert H. Lehman.

## Screening Panels Urged

In urging that judges be appointed, both Judges advocate the use of screening panels. Judge Fuld called for appointments to be made from "a limited list of hignly qualified candidates recommended by an impartial nominat-
ing commission." Justice Botein made a similar suggestion, but proposed that half of the members of such panels be chosen by the voters in a general election. To pinpoint responsibility on the appointing executive, he asked also that the Governor or Mayor making the appointment submit to the screening panel the names of one to three possibilities. If none ves approved, he could submit an aditional list. In addition, there would be a twenty-day lag between the panels' tentative and nnal approval, to give time for 'public ventilation" of any chotce in the Bench.
Despite the positions taken by these two leading jurists, the whole question of judidetal appointment rather than election is s sore point with most judges Who have reached the Bench through the elective process. Many of them feel that any derogation of the elective system reflects on their own method of elevation to the judiciary.
Other notables, Including Edward N. Costikyan and James T. Piendergast, for example, believe strongly that the ultimate repository of political authority is the electorate, which should retain the final decision on the selection of Judges. They propose, however, that a soreening panel be set up
as a quality control to submit lists of possible candidates to the political parties and the public. If the parties refused to accept the panel's recommendations, then the panel would be authorized to er ter its own candidate in either
a primary or general election. The Prendergast Plan, as this is called, is just one of a number of proposals that seek to improve the present system of Judicial selection. And there are those who just as steadfastly maintain that the present system has worked well and should be retained.

## No Venal Motives

Justice Botein, in his remarks o the Convention, had some direet words to say on the question of political Interference with the courts. "Let us dispel ozee and for all this widely held notion that political leaders-both elected officials and bosses if you please -possess venal motives in select118 judges," he asserted. "They

## 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,

## A Wake For Daily Newspapers

THE DRAMATIC shrinkage in the number of New York City newspapers poses a number of serious problems for civil service-problems not easily soluble.

TO ENUMERATE:

1. There will be much less information in the daily newspapers about government. Thus, the two-way understanding between government and tis publics will be severely restricted.

Lack of competition among the surviving newspapers eliminates a necessary motivation for adequate coverage of government.
3. Government and eivil service will have to find alternate means of transmit-
don't expect, they would not dare try, to influence judicial decislons. That went out with Boss Tweed. Most of the few lapses by judges in recent times have not been at all politically motiyated." He conceded that politicians did want to control the selection of judges to be able to reward the faithful and noted that some patronage did exist in the courts, although he said the amount was exaggerated.
Rather than shunning politics, he said "Public service, including party service, should be a distinct plus in rating candidates for the judiciary. I have no patience with living room liberals who rant about corrupt politics but recoll from rolling up their sleeves and trying to improve conditions. The political partles, from among their active memberships, can staff all he courts of this country with putstanding, distinguished judges.
Those who idealistically, if naively, maintain that the selection of judges should be wholly removed from politics may forget that when screening panels have been tried in New York City, under Mayors Wagner and Lindsay, it soon became patently clear that polities was very much in evidence, since appointments, with only scattered exceptions, were still made on a polititeal basis.
Perhaps those who recognize that politics cannot be divoreed completely from any method of judicial selection are being more realistic than those who tend to
ting information to various publics, thus placing a greater burden on civil service information officers to find more and more alternate means of communication.
4. Government operations will suffer because dissemination of urgent information becomes more difficult than ever.
5. There will be much less recognition of work well done in civil service.
6. Fewer newspapers also means that publishers will emphasize news less and advertising more, as the pressure for the remaining advertising space becomes greater than ever. After all, newspapers are also businesses run for profit, although many publishers would have you believe that newspapers are exclusively public service organizations.
IT IS INCONCEIVABLE that the most populous eity in the country, with the largest single group of civil service employees in the world, should be served by only three City-wide daily newspapers.
THERE ARE OTHER dailies in the City, but these concentrate their coverage in their respective boroughs-Queens and Staten Island. We do not anticipate a cut in reporting government and civil vervice in these areas, since a very high percentage of their adult population is in civil service.
IF ANYTHING, the growth of these papers and those in the adfoining suburbs has led to a significant increase in reporting govcrnment activities in their colums.
GoVERNMENT is a much more personal matter with suburbanites. Most pay taxes directly to local governments. Most are intimately concerned with school faclitites. Many participate in community activities.
perhaps the flight of vopulation from city to suburbs is one of the prime reasons for the death of four New York City daily newspapers in four years. The exodus left the City with more and more problems and less
 and less of the financial wherewithal with which to solve these problems.



CSEA FIELD FORCE - The newly expanded, 22 -man field representative force of the Civil Service Employees Assn., is shown at a refaft is the largest in Association history. Pletured left to right standing are: Arthur A. Grey. Jr., Long Island area; Benjamin Sherman, Metro Office representative; John A. Conoby, Capital District area; James Powers, Western area: Arnold Moses, Long Island area; John M. Carey, Northern New York area: Thomas A, Brann, lower Hudson Valley area: Henry J. Gdula, Western area; James H. Rogers, Headquarters organizer: Joseph J. Dol-

## St. Lawrence Chapter Marks Twentieth Anniversary With Installation And Banquet

an, Jr., Capital District area; Edwin J. Cleary, Long Island area; John L. Logsdon, declined appointment; Robert Guild, Central area; Harry E. Johnston, Wes tern area; John J. Pender, Headquarters organizer Seated same order, Beniamin I. Roberts, Central area: Emanuele Vitale, Iower Hudson Valley area; W. Reuben Goring, lower Hudson Valley area; Patrick G. Rogers, Supervisor of Field Representatives John D. Corcoran, Long Island area; Edward J. Gusty, Capital District area, and John Ray, Central area. Missing from photo. Franels A. Martello, Cenral area. A vacancy in the Metro area is in the process of being filled.

CANTON - St. Lawrence County chapter, Civil Servic
Dutchess Chap. Elects Schryver

POUGHKEEPSIE - Eighty five persons attended the annual meeting of the Dutchess County chapter of the Civil Service Employees Assn, here re-

Employees Assn., recently celebrated its twentieth anniversary installation of officers at a banquet at the Treadway Inn, here.
The chapter was chartered in 1947 folowing application by the
late Philip L. White of Ogdensburg, the first president.
Joseph D. Lochner, CSEA executive director and principal speaker, discussed the new Public Employees Fair Employment Act and explained the various phases of the new act which replaces Condon-Wadiln in governing public employees' rights and responsibilities. The chapter, it was pointed out, has already taken initlal steps towards the implementation of the act in the county

## Verner Ingram, former Stat

 Assemblyman, commended thc toastmaster. Judge Edmund L. Shea, for his long years of public service and as Constitutional Convention delegate. Shea had served as a CSEA resional attorney prior to his appointment to the bench.Shea culogized the late Vernon A. Tapper, second vice-president of the State Association. He re called that "From the time, 20 years ago, when St. Lawrence County chapter was founded, Vernon Tapper assisted the chapter and its officers and members unselfishly with advice and counsel.

Mrs. Mildred Talcott was installed as the new president of the chapter by Theodore Wenzl, first vice-president of the State Assoclation. Others installed were
Matcolm Starks, first vicepresident; Mrs, Eleanor Blowers, second viee-president; John Sivak. third vice-president; Mrs. Mary Bush, secretary. Dolly Scot erous executive posts with upatate treasurer; Mrs. Frances Williams, | at Lake Placid.
executive representative: Mrs
Marian Murray, delegate; and Everett Wells, alternate.
Members of the chapter board of directors installed were: Ceylon
Allen, Florence Wood, Mrs. FranAllen, Florence Wood, Mrs. FranMrs. Mary Manning, Mrs. Winifred Brady, Mrs. Barbara Irish George Briggs, Paul Hutchinson and Philip Cook.
Social chairmen for the event were Winifred Brady and Bernice Haldeman. The Invocation was
given by the Rev. Richard VanWely of Grace Episoopal Chure and the Pledge of Alleglance was led by Carl Burns, County treasrer.
Guests attending the dinner inluded Mrs. Clara Boone, prest CSEA of the Central Conference CSEA; S. Samuel Borelly, chairVorkshop, CSEA: Ral Cous He, chairman of the CSEA public relations committee; Emmet Durr. executive secretary of the Central Conference, CSEA and Raymond Pacific, president of the Jeferson County chapter, CSEA.

## New Secretary

ALBANY - Joseph W. Canzer of Cooperstown is the new secretary of the State Department of Agriculture and Markets, succeedfing Albert Kurdt of Kingston
Canzeri is a graduate of Paul Smith College and has held numhotels, Including Whiteface Inn
at Lake Placid.

## Diviney Re-dected Head Of Nassau Probation Unit

WESTBURY-After a spirited election, Francis J. Div iney, a vice president of the Nassau chapter, Civll Servic Employees Assn., was reelected recently as president of th Nassau Probation Department unit.

## ently

## Officers elected for the 1967-68

 car include William P. Schryver president: Randolph Traudt, firs vice-president; Charles Oisen,second vice-president; Mrs, Anne Bochm, recording secretary: Mrs Edith Gerard, corresponding secretary; Marshall Temple, financial secretary; E. Matthew Netter xecutive committee: and Donald Dingee, alternate delegate. Schry er was also elected delegate.
Those named to the Board of Directors finclude Miss Beatrice Shetfield and Elis Adams, Dutchess County unit: Mrs. Arlene Miles and William Weiss, City of Poughkeepsie unit; Thomas Murray, City of Poughkeepsie Schoo District Unlt and Larry Quant Hyde Park Central School District Unit. <br> \section*{Mrs. Stillhard Installed <br> \section*{Mrs. Stillhard Installed As Rochester State Hosp. As Rochester State Hosp. Chapter's New President Chapter's New President <br> <br> ROCHESTER - Mrs. Ellen Stilhard has been installed <br> <br> ROCHESTER - Mrs. Ellen Stilhard has been installed As Rochester State} As Rochester State} as president of the Rochester State Hospital chapter, Civil Service Employees Assn., by William Rossiter, fourth vicepresident of the Statewide Association.
Installed with her at the antual dimner dance of the chapter if the Party House recently were: Edna MeNair, first vice-presicent: Patricia O'Connell, second vice-president; Celeste Baerman. curresponding secretary; Edward Ctramberlain, treasurer and Claude E. Rowell, Jacqueline Moore and Helen Heagney, delegates.
Principal speaker at the dinner was Mrs. Ersa Poston, president of the state Civil Service Com. pulssion. Donald Saeger, 1987

Working in behalf of dues deduction for the Rome Murphy Memorial Hosptial were: Harry Johnston, CSEA field representative, Marvin Davis, acting president of the Rome city unit, and Roger F. Solimando, president of the Oneida County chapter.
Some 200 people attended the membership rally which included a buff
ment.

## Non-Competitive

Appointments
ALBANY - Recent non-competitive appointments by the State Civil Service Commission include the following
George Schneider as chiet housing finance agency representative; Louis J. Cotugno, draftsman, State Thruway Authority; William Cookfair, principal accountant, Thruway Authority,
Joseph Quinn, principal accountant, Mental Hygiene; Dennis Lockwood, principal offlee machine operator, Motor Vehicles: William A. Clarken, institutional steward, State Narcotic Addiction Control Commission.

Diviney won in a vote that saw
244 out of a possible 250 votes 244 out of a possible 250 votes
cast in balloting at the Family Court building headquarters of the department. Voting was supervised by field representative Arnold Moses.
Also elected were: Flora Clouáman, first vice president; Gary ma Flax, third vice president: Joaquiln Afonso, treasurer: Loretta Sullivan, finanelal secretary and Violette Gibney, correspond
Ing secretary.

## Oneida Co. Chapter

Sees Membership Rise
rome - The Oneida County chapter, Civil Service Employees Assn. held its membership meeting and rally at the Henry Smith Post, American Legion Hall, here ecently.
The CSEA membership goal at the hospital may reach the 280 mark, it was reported at the meeting.
-

## Suffolk Chapter's

 Commack Unit Wins Payroll DeductionCOMMACK - The Commac School District unit, Suffol ehapter. Civil Service Employee Assn., has won a payroll deduc tion of dues clause and indication of exclusive recognition in th offing. The unit is continuing ne gotiations seeking to extend jo security to employees not coyere by Section 75 of the Civil Servic Law. The negotiating committe consists of John D'Ambrosio, uni president; Edward Kelly, vic president; Edward Keliy, vic
preaident, and Veronica Lachick cafeteria chairman.

## "Walden Incident" Retold; Hero Trooper Is Lauded

ALBANY-To the New York State Police, it is known as the "Walden Incident." It happened in 1960, but the story itself is descriptive of the true value of the public service rendered by police everywhere.

The reason the "Waiden Instate trooper, now a zone sergeant, has just recelved an award for his performance of duty as part of the State Police 50th anniversary year.
Here is the exact description of the role Trooper Andrew F. Lustyik played, as told by State Police headquarters here:
"As Trooper Andrew F. Lustyik, now a zone sergeant, crulsed through the Village of Walden soon after eight o'clock on the morning of Sept. 26, 1960, he stopped to warn two police officers and a school crossing guard to be on the lookout for a stolen car carrying three felons who had escaped the day before from the Federal penitentiary at Lewisburg, Pa .


## Double Winner

POUGHKEEPSIE-W. K. Hoffman of 60 Sunset Ave., Poughkeepsle, has passed two eivil service promotional examinations dealing with institutional education.
He was one of 21 who passed the exam for general superviso out of 51 who took it. Of 30 who took the other exam, only ten passed. Both posts have a salary range of $\$ 7,905$ to $\$ 9,580$.
ected toward the Trooper in an attempt to run him down. Lustyik dove for a ditch and while still in the air, fired a shot that struck the rear left tire. Three more shots were fired from the ditch, all striking the rear of the vehicle, before the trooper took up pursult in the police ear. He hoped to be able to cut off the fugitive car before it reached the center of the village a hall-mile away.
"Two blocks from the main intersection, the stolen car was aimed toward a 76 -year-old school crossing guard, who having heard the police oar siren, was hustling children out of the way. Despite injuries that required his hospitallzation, the guard regained his feet and sounded his whistle.
"A block further on, the fugitIve car raced toward a policeman, who went sprawling as he tripped over a curb.
"With Lustyik closing fn , the stolen vehicle, now running on a flat, went out of control about 100 feet beyond the policeman and crashed in a parked car. The driver leaped out and headed down Main Street, pursued by Lustyik in the troop car.

Before he had run a block, the fugitive found himself pinned by the troop car against the side of the Walden Savings Bank. The village police chlef arrived and took charge of the prisoner, free ing Lustyik to search an alley into which the two other fugitives had fled. One was found hiding in the side doorway to a theater and the other concealed in a nearby shed
"Raymond J. Dulye, editor of the Walden Citizen-Herald, observed the situation in the street below while making a radio broadcast. Interrupting the program, he raced to the street with a camera and obtained a single pleture of Lustyik as the trooper headed for his car with the collared prisoners. From among 8, 000 entries, the picture was adjudged "best spot news picture of the year' by the National Editorfal Association. The photograph and Dulye's story also won in the news photographers and writers contest of the New York State Press Association."

## Civil Service Television

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

## Sunday, June 25

6:00 p.m.-Human Rights Forum -William Booth moderates discussion.

Monday, June 26
4:00 p.m. - Around the Clock N.Y.C. Police Department training program.
:00 p.m. - Community Action Ted Thackrey moderates program.
:30 p.m.-On the Job - N.Y.C Fire Department training program.
:30 p.m.-New York State Constitutional Convention: Some Issues and Perspectives-Interpretation of key issues before Convention "Home-Rule."
:00 p.m.-New York ReportLester Smith hosts interviews between City officials and visiting newsmen.
0:00 p.m.-Brooklyn College Pre-sents-"The Summer of Central Park-Part I." Program highlights 1966 summer activitles.

Tuesday, June 27
.00 p.m. - Around the Clock N.Y.C. Police Department training program.
30 p.m. - Community Action (live)-Ted Thackrey moderates program.
00 p.m.-TV Shorthand - (lesson No. 21) presented by the Manpower Education Institute. $30 \mathrm{p} . \mathrm{m}$.-Human Rights Forum (Live) - William Booth moderates discussion.

Wednesday, June 28
:00 p.m. - Around the Clock N.Y.C. Police Department training program.
00 p.m.-TB Shorthand - (lesson No. 21) Presented by Manpower Education Institute.
:00 pm. - Behind the Laws Analysis of selected laws recently passed by the State Legislature. "Surrogate's Court Procedure Act."

Thursday, June 29
00 p.m. - Around the Clock N.Y.C. Police Department training program.
:30 p.m.-Living for the Sixties -Program designed for senlor citizens.
:00 p.m.-TV Shorthand - (lesson No. 21)-Presented by the Manpower Education Institute. 7.30 p.m.-On the Job-N.Y.C (Continued on Page 7)

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## Where to Apply For Public Jobs

The following directions tell and how to reas for pubile Jous New York City on the transti system.

## CITY

NEW GORK CITY-The Appilcations Seotion 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 $5 \mathrm{p} . \mathrm{m}$., except Thursdoy from $8 \mathrm{a} . \mathrm{m}$, to 6 p.m., and Saturday from 9 a.m. to 12 neon.
Application blanks are obtainable free elther by the applicant in person or by his representativo at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Maned 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 elosing dats for the filing of applifentions.
Completed application forma which are aled by mall must be sent to the Personnel Department and must be postmarked no later hen the last day of fliling or as stated ctherwise 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 ts 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 Persotinel Department.

STATE
STATE-Room 1100 at 270 Broadway, New York 7. N.Y. corner of Chambers St., telephone 227-1616; Goverior Alfred F. Smith state Office Building and The State Campus, Albany; Suito 750, Genesee Bullding 1 West Genesee st.; state Office Building, Syracuse; and 500 Midtown Tower. Rochester, (Wednesday only).

Candidates may obtain applicathons for State fobs from local offices of the New York State Empioyment Service.

## FEDERAL

federal - Second U.S. Civil Service Region Office, News BulldIng, 220 Enst 42nd Street (at 2nd Ave.), New York 17, N. Y., Just west of the United Nations bulld: ting. Take the IRT Lexington Avo Line to Grand Central and walk two blocks east, or take the shutthe from Times Square to Arand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central ston
Hours are 8:30 a.m. to $6 \mathrm{p} . \mathrm{m}$., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telethone 573-6101.

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

## Certifications For New

## Supervisor I <br> Welfare Dept.

The New York City Department of Personnel has released a list of persons certified for appointment
to the pasition of supervisor $I_{\text {, }}$, in the Welfare Department. Some 124 names are included on the list which follows.
3. Esta Rein, Herbert K. Goldstein, Elizabeth Berson, Patricia L Spirer, Bruce P. Aaron, Maureen G Malone, Bernard Wynn, Alana Kurland, Countess Metcalf, George W. Poole, Laurence Youell, John W. Brittain, William M. Margolis, John J. Cataldo, Russell S.
Cheney, Jean R. For, Nathan E1Cheney, Jean R. For, Nathan E1-
baum, Rhoda T. Grossman, Jerbaum, Rhoda T. Grossman, Jer-
ome K .Hoffman, Leonard E. Epome K. Hoffman, Leonard E. Ep-
stein, Beatrice R. Wynn, Roslyn stein, Beatrice R. Wynn, Roslyn
Ruzycki, Richard F. Dreyfuss, Ruzycki, Richard F. Dreyfuss,
John A. Nicholas Leonore Glaser, John A. Nicholas Leonore Glaser,
Nancy H. Bruno, Charles E. Nancy H. Bruno, Charles E.
Darcy, Allen J. Elias, Adrienne Darcy, Allen J. Elias, Adrien
J. Mirra, Mildred Schachinger.
J. Mirra, Mildred Schachinger,
James L. Shields, Lavrene Whi-

James L. Shields, Lavrene Whl-
ton, David Fisch, Linda Kaufman Alvena G. Baum, Barbara $S$. Cohen, Leonard R. Glotzer, David L. Steinberg. Andrew E. Wallack, Lester Berman, Albert T. Carlson, Jr., Fred J. Finkelstein,
Charles L. Nudelman, Joan B. Rabkin, Peter Bensen, Jr., Cynthia A. Curran, Catherine Rothenberger, Daniel Rosich, Margery L Loeb, Solomon Bordainick, Joseph A. Gutterman, Isabel P. Lent,
Nils E. Roest ,Helen H. Apt, Bet
tye A. Wilson, Mindy Austin, Joel A. Terrace, Dianne Fredericks, John Jablonski, Marle E. Richardson.
784. Luereasa Smithromero Anthony M. Crescenzo, Choral S. Fddie, Thomas R. Pattison, Thomas W, Ruggiero, Herbert Brandwein, Nancy D. Smith, Rosetta Thomas, John V. Cummings,
John G. McCabe, Jennie Sachs, Anita B. Schnaps, Louis J. Costello, Florence R. Humphrey, Ceorge Saunders, Rae TattenA. Dorazio, Richard L. Fulgoni, George J. Morfogen, Helen J. Joyner S.am Parmit, Barbara S. Marner S,am Parmit, Barbara S. Mar-
zano, Robert Reed, Jeremiah Healy, Kenneth J. O'Loughiln Healy, Kenneth J. O'Loughiln
Harriet Goldberg, Libby S. Levy Arthur H. Lebs, Emily S. WildArthu
man.
968. Lillian Colon, Norma V Howard, Jay P. Bokser, John J Boyle, Doris V. Sullivan, Alexander Tobkes, James J. Geraghty, Allan Sonnenschein, Joel I. Gel ler, Ralph H. Schmitt, John M. Sinclair, Michael J. Taub, Patrick M. Curtin, Rosilia E. Barrow, Natalie F. Vaira, Edgar L .Ber gen, Kermit J. Eady, Charles Oray, Bernard W. Farrell, Joseph M .Starkef, Barbara J. Stewart Harding A. Dunlop, Ruth Mingola Dolores D. Moskowitz, Michael L. Nasofer, Rabindra N. Aggarwal Foster, Symone B. Scales, Velm I Barnes, Harry M. Cohen, John W. Henry, Jr., John D. Iorio Esther M. Wilson.

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## Fireman Lis!

The New York Clty Departmen of Personnel has released a list of persons certified for the posi-
tion of fireman. Included on this tion of fireman. Included on this ist are 147 names which follow. 324. Edward J. Bull, Robert V
Farren, James V. Gibbons, Farren, James V. Gibbons, Donald E. Washington, Edward $\mathbf{P}$. Oliva, Richard C. Sprague, Fred-
trick Salzmann, Gerard T. Cleary, trick Salzmann, Gerard T. Cleary,
Michael C. Fox, Richard A. Nicholls, Norman W. Neubauer, Peter S Glanatiempo, John J. Carollo, BenJamin Jones, Thomas P. Strong Joseph J. Halaszynski, Sebastian Spataro, Michael Clancy, Peter J Bruno, Joseph Confino, Franci P. Woods, Gerard D. Shortell, Ro bert G. Iverson, Saverio F. Alacqua, Ronald J. Ferrero, William A. Kuhle, Joseph F. Kresse, Ro-
bert W. Beatley, Robert E. Connolly, William R. Minton, Allan E. Clarke.
3880. John A. Albert, Richard F Ludes, Charies Valentine, Louis Ryan, Frank J. Szatkowsici, Deorge J. Aronson, John J. Far George J. Aronson, John J. Farell, Donald J. Scherpich, Oscar
R onlian, Robert D. Iannazzo, Konlian, Robert D. Iannazzo, John
$W$ Hewson, Jr Entee, Edward M. Thompson, Entee, Edward M. Thompson
Frank J. Gissl, Philip C. Maggio Vincent P. Esposito, Michael Lell, Edward R. Herrel, Joseph P Florio, John M. Mulligan, Joseph
P. Palko, Jr,-Michele R. Gallo, Harold F. Morgan, ames P. Boos Bernard J. Tachine, Ronald Iban-
ez, Vincent J. Palazzola, Barry B Noss George, V. Cats, Roome Karilaid.
3955. Howard C. Hafner, Jr Edward R. Watson, Russell C Alercia, Frederick Saporito, John ner, Jr., Walter P. Larkin, Edward J.MoVeigh, Francis J. Foster, Kenneth F. Christophersen, Peter D. Maginn, Agostino Galioto, Dennis Mullally, Louis Nigro, Michael Naish, Jr., Vincent T. Loughlin, Michael A. Mongelli,
Karold F
Kaiser, Jr., Thomas E. Vetell Kaiser, Jr., Thomas E. Vetelt
John J. Daniels, Louis J. Cellini William $\quad$ H. Goodman, Daniel Greaney, Kenneth G. Lerouj, John G. Goodman, George W. Johnson, f. Goodman, George W. Johnson, sCin , Robert R. Arakel, John H. scn, Robert R, Arakel, John H. M. Carey.
4029. Patrick M. Bonamo, George A. Reilly, Thomas A. Herckenrath, Frank T. Carddell, EJorlano J. Juliano, James C. Her-
old, George L. Alleyne, Bernard old, George L. Alleyne, Bernard
L. Salpietro, Richard Kern, ThomL. Salpietro, Richard Kern, Thom-
as P. Docherty, Frank J. Marchttelli, Frank C. Smith, David J. Puterbaugh. Charles A. Matassa, Paul C. Minucci, Michael Verbitsky, Jr, Anhony Votta, Joseph F. O'Nell, Robert N. Mazzuki, Dominick N. Caccamo, Robert W. Mc-
Greevy, John J. Taranto, Robert E. Regan, Howard A. Adams, Salvatore Larocea, Christophe Dowdell, Cajetan C. Mazza, Louis G. Dipilla, William G. Hoermann, Gerald Morton, William P. Franze, ward Jurphy, Francesco Rosselli, John B. Callagy, Kenneth Cox, Terry A. Cicchetti, Edward ino, Jr., Parrls L. King, Arthur J. O'Brien, Daniel J. Kelly, SteJ. O'Brien, Daniel J. Kelly, Ste-
phen Spyntiuk, Peter J. Joyce, Terphen Spyntiuk, Peter J, Joyce, Ter-
rence W. Williams, Benediet J.

## Supervisor II Welfare Depl.

Some 303 persons were certified recently by the City Personnel Department for the position of supervisor II in the Welfare Department. The list of names follows: 91. George Drew, Dorothy L. Ditzler, Charles 8. Armstrong, Helga P. Sargent, Thomas B. Williams, Frances King, Martin Abramowits, Louls O. Olozzo, Cort-
land H. Edwards 2nd, Rosslio Mel-

## York City Jobs

taer, Michael A. Coglianese, Leon- CFordon T. Olsen, Daniel Mehler, ard P. Pomerant, John G. Seby- Carl Lee, Martin Warshall, Kagnics, David Bardin, Alice D, Rus-

gell. Marie T. Bogaard, Carolyn J. Kacherian, Thelma T \begin{tabular}{c|l}
cll, Marie T. Rogaard, Carolyn \& Hanerfeld, Leo J. Kimmel, Anita <br>
J. Cabell, Richard S. Carn, Louts <br>
Stanley, Albert B. Kelsey, Juan

 J. Cabell, Rlchard S. Carn, Louls Stanley, Albert B. Kelsey, JuanSolomon, Raymond Kuspit, Harry ita B. Fletcher, Paul J. Caruso, dolomon, Carleton F. Reo, Hene Albert E. Butts, Walter M. Lynn 

S. Waxler, Joseph A. Biggica, Ir- \& Geneva Ellis, Diana <br>
vin F. Goodman, Eugene M. Ziser, \& Norman H. Trosten.
\end{tabular} vin F. Goodman, Eugene M. Ziser, Joseph F. Taylor, Joseph Donini Edward G. Wright, Melvin J. Lacy 419. Irene E. Salayka, Samuel E. Boyd, Theodore Fitzpatrick, Albert V. Crawford, Milton H. Coul thurst, Elmus M. Thompson, Seymour Friedman, Sylvia Challk Phineas F. Yoshida, Anthony Basilio, Marguerite Smith, Doris M Jones, Arthur D. Miles, John E Fnsley, Elinor A. Fendall, Peter

I. Wells, Cleveland Carter, Leslie Wells, Cleveland Carter, Leslie I. Phillips, Leslie Allen, Harry W Doatswain, Myrtle Vacirca, Fan ne L. Spears, Rita M. Galvin
James Satterwhite, David Sanders, Bernard E. Lewis, Robert L Watson, Sidney E. Jones, Hubert O. Francis, Warren W. Howard.
455. Paul H. McFall, Donald H lelds, Sidney T. Brooks, Arlen . Rosen, Laveria Melore, Henr Friedel, Lacey W. Carter, BetL. Manning, Laurell E. Kelsick Harold A. Burton, Lillian M. An derson, James E. Proffit, Julis M Collymore, Nathan Backstein.
485. Jacqueline Pitts, Irving Farron, Evelyn C. Kinert, Lionel A. Estwick, Gatl Gordon, Evelyn Evans, Max Brenner, Stanley Bruh, Wilis B. Donahus, Selma Sheinman, Sedenna A. Reed, Arthur Flelds, Robert J. Goellnicht Solomon K. Shapiro, Edward $\mathbf{F}$ Warton, Myrtle B. Horrington Helen B. Goldenberg, Charles H Gay, Lois J. Hamilton, Lorraine E. Macon, Stanley E. Schoenfeld Elias C. Zucker, Herbert A. EngIish, Minna M. Baptiste, Carlos Curet, Saul Gutter, William C Seubert, Zoroastro Birnel, Ruth ज. Tull, Joseph A. Reld.
515. Alan I. Baer, Norman H Metzger, Sandor L. Haimes, Rosa and E. Erratty, Verdell Bivins, Dorothy S. Arnold, Edward L Warshaw, Robert M. Moll, Aliee Goldberg, Quester D. Hannah Wiliamae J. Washington, Lemuel Copeland, Theodore N. Collins, Myrtle B. Owens, Laura Muginis ck E. Zweiban, John A. Kirs, (Continued on Page 13)

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## cerficib TUESDAY, JUNE 20, 1967

## Wrong Conclusions Dept.

T
HE recent proposal by the State Civil Service Commission to implement a "senior management service" seems another step by forces on all levels of government within the State to discredit the merit system as a means toward the best operation of their administrative agencies.

The Civil Service Employees Assn. wasted little time in rebuking the agreements of the Commission's representatives before the Convention's Committee on Labor, Civil Service and Public Pensions favoring the move, calling it a threat which could destroy the merit system of civil service.

A careful reading of the CSEA's statement will more than clarify the basis of that charge.

Although on the surface the motivations of the Commisslon in suggesting such an arrangement seem altogether worthy of consideration, their conclusions as manifested by their resolution seems to miss the mark-if we are talking about a clvil service system which is to serve all of the State all the way down the line in the best possible fashion. It could easily be construed as a classical case of the cure being worse than the disease, for the long run.

If the Civil Service Council on Constitutional Convention decides to take a militant stand in objection to proposals to the Convention which may be as dangerous to the well-being of all the State's civil servants as would be the elimination of the present safeguards to the merit system and the employee's pension rights, here is an issue worthy of primary consideration.

## Congratulations

CONGRATULATIONS are in order for the employees of the New York City Transit Authority who have, once again, won the coveted Silver Award of the American Transit Assn. for passenger and traffic safety.

Also cited with a special eitation-the runner up award -was the TA's subsidiary, the Manhattan and Bronx Surface Transit Operating Authority.

This is the fifth time that TA employees have brought credit to the Authority, by winning this award. On two other occasions, they received the runner-up prize.

Another job, well done, by civil service employees.

##  <br> Questionsand Answers <br> 

Q. I am 64 years of age and Why must I file benefits at age 65? recelve social security benefits us a widow. What must I do in order to get medicare protection when 1 reach age 65?
A. You will automatically be sent an enrollment form for the medical insurance part of Medicare. You should complete this form and return it before the month of your 65th birithday if you wish coverage effective when ou reach 65, You will automatieally be enrolled in hospital insurance the month you reach 65 ,
Q. I am still working full time
and have no intention of retirin application should be made two or three months before you reach 65 , not on your birthday or after. This application establishes your tligibility for Medicare enefits and also for monthly cash benefits if you are eligible for them, but it does not mean that you are retiring. Keep right on working if ou want to and are able to. But If you do not make this applieation, you will not be elisible for

## LETTERS TO THE EDITOR

 Agrees With Letter On 'Just 1/60th'ditor, The Leader
I was pleased to read Mr. Busell's article (May 23) regarding a Just $1 / 60$ th retirement plan that would be applicable not only to newcomers in clvil service, but to the old timers, whose work and contributions have made the present non-contributory plan possibic. The issue affects tens of thousands of employees in every phase of New York State who served the State faithfully and well.
We hear much about a code of ethics for publle servants. Surely the State itself should practice what it preaches in regard to its employees and remove this rank discrimination.
Mr. Busell and The Leader deserve credit for focusing attention on this vital matter. If the muny thousands who have a stake n the pension system will rouse themselves and support the claim for a JUST $1 / 60$ th pension plan, they can help to avoid being reated as "second-class citizens" ED CAROLAN Brooklyn, N.Y.

## Administrative Asst. <br> Examination Protest

Editor, The Leader
Will all those candidates who took the Administrative Assistant Examination on Feb. 13, 1967 at the Franklin D. Roosevelt High School in Brooklyn, N.Y., and were in the room in which the time allotted was SHORT 15 minutes, pleass wittc and protest to the Personnel Department, 55 Thomas St., New York, N.Y.
H. V. YOUNG,

Elmhurst, N.Y

## Urges Support For Ombudsman Law

Editor The, Leader:
As the original sponsor of legssation in our State Legislature to establish a State Ombudsman, I was interested in your editorial of May 23 commenting on a simlar proposal in the New York City Council.
I think this editorial may give rise to some misunderstandings as o the functions actually performed by an Ombudsman. While an Ombudsman does receive and investigate public complaints under neither my proposal in Aloany nor the proposal pending in the City Council does the Ombudsman have any power to discipline public employees (other than those in his own office) or to reverse the actions of government agencies. If the Ombudsman is unable to resolve the matter satisfuctorily with the agency involved, ins sole remedy is to publicize hls finding.
I think your readers should know that in every country where the Ombudsman concept has been tried, the overwhelming majority of cases are disposed of in formally and without a public report by the Ombudsman. Often the resolution has consisted of an explanation by the Ombudsman to the complaining eltizen as to why government agency had to act as t did.

Also, in every country where it tas been tried, the establishment of an Ombudsman has resulted in

## Civil Service Law E゚ You By Willuam goffen

(Mr. Goffen, a member of the New York Bar, teaches taw at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

## Court Promotion

THE APPROVAL of the people of a new Article VI of the State Constitution provided for a uniform court system. Jurisdiction over the non-judicial court employees, formerly exercised by the State Civil Service Commission, was vested in the Administrative Board of the Judicial Conference. Indubitably, the mammoth task of administering the uniform court system has been expertly performed by the Administrative Board since its creation on September 1, 1962. This task has included promulgation of a job classification plan applicable to approximately 5,000 non-judicial employees in the courts of the City of New York.

THE EXTENSIVE and laborious task undertaken by the Administrative Board is fraught with difficulties, and errors must be expected. A possible error was recently corrected by the Appellate Division, First Department in the case of Conlon v. McCoy (New York Law Journal, May 25, 1967, page 1). With the commendable objective of attracting lawyers to civil service careers in the court system, the Administrative Board announced an open competitive examInation for the position of senior court officer. Participation in the examination was restricted to uniformed court officers and to members of the State Bar. It was the inclusion of lawyers to which objection was made by the petitioners in their Article 78 proceeding. They relied upon the qualifications established by the Administrative Board for the position of senior court officer, as follows: One year of permanent service as a uniformed court officer.

WITHOUT DISPUTING the foregoing facts, the Administrative Board claimed that, having the power to fix position qualifications, it could change them at any time. The majority opinion of the Appellate Division, by Mr. Justice Aron Steuer, held, however, that even if rights are not adversely affected by a change in qualifications, eligibility for a higher position cannot be modified by simple amnouncement of an examination specifying different eligibility requirements.

THE ADMINISTRATIVE Board relled upon its Rule 15(b). This rule provides that promotional examinations shall be held where "practicable". The Administrative Board directed attention to its policy of introducing lawyers into the career service of the courts and argued that it was not practicable to accomplish this objective except by open competitive examination. In order to provide a place for lawyers in the non-judicial service, the position of senior court officer was selected as appropriate because a requirement that lawyers first serve as uniformed court officers before becoming eligible for promotion to higher position would discourage them from entering the service.

JUSTICE STEUER disagreed with the Administrative Board's interpretation of "practicability" of a promotion examination. In the Jurist's word, "Practicability, in the context of respondent's rule, refers to the absence of eligibles or other difficulties which would prevent either the holding of an examination or the examination becoming effective * * . Here, the qualifications for the examination were broadened not because it was impractical to hold a promotional examination, but because it was thought desirable to effect a change in policy."

IT IS INTERESTING that Justice Samuel J. Silverman (now Surrogate Silverman) was not in disagreement at Special Term with Justice Steuer's analysis of the case. However, in order to protect the rights of eligibles on the list that was established without defeating the laudatory purpose of the respondent, he ordered that the list should be utilized first to promote uniformed court officers to the position of sentor court officers. If there were still vacancies, lawyers on the list would then receive appointment. With apt Biblical allusion, Justice Steuer explained:

In effect, the list was made into two lists, Without questioning the Solomonic simplicity of this resolution, it is no more permissible than splitting the baby would have been conscionable. A list cannot be fractured to overcome objections.

JUSTICE SILVERMAN'S solution may not have been entirely fair to the incumbent uniformed court offlicers. The fact

## Personnel Council Marks 12th Anniversary At Dinner

The Personnel Councll of the City of New York, celebrating its twelfth anniversary, held its annual dinner last week at the Fifth Avenue Hotel.

Martin T. Geraghty, Board of Water Supply Administrator, acted as master of ceremonies for the program. Solomon Hoberman, City Personnel Director and ment Civil Service Commission Chairman, reported on the Council's and Personnel Department's activities for the past year.
Benjamin C. Oill, chairman of the council and deputy personnei director, presented certificates to 11 members of the Personnel Council who retired this year from City service.
Guests at the dinner included Timothy Costello, Deputy MayorCity Administrator; Frederick O'R. Hayes, Director of the Budget; George Gregory Jr City Civil Service Commissioner; Lawrence Baer, regional director, U.S. Civil Service Commission; and Max $\mathbf{S}$ Saslow, vice-chairman of the Fersonnel Councll.

The Personnel Council was established in 1955 to develop and coordinate personnel manage ment throughout the City government. Membership in the Coun cis is comprised of representatives sppointed by the head of each City agency. More than 70 agencles are represented on the Council. The Council serves as a communications and advisory exchange $t_{0}$ increase the efficiency

## Television

(Continued from Page 4) Fire Department training program.
8:30 p.m.-City Government in Transition-Solomon Hoberman hosts series. Program No, 2: *The Recent Past: Background and Growth of New York City:" Friday, June 30
4:00 p.m. - Around the Clock N.Y.C. Police Department training program.
7:00 p.m.-TV Shorthand (lesson No. 22)-Manpower Education Institute presents program.
10:00 p.m. - Behind the Laws Analysis of selected State laws: "Surrogate's Court Procedure Act."

Saturday, July 1
7:00 p.m.-Community Action Ted Thackrey moderates prot:30 p.m.-On the Job - N.Y.C. Fire Department training program.
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city $\qquad$
municipal personnel management.
Hoberman noted the establishment of a Council committee to study the pre-promotion train- Hoparman . During the year Ing polices of City agencles. One ported to the Council concerning cation cards, providing employees with emergency medical and immunization records, had been Imvemented this year by the Health Hoberman said, experts had re-
of the functions of this committee,
Hobernan noted, is to determine
adistrative sorvioes, the agen-
cy what responsibility each agency gible list certification, and re- gram" and a consulting service to has to train its employees for a visions in the performance eval- agencies. promotional examinaton.
Other Council activity included committee reports on rules pertaining to personnel administration, employment of the handicapped, and work-study programs. Hoberman noted that a Council recommendation to issue Identifi-
uation system.
Hoberman made further re Those members of the Councl garks at the dinner concernint who received retirement certifi( ment of Personnel. "We have in- Housing and Redevelopmen stituted several major rule- of the City Sheriff: Thomas changes within the City Civil Golden, Office of the Borough Service Commission," he said, "in- President - Manhattan; Herbert ciuding the combination of Parts Hobbs Jr., Real Property AssessI and II of the non-competitive ment Department; Henry L. Neuctass. Each individual agency now bauer, Office of the Borough las greater responsibility in ex- President-Queens; Daniel O'Conamining and appointing all of its nor, Department of Welfare; Les-non-competitive employees.
New programs within the Per-
ter J. Rosner. Department of (Continued on Page 11)


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## Sample City Tests

## Clerk Exam

Each of questions 41 to 63 conists of a word in capitals followed by four suggested meanings of the word. For each question, indicate in the correspondingly numbered row on your answer sheet the letter preceding the word which means most nearly the same as the word in capitals.
41. ADAPT: (A) make suitable. (B) advise, (C) do away with. (D) propose.
42. CAPACTTY: (A) need, (B) willingness, (C) ability, (D) curiosity.
43. EXEMPT: (A) defend, (B excuse, (C) refuse, (D) expect. 44. CONFORM: (A) conceal from view, (B) remember, (C) be in agreement, (D) complain.
45. DHEMMA: (A) decision (B) mistake, (C) violence, (D) predicament.
46. OPPORTUNE: (A) temporary, (B) Amely, (C) sudden, (D) recent.
47. DEVIATE: (A) turn aside. (B) deny, (C) come to a halt


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(D) disturb 48. COMPILE: (A) confuse, (B) support, (C) compare, (D) gather 49. MANIPULATE: (A) attempt, (B) add incorrectly, (C) handle, (D) investigate closely. 30. potential: (A) useful, (B) possible, (C) welcome, (D) are.
51. AUTHORIZE: (A) write, (B) permitt, (C) request, (D) recommend.
52. ASSESS: (A) set a value on, (B) belong, (C) think highly of, (D) increase
53 conventional: (A) democratic, (B) convenient, (C) modern. (D) eustomary.
54. Deplete: (A) replace, (B) exhaust, (C) review, (D) with hold.
5. INTERVENE: (A) sympa thize with, (B) differ, (C) ask for an opinion, (D) interfere
56. HAZARDOUS: (A) dangerous, (B) unusual, (C) slow, (D) difficult.
57. SUBSTANTIATE: (A) replace, (B) suggest, (C) verify, (D) surfer.
58. DISCORD: (A) remainder B) disagreement, (C) pressure, (D) dishonesty.
59. TENACIOUS: (A) vicious, (B) irritable, (C) truthful, (D) unyleding.
60. ALLLEVIATE: (A) relieve (B) appreclate, (C) succeed, (D) admit.
61. FALLACY; (A) basis, (B) fnlse idea, (C) guilt, (D) lack of respect.
62. SCRUTINIZE: (A) reject (B) bring 'about, (C) examine D) insist upon.
63. IMMINENT: (A) anxious, (B) well-known, (C) important, (D) about to happen.

Each of questions 64 to 75 consists of a senetence which may be classified appropriately under one of the following four categories. (A) incorrect because of faulty srammar or sentence structure: (B) incorrect because of faulty punctuation;
C) incorrect because of faulty capitalization;
(D) correct.

Examine each sentence carefully. Each incorrect sentence contains only type of error, Consider a sentence correct if it contains no errors, although there may be other correct ways of ex pressing the same thought.
64. All the clerks, Including those who have been appointed recently are required to work on the new assignment.
(To Be Continued)


JUST INSTALLED - The new officers of ternate delegate; Fran Arrigo, secretary; Norman the J. N. Adam Memorial Hospital chapter of the Pine, treasurer. Standing, from the left are: Gerald Civil Service Employees Assn., are pictured above Turnbull, delegate; Joesph Martin, president; Rahafter their recent Installation in Perrysburg. Seated ert Pine, sergeant-at-arms; and John Herman, vice in the front row from the left are: Mona Moore, al- president.


NEW OFFICERS - Newly elected officers of the Chemung County Office chapter of the Civil Service Employees Assn., gather for the photographer after their recent election. Pictured in the front row from the left are: Margaret Vivian, recording secretary; Lucia Barnes, treasurer; Kay

Jovanelly, corresponding secretary; Janice Ingeroll, first vice president: and Barbara Carson, secial chairman. In the back row, from the leit are: Anthony Giordano, chapter representative; Robert Reed, president; Joseph McDonald, third vice president; Carl Raatz, sergeant-at-arms; Dor Miles, second vice president.

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The need to lessen the burden.
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Brooklyn (Flatbush) $~$ Queens (Jackson Heights) : Queens (Jamaica)

## Custodian Test In Nassau County Open For Filing Now

## MINEOLA-Open competi-

 tive examinations for custodians in various school districts of Nassau County are open for filling now at offices of the Nassau County Civil Service Commission.Filing will continue throuzh June 30 .
Salary for these positions vary with each school district. The examination will be held on Juiy 15. All candidates must be legal residents of Nassau, Suffolk or Queens Counties for at least 12 months immediately precedin. the examination date.

## Southern Conf. Meets June 24

The annual meeting and election of officers of the Southern New York Conference of the Civil Service Employees Assn. will be held June 24 t 2 p.m., in the New Rochelle City Hall, 515 North Ave., New Rochelle. Parking is in the rear of the City Hall.
That evening the annual din-ner-fance will be heid at Giovanni's Restaurant, 700 Main St., New Rochelle, James J. Lennon, 58 Drake Ave. New Rochelle, N.Y. is in charge of reservations.

For further information, contact the commission, 140 Old Country iroad, Mineola.

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## News 0i The Schools

By A. L. PETERS

## 50 Teacher Exams Scheduled For Filing During Fall Period

A schedule of 50 examinations for licenses in the New York City high schools, Junior high schols, elementary schools special services and other positions has been announced by the Board of Education for the Fall term of 1967.

Applications for the subjects are open for regular and supervisory licenses to both women and men in most cases. Requests for official announcements of examinations and applications must be received at least five days prior to the final date for filing listed below. Written roquests must be accompanied by a 10 c stamp-self-addressed envelope. The Board will not honor telephone requests. The examination schedule tollows:

|  | Applications |  |
| :---: | :---: | :---: |
|  | Open | Close |
| Accounting and Business Practice, Chairman | 11-1-67 | 4-8-68 |
| Industrial Arts | 6-9-67 | 9-20-67 |
| Laboratory Assistant (Bio. \& Gen, Science) | 6-8-67 | 9-20-67 |
| Laboratory Assistant (Phy. Sci, \& Gen. Sci.) | 6-8-67 | 9-20-67 |
| Related Technical Subjects (Mechanical, Stru tural and Electrical) Chairman | $11-1-67$ | 4- 8-68 |
| Related Technical Subjects (Bio and Chem.) |  |  |
| Chairman | 11-1-67 | 4-8-68 |
| Soclal Studies, Chairman | 1-2-68 | 3-25-68 |
| Speech, Chairman | 9-21-67 | 1-25-68 |
| Speech | 6-13-67 | 10-9-67 |
| Stenography and Typewriting, Chairman | 11-1-87 | 4-8-68 |


|  | Open | Close |
| :---: | :---: | :---: |
| Assistant to Princ | 2- 1-67 | 11-15-67 |
| English | 6-28-68 | 10-23-67 |
| Fine Arts . . . . . . . . . . . . . . . . . . . . . . . . . . . . | 6-28-68 | 10-23-67 |
| French | 6-22-67 | 10-9-67 |
| General Science | 6- 9-67 | 9-20-67 |
| Health Education | 6-27-67 | 10-9-67 |
| Home Economics (wor | 6- 7-67 | 9-1-67 |
| Industrial Arts | 6-9-67 | 9-20-67 |
| Laboratory Assistant | 6- 3-67 | 9-20-67 |
| Mathematics | 6-9-67 | 9-20-67 |
| Music | 6-21-67 | 10- 9-67 |
| Orchestral Music | 6-21-67 | 10-9-67 |
| Social Studies | 6-12-67 | 10-30-67 |
| Spanish | 6-28-67 | 10- 9-67 |
| Elementary Schools |  |  |
|  | Applic | tions |
|  | Open | Close |
| Common Branches | 9-1-67 | 10-16-67 |
| Early Childhood | 9-1-67 | 10-16-67 |
| tibnary | 6-13-67 | 10-9-67 |
| Special Services |  |  |
|  |  |  |
|  | Open | Close |
| Classes for Children with Retarded Mental Development | 5- 5-67 | 9-20-67 |
| Deaf and Hard of Hearing | 8-5-67 | 9-20-67 |
| Guidance Counselor in Elementary Schools | 3-16-67 | 3-15-67 |
| Guidance Counselor in Junior High Schools | 3-16-67 | 9 9-15-67 |
| Guidance Counselor in High Schoois | 6-19-67 | 9-15-67 |
| Health Conservation Classes | 6-5-67 | 9-20-67 |
| Homebound Children | 6- 3 -67 | 9-20-67 |
| Paychologist-in-Training | 6-26-67 | 10-9-67 |
| School Psychatrist | 9-11-67 | 11-10-67 |
| Sohool Psychologist | 6-26-67 | 10-9-67 |
| School Social Worker | 6-20-67 | 10-23-67 |
| Others |  |  |
|  |  |  |
|  | Open | Close |
| Assistant Director of Business Education | 6-19-67 | 10-9-67 |
| Assistant Director of English | 4-4-67 | 9-18-67 |
| Assistant Director of Social Studies | 3-1-67 | 9-26-67 |
| Direotor of English | 4-4-67 | 9-29-67 |
| Director of Educational Staff Recruitment | 9-18-87 | 3- 4-68 |
| Director of Soctal Studies | 3-1-67 | 9-18-67 |
| Laboratory Technician (Secondary Schools) | 6-8-87 | 9-20-67 |
| Supervisor of Art | 9-25-67 | 2-14-68 |
| Supervisor of Music | 11-6-67 | 4-8-68 |
| Supervisor of Program Prod.-Inst. Radio | 9-13-67 | 1-25-68 |
| Supervisor of Program Prod.-Inst, Television. | 9-13-67 | 1-25-68 |
| Swimming (Playgrounds) | 9-11-67 | 12. |

## Encourage Kindergarten

Renewed efforts to enroll all chool kindergartens next fall were anounced at Board of Education eadquarters today.
Prospective kindergarten chiliren who were not enrolled durag the May registration period alay register now through Frilay, June 23. There will be an
dditional registration period on dditional registration period on

## Vocational Principals Elect New Officers

Vocational High School Princlpals Association has elected the following officers who will serve for the 1967-1908 school year. President: Harold Wagenheim Dodge: viee president: William Hurtwalker, Gompers: secretary Sherwood Friedman, Yorkville well.

## Course Will Study Teacher Behavior

Dr. Asahel D. Woodruff, Dean, State College of Education, University of Utah, will direct a two-
week Institute for Cooperating Teachers, July 10-21, 1967, at State University College at Geneseo.
Sixteen elementary and secondary cooperating teachers will attack one of the most critical areas of education, the assessment of teacher behavior. The intent of the Institute is to Identify the component tasks of teaching through group research and observation, devise an Instrument for the evaluation of these component tasks, and test the reality the instrument in actual classroom observation

## KEY ANSWERS

The following are unofficial key answers to the examination for various licenses have been released April 5 TEACHER OF FINE ARTS IN HIGH SCHOOL


## TEACHER OF CRMD IN ELEMENTARY SCHOOLS

6


TEACHER OF CHEMISTRY \& GENERAL SCIENCE IN DAY HIGH SCHOOLS

The Education Division of the State University College at Genoseo will conduct lis second Workshop from June 26 to July 14 for Teachers of Migrant Children at the request of the State Education Department. The worskhop will be held on the Geneseo oampus. DurIng this time, the Workshop paricipants will attend lectuls by rom national, state and local evels, visit migrant camps to talk nd work with migrants, learn how to organize and run a summer program for migrant children, and apply teaching methods and erials demons

## Workshop On Teaching 10,000 Teachers in Migrants At Geneseo <br> Varied $\$ 22$ Million

## Summer Program

Approximately 70 per cent of the City's school children will be Involved in a $\$ 22$ million summer teaching and recreation program designed to release summer pressures. Board policy envisages the use of school facilities for year-round basis as community centers. Federal funds will pay $\$ 13$ million of the cost of the summer program. Some 10,000 teachIng positions are involved.
Instruction elements will range from pre-school to adult level; for slow, average and gifted students; for suspended students; for the emotionally disturbed; and for the college bound. Of the funds $\$ 2.5$ million will be allocated by local school districts with the cooperation of anti-poverty units to be used for spectal neighborhood activities such as creative arts, $z$ newspaper, local theater, ballet, trips, a day camp set-up and teaching of basic English to adults by teenagers.
Jobs will be provided for 3,500 students from high sohool through college. Neighborhood Youth Corps will provide part-time schooling and part-time work for 8,500 . Volunteers are being sought to help in teaching.
The 44 Board of Education pools will be kept open, 39 of them at night.

## Plan Teacher Training On Lower East Side

Teacher Training Institute, liesigned for the teachers of the Public and Non Public Schools in District 1 of the "Lower East Side," will be held at P.S. 20 , Aug. 18, through Sept. 4. Teachers attending this Institute will receive a stipend of $\$ 75.00$ per weeic or the two week period. Instruckrs will be the supervisors and reachers who are in the area.
The purpose of the Institute is give beginning teachers and hose with less than three years of experience an opoprtunity to
laarn, by practical workshop methods, the various techniques to work with the children of our area. Applicants should submit a letdirectly to Mr. Benjamin Falon, Director of the Institute, P.S. $30-$ New, 166 Essex Street, New York,
W Y. 10002

TEACHER EXCHANGE

Pee Diem Suba. and a clunter for Art,
Muale or Fith Ed., Pisk, 101 Mauler








 (Continued from Page 6) that they were required compe-
an open examination in comple tition with lawyers may well have diminished their confidence in their abillty to compete successrully. The taw falres they be examination for promotion to senior court officer in which com petition is restricted as required by the specifications for the position.
accordance with such reasoning, the Appellate Division declared the notice of examination void. Consequently the examination Itself was annulled.

Food Service Workers Sought Hospital, 800 Poly Place, Brooklyn, N.Y, 11209, has several vacancies for food service worker, WA1, to earn $\$ 1.98$ per hour (part-tme-early shift), and work from For 836-6600, ext. 389 or 392.



LEAVING EARLY - Three retirees from the State Division of Parole are pietured above at a recent testimonial dinner given in their behalf at the Officers Club of the Brooklyn Navy Yard. John J. McHugh, in the center, is retiring after thirty years of State service as a chief clerk. Mrs. Mary Carney, on his left, and Elizabeth Gaines are retiring after twenty years in the State's employ. The honored auests are proudly displaying a plaque by the New York State Employecs Federal Crecit Union in appreciation of his many years of service to that agency.

## Personnel Counci

alth: Dr. Ruth E, Salley, Boar of Higher Education; Paul Shea, Department of water sup. ply, Gas, and Electricity: Arthur D. Walker Office, of the Mayor;
and Isidore Weinberger, Depart-
ment of Investigation.

## LETTERS

## (Continued from Page 6)

strengthening rather than eakening of public confidence in sovernment agencies. I would therefore strongly urge civil servman legislation, at both the state and the City level. Assemblyman 66th Dist., Manhattan

> ENROLL NOW! Classes Meet Tecta Moma the

Smithtown Unit Lauds Corcoran
smithtown - The yearold Smithtown School District unit of the Suffolk chapter, Clvil Service Employees Assn., threw the spotlight at its spring dance on Suffolk field representative John D. Corcoran Jr
The unit saluted Corcoran for hit assistance in organizing the until last year and in wimning a reclassification study, pay adjustments of $\$ 200$ to $\$ 500$ and the county's first exclusive recognttion for CSEA. Unit president Violet Krisplen presented Corcoran a humldor set on behalf of the unit. The event was held May 27 at the Port Jefferson Original Ellks Hall.
 Helper Examination The New York city Department of Personnel held a written examination for elevator mechanics 256 last week, in which som 6 candidates partlcipated.

## HIGHSCHOOL

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## This Week's City Certifications

(Continued from Page 5) sris E. Saunders, Ernest Young, Linwood V. Bulluck, Susie M. Eanks. Mary Slegel, Jean E. Jonensen, Jeanne B. Coleman, Cecul M. Paris, Martin A. Pasquale
Minnie L. Anthony, Masaline L Minnie L. Anthony, Masaine Le Dogramajan.
545. Greta Rubin, Burton Blaustein, Harvey L. Small, Carl M. Geein, Haver, Wendell M. Bryant, TheoGreer, R. Charity, H. Clifton Gray, lawrence A. Zimbler, Benjamn
Solowitz,
Georgianna MeLeod, Solowitz, Georgiama Richard J. Ruth L. Lindenberger, Relt, Patrick M. Devaney, Edward T. James, Ronnle W. Thomas, Florence L,
Reed Margaret $S$. McKinney Reed, Margaret
Joycelyn V. McFall
Re, gina $\mathbf{Z}$. Joycelyn V. Mcrail Re, Lorena Casanova, Seymour Finkelstein, Leon Kessler Ervin Taussig, Richard J. Delaubenfels, Jr., Rheta Y. Meredith,
Audrey P. Pinket, Joseph L. Sola Audrey P. Pinket, Joseph L. Sola,
Leonore M. Carter, Michael Hauer
575. Roger C. Garcia, Betty A Davis, Gulbert L. Raiford, Thoma V . Tortora, Harry L. Turner Shel don Sands, Tania Diamondd, Al heodore Threadgill, Jr., Nellle R Purefoy, Matne J. Hirshorn, SamNathan S. Orenbuch, Marvin T Bloomberg, Louis M. Favre, Ei-
ton H. Golden, Barry B. Cohn ton H. Golden, Barry
Isle White. Leonard M. Pitt. Jr Anthony L. Blackburn, George H a Giton, Anna M. Wilkov, Stephen S. Rosenbloom, Julius B. Hutch Inson, Irene Patermo, Joseph M
Malloy, Herbert N. Elmore, Bar Malloy, He
bara Carr.
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Sturm, Austin T. Clark, George


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Esperance Walker, Reginald $G$. Esperance Walker, Reginad Smith , Tyrone C. Davis, Arthur L. Smith, Tyrone C. Davis, Arthur L
Roundtrea, Jr., Georgette Mapp. Roundtrea, Jr., Georgette Mapp,
Lonnie L. Adams, Herminio Cortes Lonnie L, Adams,
635. Paul B. Harris, Martha Gordon, Edythe L. Dimond, Israel H Colon, Louls M, Griffin, Jr., Wy ona C. Holliday, Herbert Rosen
blum, Mabel J. Brooks, Willam J. Pompey, Robert H. White, Jose T. Gawnder, L. Harriett Henderson, stella M. Giles, Jacob R
Wandner, William S. Shaughnessy John L. Hughas, Jr., Robert Hittman, Edmund W. Carcone, Wil $\operatorname{liam}$ D. O'Sullivan, Sylvia Arono-
witz, Ezra Privman, Joseph P. witz, Ezra Privman, Joseph P
Sblendorio, Alston Pearlease, Lee C. Williams, Irving Link, Georg R Moeller, Benjamin Schnitzer John M. Mullarkey, Ronald F ando, Vernon M. Smith.
665. David Jackness, Theophilus Dewees, Emanuel J. Burke, Lester Krupit, Nettie $\mathbf{P}$. Phillips, John fred D. Sanders, Harold C. Smith Joseph Rosenkranz, Allan P. RoBeni, Vincent B. Davis, Nathanie MoCaslin, Robert C. Trotter, Aaron H. Reibman, Georgla Willams, Sarah A. Eady, Seymou Thelma Taylor He R. Cunningham Tnelma Taylor, Howard S. Zilm H. Peace 3rd., Nellie M. Johnson,
stephanie Miller, Robert E. Tu thone, Alice E. Knight, Louis G
Gasari, Idella D. Hawkins, Jo

## Stenographer, Group 175

1. Lucille C. Orefice, Carol A
Cahoon, Nina C. Lombardo, Dorothy A. Lehmann. Kathleen M. Herbst, Maria, Dangelo, Marie T. phine Casclo, Barbara, Janas, Viv tan E. Piasecki, Rosalle J. Dagostino, Linda V. Modeek, Naney Ann M. Durante, Helen L. Edwards, Lucy F. Melaragno, Rebecca Hammer, Lorraine M. Greco, Gall F. Richman, Ruby E. Alston, Rosaria M. Cilluffo. Margaret M. Weiss, Marlene Feldman, Mildred D
Dagate, Beverly Eisenberg. RaDhele Calabrese, Mamie Chinnici, Phyllis S. Dileonardo, Kathryn E. Karl, Rochelle Perelstein, Carol F. Weldier, Rosalie M. Guercio. An-
nette Imperati, Evelyn Pagan, Joanne Fufidio, Mary A. Sciandra, Carol C. Eberle, Dorothy Kirkland,
Barbara A. Vitzhum, Donna J. Barbara A. Vitzhum, Donna J.
Wilson, Linda R. Schnelder, Emilia Cardinuto, Carol A, Sarcona,
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mano, Maryann F, Mattera, Camille D. Scotty, Hene A. Wolfe Denise C. Dellavalle, Marianne J,
Dimeo, Sandra L. Nelson, Linds Dimeo, Sandra L. Nelson, Linda Alberico, Gall L. Varon, Leslie A.
Frank, Maria B. Vera, Wendy L Helfech, Kalliopi Callas, Denise K. Dean, Charlene A. Flaherty, Aida L. Santiago.
M. Scilluffo, Frances Chin Ann ette Friscia, Kathleen M, Gucclardi, Marie G. Argesti, Mary L. Drennan, Ruth R. Mellik, Linda Kayser, Susan Beutel, Jeanette C. Sic, Marie M. Aquavella, Joyce $\mathbf{8}$. Wurtzel, Helene J, Hochstein. Lein, Pamels A. Andreacel. Frances lein, Pamels A. Andreacel, Frances
R. Conter, Kathleen M. Dandrea, Judy Kulick, Lorelel T. Pace, Judy Kulick, Lorelel T. Pace,
Phyllis A. Rego, Carolyn M. Sepp, Hope A. Wherry, Phyllis V. Per-
onti, Carol A. Wieber, Carmela A. Coppola, Wanda L. Floyd Karen
L. Lorenzo, Pateicia A. Daderson, L. Lovenzo, Patericia A. Daterson,
Blanehe M. Hervera, Elaine C.
raine F. Ahne, Susanne J. Barnett, Dorothy L. Santangelo, Barbara J. Tuzio, Patricia L. O'Meally Augusta J. Friscia, Catherine Galanty, Patricla R. Joanitis, Adele Weidler, Nancy Saancs, Mary M Weldler, Nancy Tsaacs, Mary Ra-
dice. Patricia L. Galloway, Bonnie dice. Patricia L. Galloway, Bonnie
J. Goldsteln, Paula M. Chero, Theresa Fernandez, Rosalle M Iracane, Lydia M. Damura, Elizabeth O'Brien, Sallyann P. Rizzo,
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vone, Carol Hirsch, Joanne Ficarvone, Carol Hirsch, Joanne Flcar-
ra. Teresa A. Frusteri, Elizabeth ra. Teresa A. Frusteri, Elizabeth
Sadowskl, Marlan M. Asbury, Patricia K. O'Regan.
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Masone, Phyllis H. Wade, Debble R. Anslow, Rosemary R. Randaz 20, Bonita R. Dancyger, Theres N. Pasqua, Charlene S. Peltz, Nadejda Leskov, Donna
stern, Rebecca Velez.

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1. Mary Nichovon, Frances
Cositore, Stella Sussman Con Cositore, Stella Sussman, Con-
stance Shirley, Libby Poznik, Miriam F. Splwack, Elaine C. Jackiam F. Splwack, Elaine C. Jaldine Griggs, Phyllis W. Ciccone, Lynne Connah, Edward F. Mulhern, Richard W. Clauser, Irene Briganti, Florence R. Kreloff, Theresa I. Mendez, Sylvia Margolis, Rob-
ert True, Marcia L. Woodley, Josephine Schanhaut, Barbara E. Joyce, Claire C. Biggs, Lillian C. Biggs, Lillian G. Smith, Aline V. Ardita, Miguel A. Figueroa, Al-
fonso Hamlin, Elsie D. Shapiro, Anna Hamin, Eisie D. Shapiro, stein Molly P Goldstein, Ruth L. Horowitz, Gertrude Miller Margaret Donnelly, Sylvia Stone, Roni Fayman, Miriam Kahane, Faith S. Wortman, Lillian Cooperman, Alice J. Schnelder, Frleda Brooks, Martha Relkin, Rebecea Radsprecher, Dorothy E. Berger, Ruth Mack, Florence Becker, Sophie Hayes, Lillian R. Greiff, Esther M. Bernstein, Avra Matsoukas, Judith E. Fortgang, Marett, Helen Cranoff, Estelle s. Berenholtz, Rose Shapiro, Shirley Green, Connie G. Pridgen, Jean Steinhart, Rhea Brodsky.
2. Irene A. Brown, Miriam J. Clark, Ruth Fishman, Gwendoyn Seale, Louise Blankenhorn, Alda Dierking, Aleine G. Levine, Rose Schnee, Flora M. Ambrose, Gayle
E. Wiggins, Dorothy Edmonds E. Wiggins, Dorothy Edmonds,
Linda A Pryor, Mary Bterman, Ruthella M. Rogers, Annette E. Hacker. Anne R. Silva, Karilyn K. Tompicins, Doris Weiss, Bertha Blank, Lillian Rogers, Shirley Shaw, Alice Wolff. Marion C. Davis, Ruby Garofalo, Mary I Ricolo, Sylvia D, Stelner, Ina Rothbaum, Mindy M. Fitelson,
Joann M. George, Susan Kohut, Joann M. George, Susan Kohut, Gertrude Raphan, Jean Mclatn, Jeanne Raphan, Jean Carter, Jeanne Uzovich, Yetta Stoltt,
Rose E. Landa, Theresa M. Sal-

ricia A. Basta, Theress Tras, Vie-
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INVESTIGATION - The Westchester County unit of Westchester chapter, Civil Service Employees Assn., in conjunction with the County Board of Supervisors and The Barrington Associates, a professional employee research firm, is working on a new salary schedule for Westchester County employees. Shown leaving a meeting of the research team are, left to right: Pat Mascioli, president of the CSEA unit; Robert Reusch of Barrington and Daniel Walsh, assistant personnel officer for the County. The unit is also in the process of inaugurating a membership drive. Full details will be reported nex week.

## CSEA Protests Thruway Plan For Temporary Jobs

ALBANY - The Civil Service Employees Assn., has protested a proposed State Thruway Authority plan to hire temporary toll collectors for overtime work caused by the summer peak traffic period as being contrary to a previous agreement granting preference for overtime work to regular toll col lectors.
CSEA contends an understand ing was reached at a meeting with Thruway officials on May 1 that all requests for available overtime would be accorded and that tem porary staff would be used only when sufficient regular personnel did not volunteer
This was part of an arrangement agreed to by the Thruway, the Employees Association said, whereby the Authority was to take immediate aotion to instruct supervisors to post names of collectors seeking overtime assignments at all toll stations requested by the collectors.
CSEA has appealed to Thruway
the May 1 agreement and indicated it would press for remedial action with "whatever steps may be necessary.

## Batavia Council

## Move A Saver

batavia-Consolidation of the City of Batavia's Civil Service of fice with the Genesee County Civil Service Commission will save $\$ 20$, 000 a year in operating costs, City Administrator $\mathrm{Ira}_{\mathrm{a}} \mathrm{M}$. Gates told e City Council
However. Francis M. Robinson, hairman of the county agency opposed the plan at a public hearing recently, saying the City would be "giving up one of ts responsibilities.

## State And County Eligible Lists



Oyster Bay State U. Forms
State U. Form
CSEA Chapter
OYSTER BAY - A new chapter of the Civil Service Employees Assn. has been formed by employees of the State University at Oyster Baywith better than 90 per cent n.embership at the start.

The 65 CSEA members met Mey 11 at the university to ballot, with the voting supervised by a committee composed of employees Jchn Albrycht and Fred Koferl and CSEA field representative Arnold Moses. Elected presiden was Patrick W. O'Rouke, with hese officers: William E. Maciver vice president: Mss. Eleanor Kelly secretary, and Mrs. Delores Gervath, treasure

## Four Pass State Engineering Tes $\dagger$

Pourbkeepsie residents have pass ed the open competitive civil sem vice examination for engineering aide.
They were among 566 who passed the exam of a total of 765 who took it. The post has a salary range of $\$ 3,995$ to $\$ 4,985$.
The four are Frederick Meyer Maple View Road: Kenneth O Lewis, 23 Glenwood Ave., John McCutcheon, 13 S . Grand Ave., Road.

## Newburgh Victory

(Continued from Page 1) that he and field representative Thomas Brann feel that this is the first city of Newburg's size, population approximately 29,000 , to so recosnize CSEA.

The vote was taken at a meeting on June 12 at the City Council Chambers, City Hall, with ing.
FREE BOOKLET by U.S. Government on Soclal Security, MAIL ONLY, Leader, 97 Duane St., N.Y. ONLY. Leader,
City, N. Y, 10007.

## Sutfolk Chapter Opens New Office

Smithtown - The Suffolk Chapter, Civil Service Employees Assn. opened a new and expanded he
The new gurrers are 330 East Jericho Turnpike and the telephone number is (516) 734-4466, Emily Cappola, chapter secretary, will be on duty from 12:30 to 4:30 p.m., Monday throush Thursday, and the telephone will be manned from 9 a.m.
p.m. every day. sultation wove, Bord of Directors and members. gives the chapter a more centrally located headquarters with better parking facllities", said Robert Villa, chapter president. "This is an important step in my plan to overhaul the chapter and make it more chapter and make it more
effective in serving the interests of its members
 d =

C

## Last Call For 22-

Day European Tour oney tour of e for members of the Civil Service Employees Assm, and their famHiee. The tour, which departs August 3 and returns to New York on August 25 includes stays in Paris, Zurich, Venice, Naples, Rome and London.
The low tour price of $\$ 745 \mathrm{~m}$ cludes round trip jet flight across the seas, hotel rooms with private baths, daily Continental breakfasts and Table d'Hote dinners, and many sightseeing tours.
Transportation between hotel and airport will be by deluxe motorcoach.
For further information about the few remaining seats for this Grand Tour of Europe contact immediately Miss Eve Armstrong. Tour Director, 16 Florence Court, Babylon Long Island or telephone 616 MO 9-6327.

## Soviet Expert At

## State University

ALBANY-Dr. Harry Schwartz of Scarsdale, a recognized spectalIst on Soviet affairs, has been ap pointed Professor at the state pointed Professor at the State
University College at New Paltz.
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## P.R. Colynis ample. The press is all too often

 Continued from Fage 2) civil servant it thinks has stepped A. H. RASKIN, the unusually unowlegeable "N.Y. Times" edior, blames newspaper troubles on 'the unshatterable smugness of heir publishers and editors, myeif included. Of all the institu toons in our inordinately com lacent society, none is more adousness, self-satisfaction and selfcongratulation."HE WOULD LIKE to see Department of Internal Criticism in every newspaper "to put all its sandards under re-examination and to serve as public protector in day-to-day operations.
"THE PRESS PRIDES ftselfg it should-on the vigor with hich it excoriates malefactors in government, unions and business but its own inadequacies escape oth its censure and its notice. TAND WITH Mr. Raski press. We are deeply concerned bcause we feel that dafly newsucper readers are not getting an henest, accurate, complete picture f government and civil service. THE TROUBLE with much of the daily press is that its so-called news columns carry lopsided percentage of trivia and not enoush

## ut of line

WHEN THE APPLAUSE ounded for solid civil service achievement, all too often the doily press keeps fts hands in its pockets. A reclpe for chocolate

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## Page Sixteen

 CIVIL SERVICEEEADER
## CSEA Sees Threat To Merit System

## (Con third tram Page 1)

 Incredulous experience to hear, first-hand from the president ofour State Civil Service Commission, a proposal to amend the Constitution to authorize the outright removal from the competitive class of civil service of many top level Jobs in the exec
branch of State government.

This proposed travesty on th Merit System perpetrated, in the name of 'flexibility' in administration, patently constitutes a
return to the spoils system. We of the Civil Service Employees Assn., representing more than 150.000 public employees of New York State, are impelled to speak out strongly against this grave threat to the rights of all Service employees.
"On the race of it, the proposal to the statement made by the president of the Commission, the number of positions affected by such a move at this time would
un about 1300 all competitive Jobs now allocated to Grade 28 and up-or about $2 \%$ of the total jobs in the competitive class in the executive branch. People these positions would make up a
s -called senior management service, at the disposal of appointing officers to be juggled about from one function to another, according to needs of the moment, the particular capabilities very positively predict, whom the employee might know in influantral places. On the other hand, according to Mrs. Poston's state-
meat, 'Employees in Grade 27 or below would be eligible to take qualifying examinations which would be held periodically all qualifying candidates would comprise a pool from which selecto could be made for assignment
to senior management service postions," as vacancies developed.
"That's the essence of the proposal and, as we noted, it seems,
at first glance, fairly harmless to the existing scheme of things. But let's look a little deeper.
"What, for instance, would th "What, for instance, would th rank and file employees who put in years of effort working for the State, winning their way gradugly upward through one com-
petitive examination after another, only to find that their uLtimate goal, the so-called top level Job, was now barred
them unless they cared to nounce their richly-deserved right

* competitive class employees? is competitive class employees?
"Obviously, for these people who have chosen the State service their career, the situation would represent a gross injustice. At the same time, for those who might
otherwise have looked to the state for a career, the situation would ce a definite deterrent. The re-
moval of the higher-salaried jobs from the so-called career service would seriously affect recruitmint at the lower levels. Lacking the incentive of eventual possi-
bi promotion to a high-level job, secure in salary, tenure and even geographic location, a great many level-headed candidates for civil service would change their minds at the outset and turn to private Industry, where the odds against promotion at least don't Include partisan polities.
"On that score, there can be
personnel for a senior manage- ployees. Their frustration stem ment service by means other than directly from the fact that the competitive examinations would wean the introduction of a "spoils system" climate at the top level if State Civil Service which, inevitably, couldn't fail to produce serious repercussions elsewhere in the system. The Pandora's box of political patronage, for so many civil service jobs would once more be thrown open, a sinister threat to basic government efficiency.

Along with the danger spoils system and patronage-type appointments in the non-compet1five selection of senior managers, there would be an even greater discrimination in the area yid, flexible and arbitrary standards for promoting favorite sons would make for a situation remete with discriminatory possislate government would inevitably offer a serious setback.

Another equally alarming asrect of the proposal is the sagbested procedure for filling vacandles created at lower levels by he elevation of chosen candidates the senior management servce. 'Every senior manager would te on etxended leave from his
former graded position,' the proposal states. 'He would be free return to his former job at time. During his absence the graded position would be filled
on a contingent permanent basis, n arrangement which permits he contingent permanent appointee o acquire most of the rights and atus of permanent appointment.' What the proposal fails to point ut is that it is compounding the complexity of an already complisated State personnel operation: is allowing the affected emand status', whereas, by rights, e should get all of the rights and status: it is setting up a kind
of builtin instability in State service by making possible chainreaction demotions on a large decides (or his superior decides his former graded position. The danger in the latter situation lies Its magnitude -we would fins proves in temporary appointments -movement from job to job could Neuld be in a fob long enough to to do it properly.
clearly, the entire proposal represents a transparent attempt
n the part of the Civil Service In the part of the Civil Service
commission to make a whipping boy of the competitive examining process, thereby concealing the fact that the real cause of the o-called lack of flexibility in selecting top-level personnel lies
not in the system, but in the Civil Service Department's failure make the examining process table and efficient in the changing labor field of the past ten ears. In other words, it's not the machine that's at fault-1t's he operator.
The president of the Commission, in her statement, openly admitted the Department's appreintension at being a continuing target of criticism from heads of
departments and agencies. We have long known that appointing ofricers have not been satisfied with the results of the examining process: neither the examining
cheduling of examinations and
the procedure for implementing the procedure for implementing most interminable process.
"Frankly, we agree that many of the criticisms are valid. We a so believe, however, that the comedy for the situation is not abruptly throwing out the sys sem but, rather, in first taking a
long hard look at how the system has been used-or, more accuratels, misused by the department. Undue rigidity in the areas of Job classification, salary setting, examination processing, and tenare rights is certainly not reand best jobs in State service from Constitutional provisions requiring competition for those jobs. "We believe the changes that are really needed are not the wholesale exemption of top live the civil service, but rather, the creation of a method of examoration which is more clearly re sponsive to current conditions and, secondly, the establishment of realistic salary structure, rice enough to induce top talent inter the State's Civil Service.
"The Civil Service Employees $t$ oppose in the future, changes n the administration of the merit system which would create a better method of filling positions and selecting candidates. We would af-
tirmatively propose that the examination process and personnel cevelopment be brought up to date by the following means:
The time lag between the re-
quest for a list of eligible candidates for appointment and their actual availability b drastically reduced.
The Department of Civil Servbe adequately staffed to pro-
vide a 'crash' program for the creation of meaningful examinations that have the confidence of both the candidate and the employer
A study be undertaken to cor-
ions with successful performlance on the job.
Employees be afforded a continuing opportunity to assist and
give their views as to means give their views as to means
and methods for improving the examining process.
An effective fob evaluation ssstem, negotiated and supported by the employees, be instituted and administered with courage designed not merely to grade employees but more importantly, to provide opportunities for
employees who have weaknesses in given areas to receive spadial training and assistance to advance their careers in the public service.
Incentive devises which are used in the private sector be explored in consultation with public employees in order to seek agreement on methods for effective rewards for outstand-

## ing service.

"In addition to these changes, completely feasible within the ramework of the existing system, we must also point to the glaring need to pay the kind of money n entrance level salaries which will permit the State service to attract its share of bright young Poole before they're taken by
private industry. Recent figures
ompiled by the College Placethe State, in many cases, lags acriously behind the private secfor in the salaries it offers to le most promising talent at the time when it is most available, upon graduation from college. These figures reveal, for instance, that the beginning engineer may offered as much as $12.5 \%$ more by private Industry than he ill by the State: the gradual. ing economist, up to $12.8 \%$ more, and the beginning accountant, as such as $17.5 \%$ more.

Applying the economic maxim that one gets what he pays for, We must conclude that the State service does not get its full share ; the best young talent for the simple reason that it does not put forth enough money to attract the est. Similarly, we must conclude that by recruiting less than the causes, the State should not be surprised that these same people reveal certain shortcomings n performance later on in their careers, particularly as they rise tons,
"Admittedly, the State service does not attract many highly
competent professional and administrative employees. This, no one can dispute. Equally true, how er, is the fact that many of State careers long enough to remder their full potential at the higher levels. They, too, are lured way by the more lucrative redeplorable drain of in-service tabnt could be minimized simply by offering realistic salaries.
"We have complete confidence that institution of these economic and administrative measures by resourceful personnel could quicky provide the allegedly long-lacking and much lamented 'flexibilty' necessary to produce an adodate supply of competent manpower at the higher levels of
State civil service. Again we say, the root of the problem is no:
inherent inadequacy on the part of the competitive examining process or the merit system, but
of Civil Service to accommodate

## its operation to the realities

## day's labor field.

"Obviously, we have bee:
aceply distressed by this whole proposal, doubly so because it wa which has been the bulwark in avanoing and defending the Mevif System within this State. It would now appear that this very the merit system-for who can believe that if two percent of the State's civil servants ca
fummarily be removed from the protection of the merit system more will not follow?
"We shall oppose this change or what it is, and also because $t$ flies in the face of the spirit of the Taylor bill with respect to matters affecting employees' rights. The proposed change was announced in a public hearingwithout one single prior invita Lion of the Association's views on this matter by the Commission.
it is a fact that we received a copy of the consulting study re feared to by the Commission, but only after it had been issued to the public press. The employees'
acceptance of any proposal should se recognized as an indispensable concommittant to the success of such program. The failure to inquire as to this Association's views on so vital and important a matter causes us to view all other Civil Service with Department of cen and vigilance.

Clearly, the proposal, as outned, to create a Senior Management Service in the executive branch of State government, is not well-taken. It is not in, the public interest.
"We hope and trust that the members of the Constitutional Convention will see this proposal for what it is -an open acknowledgement of failure by the Department of Civil Service to accumplish its prime function: elffective operation and preservation the civil service merit system n New York State.
"Unfortunately, there has spread around the Convention the belief that the Constitution, as it relates to the merit system, is faulty, deficient and should be amended. We do not attack the motives of those who make this argument, for they are for the most part well-meaning. The fact is, however, that they are operasing under a completely false premise. The Constitution is not at fault: it is the administration of the System which is at fault! Wo would not answer any of the problems now being raised by amending the Constitution. Indeed, we would be worsening the situation.
"Putting it bluntly, the Departmont of Civil Service and tho Civil Service Commission have powers at present which are fully wimple, such as jurisdictional clayssilication and the like, for the executive branch to initiate polmay be needed.

We oppose the proposal and

