

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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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 probationary employee who was denied tenure despite capable performance of her job.

The ruling came in Nassau Supreme Court last week in the case of Rita Smith, a senior library clerk, against Nassau Community College. Mrs. Smith had been denied tenure and fired April 29, 1966.

The case, argued by CSEA regional attorney Richard C. Gaba, was unusual in that a probationary 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 Velsor, a 12-man jury agreed with the CSEA position. Mrs. Smith will be reinstated with full back pay.

Although supervisors twice re-

ported Mrs. Smith's work "very good" and told her that she was doing well, a final written report at the end of her six-month probationary period complained that her "immature attitude concerning time off and vacation periods leaves much to be desired." On the basis of that she was dismissed.

Mrs. Smith testified that she asked for a vacation at the same time as her husband's so they could spend the time together, and that she asked to take her personal holidays on religious holy days. A maximum of four holy days per year was involved.

The ruling was hailed by Nassau chapter president Irving Flaumenbaum. "Probationary employees have rights, too," he declared, "and we're here to uphold them."

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

MINEOLA—Contrary to the stand taken by some school board members in various Nassau County school districts, State law does not prohibit school districts whose budgets are defeated from honoring commitments for increased wages, it was reported this week by the Nassau chapter, Civil Service Employees Assn.

Irving Flaumenbaum, chapter president, said the question had been thoroughly researched by Regional Attorney Richard C. Gaba. Gaba reported it is "clear" that the school boards do have the power to honor their commitments, according to Flaumenbaum.

The issue arose after 47 Long Island school districts saw their proposed budgets go down to defeat in public voting. Almost half the number have since adopted budgets in later votes, but some of the remaining have argued that they must eliminate promised wage increases.

Where voters refuse to pass any

budget across-the-board with State approval, they impose what is called an "austerity" budget. Such a budget cannot include cafeteria services, extra-curricular activities or transportation below two miles.

However, wage increases already negotiated with CSEA are part of "ordinary contingent expenses", according to Gaba. "Such expenses may be met under the new so called austerity budget," he said.

"It is clear that the school boards have the power to meet these obligations," Flaumenbaum asserted, "and it is their duty to

do so. CSEA does not intend to see any part of hard won benefits denied because of a misunderstanding of the law."

CSEA Bargaining Victory In Newburgh

NEWBURGH — The Newburgh City Council has unanimously passed a resolution naming the Newburgh chapter of the Civil Service Employees Assn. as the bargaining agent for city (non-uniformed) employees. Jack Pres-

(Continued on Page 14)

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 to 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 Service Commission, submitted June 8 by its president, Mrs. Ersa Poston, during a public hearing conducted in Albany by Crotty's committee, would amend the State Constitution to provide for establishment of a "senior management service" within the State Civil Service Commission, by removing from the competitive class the top two percent of all jobs assigned there. (At the present time, two percent of all jobs in the competitive class would be about 13,000.)

The careers of these employees hereafter, CSEA charges, would be at the complete mercy of politically-appointed bosses. In addition, CSEA says the rest of the State working force would be thrown into chaos.

CSEA lists, in its letter to

Crotty, a number of possible remedies to problems set forth by the Civil Service Commission in an attempt to validate its proposal.

The complete text of the letter follows:

Hon. Peter J. Crotty, Chairman
Committee on Labor, Civil Service

and Public Pensions
N.Y.S. Constitutional Convention
State Capitol
Albany, New York

Dear Mr. Crotty:

"At a recent public hearing held by your committee, it was our

(Continued on Page 16)

Hurd Reassures CSEA On Geographic Pay Plan

ALBANY—T. Norman Hurd, Director of the Budget, assured the Civil Service Employees Assn. last week that his Division will "do its best" to formulate rules, regulations and forms in connection with the geographic area salary differential bills won in the past session of the Legislature by CSEA.

Hurd's assurances were given to Joseph P. Feily, president of the Employees' Association, as a result of CSEA demands that early action be taken on implementing two new benefits.

Hurd said "as you might suspect we have plunged headlong from our work on the overtime rules into the implementation of the new Public Employees Relations Act and have less time than we wish we had available for

the geographic and shift differential legislation."

The Budget head said "we shall do our best to get these out in the near future, but I cannot be specific with respect to a date."

He said advance copies of the rules and regulations for the two Acts would be available to CSEA "... as soon as they are ready."

St. Lawrence Chap. Wins Bargaining Pact

The St. Lawrence County chapter of the Civil Service Employees Assn., has been unanimously approved as the sole bargaining agent for that county's employees by the St. Lawrence County Board of Supervisors, it was learned last week.

The action stemmed from a strong effort by the County CSEA chapter and local representative of the Statewide-CSEA staff.

The initial presentation by the CSEA for the resolution was made on May 8 before the County Board

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Don't
Repeat This!
Merit System For Judges?

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

THE controversy over how to pick our judges is picking up steam as the Constitutional Convention listens to differing views on this politically heated issue.

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

Lieutenant, P.D.

Some 1,945 candidates for promotion 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)

leading judges, Stanley H. Fuld, Chief Judge of the Court of Appeals, and Bernard Botwin, 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 electing 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 Botwin said they believed that an appointive system could best choose the most qualified persons for judicial office. But in their 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 to prove their case.

Fuld's Views

Judge Fuld said he could see nothing wrong with having on the Bench "men and women who have been active in party politics and who have, perhaps, been chosen by party leaders."

"There can be no question," he added, "that the elective system has produced many qualified, even great judges who have served with high ability and distinction."

Justice Botwin said it was not his aim to remove the selection of judges from politics, but rather to place it "squarely and honestly into politics—politics in the finest sense of the term, but with certain safeguards."

Both judges, of course, are presently serving on the Bench as the result of popular election. However, they would be the first to concede that their initial selection as judges came about through their close contact with two emi-

ent politicians—both Governors of New York at the time. In Judge Fuld's case, the Governor was Thomas E. Dewey, and Justice Botwin 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 highly qualified candidates recommended by an impartial nominating commission." Justice Botwin 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 was approved, he could submit an additional list. In addition, there would be a twenty-day lag between the panels' tentative and final approval, to give time for "public ventilation" of any choice for the Bench.

Despite the positions taken by these two leading jurists, the whole question of judicial appointment rather than election is a 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. Prendergast, 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 screening 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 enter 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 Botwin, in his remarks to the Convention, had some direct words to say on the question of political interference with the courts. "Let us dispel once and for all this widely held notion that political leaders—both elected officials and bosses if you please—possess venal motives in selecting 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 its publics will be severely restricted.
2. Lack of competition among the surviving newspapers eliminates a necessary motivation for adequate coverage of government.
3. Government and civil service will have to find alternate means of transmit-

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 city 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 service 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 adjoining suburbs has led to a significant increase in reporting government activities in their columns.

GOVERNMENT IS a much more personal matter with suburbanites. Most pay taxes directly to local governments. Most are intimately concerned with school facilities. Many participate in community activities.

PERHAPS THE FLIGHT of population 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.

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CSEA FIELD FORCE — The newly expanded, 22-man field representative force of the Civil Service Employees Assn., is shown at a recent training session in Albany. The present field staff is the largest in Association history. Pictured, 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-

an, Jr., Capital District area; Edwin J. Cleary, Long Island area; John L. Logsdon, declined appointment; Robert Guild, Central area; Harry E. Johnston, Western area; John J. Pender, Headquarters organizer; Seated, same order, Benjamin L. Roberts, Central area; Emanuele Vitale, lower 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, Francis A. Martello, Central area. A vacancy in the Metro area is in the process of being filled.

St. Lawrence Chapter Marks Twentieth Anniversary With Installation And Banquet

CANTON — St. Lawrence County chapter, Civil Service Employees Assn., recently celebrated its twentieth anniversary installation of officers at a banquet at the Treadway Inn, here.

The chapter was chartered in 1947 following 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-Wadlin in governing public employees' rights and responsibilities. The chapter, it was pointed out, has already taken initial steps towards the implementation of the act in the county.

Verner Ingram, former State Assemblyman, commended the toastmaster, Judge Edmund L. Shea, for his long years of public service and as Constitutional Convention delegate. Shea had served as a CSEA regional attorney prior to his appointment to the bench.

Shea eulogized the late Vernon A. Tapper, second vice-president of the State Association. He recalled 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 Association. Others installed were:

Malcolm Starks, first vice-president; Mrs. Eleanor Blowers, second vice-president; John Sivak, third vice-president; Mrs. Mary Bush, secretary; Dolly Scott, treasurer; Mrs. Frances Williams,

executive representative; Mrs. Marian Murray, delegate; and Everett Wells, alternate.

Members of the chapter board of directors installed were: Ceylon Allen, Florence Wood, Mrs. Frances Mulholland, Leo LeBream, Mrs. 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 Episcopal Church and the Pledge of Allegiance was led by Carl Burns, County treasurer.

Guests attending the dinner included Mrs. Clara Boone, president of the Central Conference, CSEA; S. Samuel Borelly, chairman of the Central Counties Workshop, CSEA; Raymond Castle, chairman of the CSEA public relations committee; Emmett Durr, executive secretary of the Central Conference, CSEA and Raymond Pacific, president of the Jefferson County chapter, CSEA.

New Secretary

ALBANY — Joseph W. Canzeri of Cooperstown is the new secretary of the State Department of Agriculture and Markets, succeeding Albert Kurdt of Kingston.

Canzeri is a graduate of Paul Smith College and has held numerous executive posts with upstate hotels, including Whiteface Inn at Lake Placid.

Dutchess Chap. Elects Schryver

POUGHKEEPSIE — Eighty-five persons attended the annual meeting of the Dutchess County chapter of the Civil Service Employees Assn. here recently.

Officers elected for the 1967-68 year include William P. Schryver, president; Randolph Traudt, first vice-president; Charles Olsen, second vice-president; Mrs. Anne Boehm, recording secretary; Mrs. Edith Gerard, corresponding secretary; Marshall Temple, financial secretary; E. Matthew Netter, executive committee; and Donald Dingee, alternate delegate. Schryver was also elected delegate.

Those named to the Board of Directors include Miss Beatrice Sheffield and Ellis Adams, Dutchess County unit; Mrs. Arlene Miles and William Weiss, City of Poughkeepsie unit; Thomas Murray, City of Poughkeepsie School District Unit and Larry Quant, Hyde Park Central School District Unit.

Diviney Re-elected Head Of Nassau Probation Unit

WESTBURY — After a spirited election, Francis J. Diviney, a vice president of the Nassau chapter, Civil Service Employees Assn., was reelected recently as president of the Nassau Probation Department unit.

Diviney won in a vote that saw 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 Cloudman, first vice president; Gary Winne, second vice president; Selma Flax, third vice president; Joaquin Afonso, treasurer; Loretta Sullivan, financial secretary, and Violette Gibney, corresponding secretary.

Selected for the board of directors were: Robert DeStefano, Delcie S. Roberts, Richard Mose; Edward Lates, Mollie Gerber; Judith Schiffer and Loretta Paulino.

C. S. Commission OK's Upgrading For Sr. Tax Examiners

ALBANY — One-grade salary reallocations for the State's senior tax examiners have been approved by the State Civil Service Commission as a result of an appeal filed by the State Department of Taxation and Finance with the support of the Civil Service Employees Assn. and the Tax Examiners Association.

The reallocation, which boosts the senior examiner title to Grade 18, is now awaiting final approval by the Director of the Budget.

At the same time, two other requests in the appeal — which would reallocate senior special tax investigators from Grade 19 to Grade 20, and supervising tax examiners from Grade 20 to Grade 23 — were referred back to the Division of Classification and Compensation for further study.

The action came following a recent hearing before the Commission at which departmental and employee representatives presented arguments supporting the appeal, which had been filed by the Department of Taxation and Finance in January, after an original employees' request supported by CSEA and the TEA had been denied by J. Earl Kelly, director of Classification and Compensation.

Spokesmen at the hearing for the Department of Taxation and Finance were Norman F. Gallmar, administrative director; John J. Denn, personnel director; and Edward D. Igoe, director of the income tax bureau.

Sol X. Goldstein, president of the TEA, and David Mortman, chairman of the CSEA brief committee, represented the affected employees.

CSEA staff members in attendance were William L. Blom, director of research, and Thomas M. Coyle, research analyst.

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, recently.

The CSEA membership goal at the hospital may reach the 280 mark, it was reported at the meeting.

Working in behalf of dues deduction for the Rome Murphy Memorial Hospital 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 buffet luncheon and entertainment.

Non-Competitive Appointments

ALBANY — Recent non-competitive appointments by the State Civil Service Commission include the following:

George Schneider as chief 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 office machine operator, Motor Vehicles; William A. Clarken, institutional steward, State Narcotic Addiction Control Commission.

Mrs. Stillhard Installed As Rochester State Hosp. Chapter's New President

ROCHESTER — Mrs. Ellen Stillhard has been installed as president of the Rochester State Hospital chapter, Civil Service Employees Assn., by William Rossiter, fourth vice-president of the Statewide Association.

Installed with her at the annual dinner dance of the chapter at the Party House recently were: Edna McNair, first vice-president; Patricia O'Connell, second vice-president; Celeste Baerman, corresponding secretary; Edward Chamberlain, 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 Commission. Donald Saeger, 1967

winner of the "Psychiatric Aide of The Year" award at the hospital and Helen Hall who was given the chapter's award for the most contributions to the chapter during the past year, were honored guests at the affair.

Other State CSEA officers attending the dinner, under the chairmanship of Claude E. Rowell, were: Joseph F. Feily, president; Hazel Abrams, secretary and John J. Hennessey, treasurer.

Suffolk Chapter's Commack Unit Wins Payroll Deduction

COMMACK — The Commack School District unit, Suffolk chapter, Civil Service Employee Assn., has won a payroll deduction of dues clause and indication of exclusive recognition in the offering. The unit is continuing negotiations seeking to extend job security to employees not covered by Section 75 of the Civil Service Law. The negotiating committee consists of John D'Ambrosio, unit president; Edward Kelly, vice president, 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 "Walden Incident" is news today is that the state trooper, now a zone sergeant, has just received 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. Lustyk played, as told by State Police headquarters here:

"As Trooper Andrew F. Lustyk, now a zone sergeant, cruised 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.

"The fugitives had armed themselves during a string of burglaries in Pennsylvania and New York. A burglary during the night at Woodbourne, a community between Liberty and Ellenville, suggested they might be in the lower Catskill area.

Near the western limits of the village, Lustyk observed the stolen car parked facing him, with the occupants studying a road map. At the next intersection, he turned around and after waiting for traffic to clear, moved toward an open space behind the fugitives. Before he reached the spot, several children ran from a nearby house into the space, making it necessary to pull in front of the fugitives.

"As he emerged from the troop car, the stolen vehicle was directed toward the Trooper in an attempt to run him down. Lustyk 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 vehicle, before the trooper took up pursuit in the police car. He hoped to be able to cut off the fugitive car before it reached the center of the village a half-mile away.

Double Winner

POUGHKEEPSIE—W. K. Hoffman of 60 Sunset Ave., Poughkeepsie, has passed two civil service promotional examinations dealing with institutional education.

He was one of 21 who passed the exam for general supervisor 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. Lustyk 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 vehicle, before the trooper took up pursuit in the police car. He hoped to be able to cut off the fugitive car before it reached the center of the village a half-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 car siren, was hustling children out of the way. Despite injuries that required his hospitalization, 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 Lustyk closing in, 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 Lustyk 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 chief arrived and took charge of the prisoner, freeing Lustyk 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 picture of Lustyk 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 Editorial 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 broadcast daily 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.

6:00 p.m.—Community Action—Ted Thackrey moderates program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:30 p.m.—New York State Constitutional Convention: Some Issues and Perspectives—Interpretation of key issues before Convention "Home-Rule."

9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

10:00 p.m.—Brooklyn College Presents—"The Summer of Central Park—Part I." Program highlights 1966 summer activities.

Tuesday, June 27

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—Community Action (live)—Ted Thackrey moderates program.

7:00 p.m.—TV Shorthand—(Lesson No. 21) presented by the Manpower Education Institute.

7:30 p.m.—Human Rights Forum (live)—William Booth moderates discussion.

Wednesday, June 28

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand—(Lesson No. 21) Presented by Manpower Education Institute.

8:00 p.m.—Behind the Laws—Analysis of selected laws recently passed by the State Legislature. "Surrogate's Court Procedure Act."

Thursday, June 29

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—Living for the Sixties—Program designed for senior citizens.

7:00 p.m.—TV Shorthand—(Lesson No. 21)—Presented by the Manpower Education Institute.

7:30 p.m.—On the Job—N.Y.C.

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Where to Apply For Public Jobs

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

CITY

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

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

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

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

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

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

STATE

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

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

FEDERAL

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

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Certifications For New York City Jobs

Supervisor I Welfare Dept.

The New York City Department of Personnel has released a list of persons certified for appointment to the position of supervisor I, 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, Alans Kurland, Countess Metcalf, George W. Poole, Laurence Youell, John W. Brittain, William M. Margolis, John J. Cataldo, Russell S. Cheney, Jean R. For, Nathan Elbaum, Rhoda T. Grossman, Jerome K. Hoffman, Leonard E. Epstein, Beatrice R. Wynn, Roslyn Ruzycki, Richard F. Dreyfuss, John A. Nicholas Leonore Glaser, Nancy H. Bruno, Charles E. Darcy, Allen J. Elias, Adrienne J. Mirra, Mildred Schachinger.

James L. Shields, Lavrene Whitton, David Fisch, Linda Kaufman, Alvena G. Baum, Barbara S. Cohen, Leonard R. Grotzer, 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 Bordinick, 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, Marie E. Richardson.

784. Luereasa Smithromero Anthony M. Crescenzo, Choral S. Eddie, 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, George Saunders, Rae Tattenbaum, Vincent J. Dassaro, James A. Dorazio, Richard L. Fulgoni, George J. Morfogon, Helen J. Joyner, Sam Parmit, Barbara S. Marzano, Robert Reed, Jeremiah Healy, Kenneth J. O'Loughlin, Harriet Goldberg, Libby S. Levy, Arthur H. Liebs, Emily S. Wildman.

968. Lillian Colon, Norma V. Howard, Jay P. Bokser, John J. Boyle, Doris V. Sullivan, Alexander Tobkes, James J. Geraghty, Allan Sonnenschein, Joel I. Geller, Ralph H. Schmitt, John M. Sinclair, Michael J. Taub, Patrick M. Curtin, Rosalia E. Barrow, Natalie F. Vaira, Edgar L. Bergen, Kermit J. Eady, Charles Gray, Bernard W. Farrell, Joseph M. Starkef, Barbara J. Stewart, Harding A. Dunlop, Ruth Mingola, Dolores D. Moskowitz, Michael L. Nasofer, Rabindra N. Aggarwal, William C. Byrnes, Gerald A. Foster, Symone B. Scales, Velma T. Barnes, Harry M. Cohen, John W. Henry, Jr., John D. Iorio, Esther M. Wilson.

Fireman List

The New York City Department of Personnel has released a list of persons certified for the position of fireman. Included on this list are 147 names which follow.

324. Edward J. Bull, Robert V. Farren, James V. Gibbons, Donald E. Washington, Edward P. Oliva, Richard C. Sprague, Frederick Salzmann, Gerard T. Cleary, Michael C. Fox, Richard A. Nicholls, Norman W. Neubauer, Peter S. Gianatiempo, John J. Carollo, Benjamin Jones, Thomas P. Strong, Joseph J. Halaszynski, Sebastian Spataro, Michael Clancy, Peter J. Bruno, Joseph Confino, Francis P. Woods, Gerard D. Shortell, Robert G. Iverson, Saverio F. Alacqua, Ronald J. Ferrero, William A. Kuhle, Joseph F. Kresse, Robert W. Beatley, Robert E. Connolly, William R. Minton, Allan E. Clarke.

3880. John A. Albert, Richard F. Ludes, Charles Valentine, Louis T. Ryan, Frank J. Szatkowski, Donald A. Atlas, Ludwig Gehm, George J. Aronson, John J. Farrell, Donald J. Scherpich, Oscar Konlian, Robert D. Iannazzo, John W. Hewson, Jr., Daniel V. McEntee, Edward M. Thompson, Frank J. Gissi, Phillip C. Maggio, Vincent P. Esposito, Michael Leili, Edward R. Herrel, Joseph P. Florio, John M. Mulligan, Joseph P. Palko, Jr., Michele R. Gallo, Harold F. Morgan, James P. Boos, Bernard J. Tachine, Ronald Ibanez, Vincent J. Palazzola, Barry B. Noss George, V. Cats, Roomet Karilaid.

3955. Howard C. Hafner, Jr., Edward R. Watson, Russell C. Alercia, Frederick Saporito, John R. McMullan, William C. Gartner, Jr., Walter P. Larkin, Edward J. McVeigh, Francis J. Foster, Kenneth F. Christophersen, Peter D. Maginn, Agostino Galfoto, Dennis Mullally, Louis Nigro, Michael J. Walsh, Jr., Vincent T. Loughlin, Michael A. Mongelli, Harold F. Kaiser, Jr., Thomas E. Vetell, John J. Daniels, Louis J. Cellini, William H. Goodman, Daniel Greaney, Kenneth G. Lerouj, John F. Goodman, George W. Johnson, Robert H. Vohrer, Edward P. Hudson, Robert R. Arakel, John H. Allen, Roaulo C. Ciancarelli, John M. Carey.

4029. Patrick M. Bonamo, George A. Reilly, Thomas A. Herckenrath, Frank T. Carddell, Floriano J. Juliano, James C. Herold, George L. Alleyne, Bernard L. Salpietro, Richard Kern, Thomas P. Docherty, Frank J. Marchitelli, Frank C. Smith, David J. Puterbaugh, Charles A. Matassa, Paul C. Minucci, Michael Verbitsky, Jr., Anthony Votta, Joseph F. O'Neil, Robert N. Mazzuki, Dominick N. Caccamo, Robert W. McGreevy, John J. Taranto, Robert E. Regan, Howard A. Adams, Salvatore Larocca, Christophe Dowdell, Cajetan C. Mazza, Louis G. Dipilla, William G. Hoermann, Gerald Morton, William P. Franze, Lawrence J. Fitzgerald, Jr., Edward J. Murphy, Francesco Rosselli, John B. Callagy, Kenneth Cox, Terry A. Cicchetti, Edward C. Schoales, William N. Demarino, Jr., Parris L. King, Arthur J. O'Brien, Daniel J. Kelly, Stephen Spyntiuk, Peter J. Joyce, Terrence W. Williams, Benedict J. Cecere.

419. Irene E. Salayka, Samuel E. Boyd, Theodore Fitzpatrick, Albert V. Crawford, Milton H. Coulthurst, Elmus M. Thompson, Seymour Friedman, Sylvia Chalk, Phineas F. Yoshida, Anthony Basilio, Marguerite Smith, Doris M. Jones, Arthur D. Miles, John E. Ensley, Elinor A. Fendall, Peter I. Wells, Cleveland Carter, Leslie I. Phillips, Leslie Allen, Harry W. Boatswain, Myrtle Vacirca, Fannie 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. Fields, Sidney T. Brooks, Arlene S. Rosen, Laveria Melore, Henry C. Friedel, Lacey W. Carter, Betty L. Manning, Laurell E. Kelsick, Harold A. Burton, Lillian M. Anderson, James E. Proffit, Julia M. Collymore, Nathan Backstein,

Gordon T. Olsen, Daniel Mehler, Carl Lee, Martin Warshall, Kachig J. Kacherian, Thelma T. Hanerfeld, Leo J. Kimmel, Anita Stanley, Albert B. Kelsey, Juanita B. Fletcher, Paul J. Caruso, Albert E. Butts, Walter M. Lynn, Geneva Ellis, Diana H. Williams, Norman H. Trosten.

485. Jacqueline Pitts, Irving Farron, Evelyn C. Kinerf, Lionel A. Estwick, Gail Gordon, Evelyn W. Evans, Max Brenner, Stanley Bruh, Willis B. Donahus, Selma Sheinman, Sedenna A. Reed, Arthur Fields, Robert J. Goellnicht, Solomon K. Shapiro, Edward P. Warton, Myrtle B. Horrington, Helen B. Goldenberg, Charles H. Gay, Lois J. Hamilton, Lorraine E. Macon, Stanley E. Schoenfeld, Elias C. Zucker, Herbert A. English, Minna M. Baptiste, Carlos Curet, Saul Gutter, William C. Seubert, Zoroastro Birnel, Ruth G. Tull, Joseph A. Reid.

515. Alan I. Baer, Norman H. Metzger, Sandor L. Haimes, Rosalind E. Ezratty, Verdel Bivins, Dorothy S. Arnold, Edward L. Warshaw, Robert M. Moll, Alice Goldberg, Quester D. Hannah, William J. Washington, Lemuel Copeland, Theodore N. Collins, Myrtle B. Owens, Laura Muginis, Jack E. Zweiban, John A. Kirk, (Continued on Page 13)

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Supervisor II Welfare Dept.

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 S. Armstrong, Helga P. Sargent, Thomas B. Williams, Frances King, Martin Abramowitz, Louis C. Clozzo, Cortland H. Edwards 2nd, Rosalie Mel-

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TUESDAY, JUNE 20, 1967

Wrong Conclusions Dept.

THE 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 Commission 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 civil 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 citation—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.



SOCIAL SECURITY Questions and Answers

Q. I am 64 years of age and receive social security benefits as a widow. What must I do in order to get medicare protection when I 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 birthday if you wish coverage effective when you reach 65. You will automatically be enrolled in hospital insurance the month you reach 65.

Q. I am still working full time and have no intention of retiring.

Why must I file benefits at age 65?

A. First, remember that the application should be made two or three months before you reach 65, not on your birthday or after. This application establishes your eligibility for Medicare benefits 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 you want to and are able to. But if you do not make this application, you will not be eligible for Medicare benefits.

LETTERS TO THE EDITOR Agrees With Letter On 'Just 1/60th'

Editor, The Leader:

I was pleased to read Mr. Busell's article (May 23) regarding a just 1/60th retirement plan that would be applicable not only to newcomers in civil service, but to the old timers, whose work and contributions have made the present non-contributory plan possible. 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 public 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 many thousands who have a stake in the pension system will rouse themselves and support the claim for a JUST 1/60th pension plan, they can help to avoid being treated as "second-class citizens".

ED CAROLAN
Brooklyn, N.Y.

Administrative Asst. 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, please write 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 legislation in our State Legislature to establish a State Ombudsman, I was interested in your editorial of May 23 commenting on a similar proposal in the New York City Council.

I think this editorial may give rise to some misunderstandings as to the functions actually performed by an Ombudsman. While an Ombudsman does receive and investigate public complaints under neither my proposal in Albany 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 satisfactorily with the agency involved, his sole remedy is to publicize his 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 informally and without a public report by the Ombudsman. Often the resolution has consisted of an explanation by the Ombudsman to the complaining citizen as to why government agency had to act as it did.

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

(Continued on Page 11)

Civil Service Law & You

By WILLIAM GOFFEN



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

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 announcement of an examination specifying different eligibility requirements.

THE ADMINISTRATIVE Board relied 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 senior 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 officers. The fact

(Continued on Page 11)

Personnel Council Marks 12th Anniversary At Dinner

The Personnel Council 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 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 personnel 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 Mayor-City 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 S. Saslow, vice-chairman of the Personnel Council.

The Personnel Council was established in 1955 to develop and coordinate personnel management throughout the City government. Membership in the Council is comprised of representatives appointed by the head of each City agency. More than 70 agencies are represented on the Council. The Council serves as a communications and advisory exchange to increase the efficiency

of the functions of this committee, Hoberman noted, is to determine what responsibility each agency has to train its employees for a promotional examination.

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 identification cards, providing employees with emergency medical and immunization records, had been implemented this year by the Health Department. During the year, Hoberman said, experts had reported to the Council concerning

administrative services, the agency's obligations on receipt of eligible list certification, and revisions in the performance evaluation system.

Hoberman made further remarks at the dinner concerning the activities of the City Department of Personnel. "We have instituted several major rule-changes within the City Civil Service Commission," he said, "including the combination of Parts I and II of the non-competitive class. Each individual agency now has greater responsibility in examining and appointing all of its non-competitive employees."

New programs within the Per-

sonnel Department, he continued, include a "Career Executive Program" and a consulting service to agencies.

Those members of the Council who received retirement certificates from Oill were John Allen, Housing and Redevelopment Board; Mildred Farricker, Office of the City Sheriff; Thomas P. Golden, Office of the Borough President—Manhattan; Herbert Hobbs Jr., Real Property Assessment Department; Henry L. Neubaer, Office of the Borough President—Queens; Daniel O'Connor, Department of Welfare; Lester J. Rosner, Department of

(Continued on Page 11)

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.

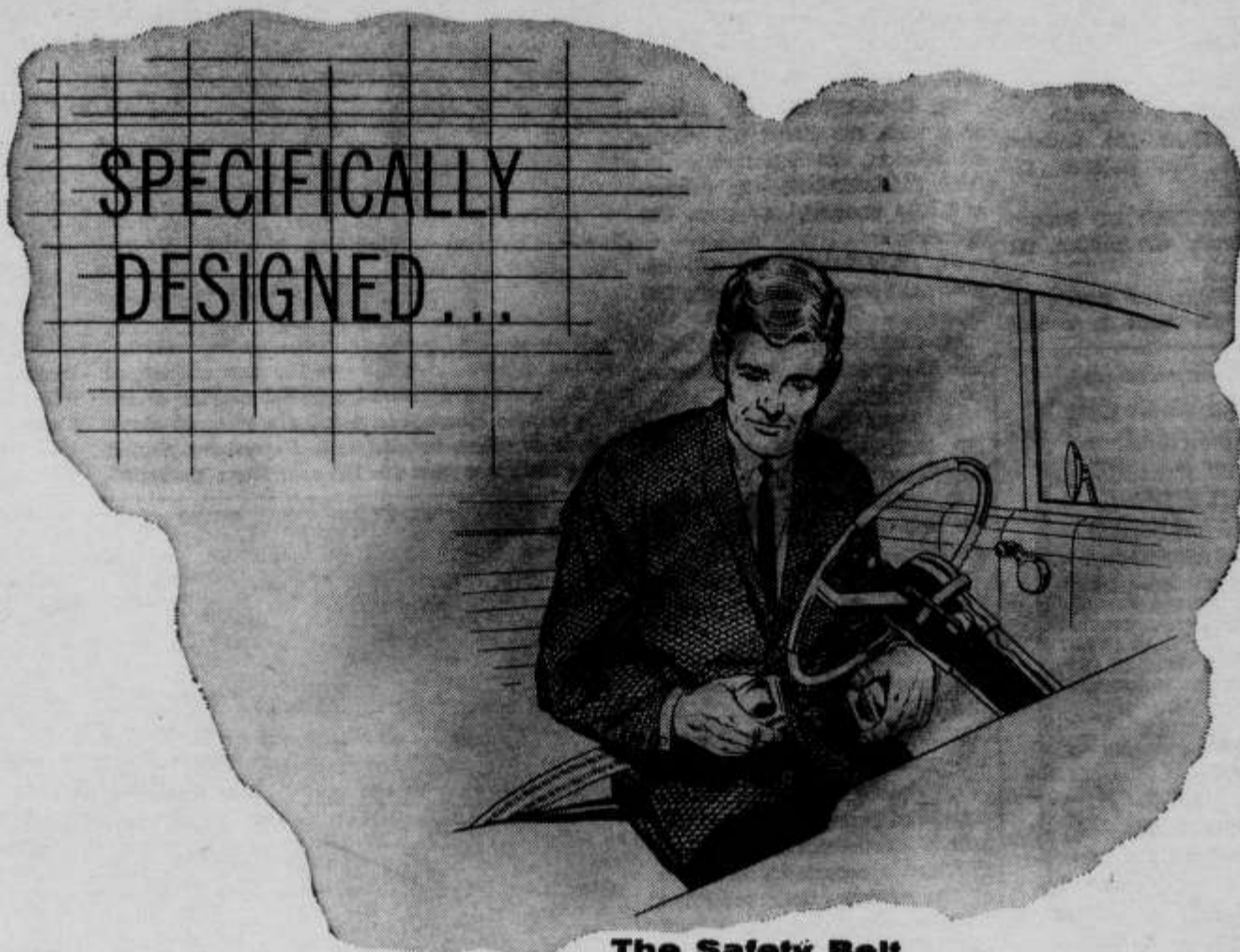
7:00 p.m.—TV Shorthand (lesson No. 22)—Manpower Education Institute presents program.

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 program

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.



The Safety Belt

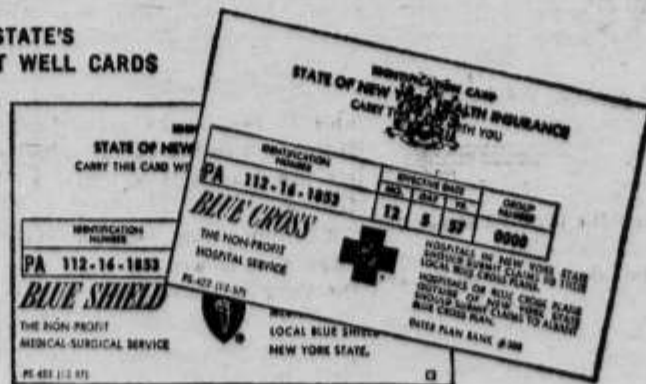
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Sample City Tests

Clerk Exam

Each of questions 41 to 83 consists 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. CAPACITY: (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. DILEMMA: (A) decision, (B) mistake, (C) violence, (D) predicament.
- 46. OPPORTUNE: (A) temporary, (B) timely, (C) sudden, (D) recent.
- 47. DEVIATE: (A) turn aside, (B) deny, (C) come to a halt,

- (D) disturb.
- 48. COMPILE: (A) confuse, (B) support, (C) compare, (D) gather.
- 49. MANIPULATE: (A) attempt, (B) add incorrectly, (C) handle, (D) investigate closely.
- 50. POTENTIAL: (A) useful, (B) possible, (C) welcome, (D) rare.
- 51. AUTHORIZE: (A) write, (B) permit, (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) customary.
- 54. DEplete: (A) replace, (B) exhaust, (C) review, (D) withhold.
- 55. INTERVENE: (A) sympathize 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) suffer.
- 58. DISCORD: (A) remainder, (B) disagreement, (C) pressure, (D) dishonesty.
- 59. TENACIOUS: (A) vicious, (B) irritable, (C) truthful, (D) unyielding.
- 60. ALLEVIATE: (A) relieve, (B) appreciate, (C) succeed, (D) admit.
- 61. FALLACY: (A) basis, (B) false 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 sentence which may be classified appropriately under one of the following four categories: (A) incorrect because of faulty grammar 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 expressing 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 the J. N. Adam Memorial Hospital chapter of the Civil Service Employees Assn., are pictured above after their recent installation in Perrysburg. Seated in the front row from the left are: Mona Moore, alternate delegate; Fran Arrigo, secretary; Norman Pine, treasurer. Standing, from the left are: Gerald Turnbull, delegate; Joseph Martin, president; Robert Pine, sergeant-at-arms; and John Herman, vice 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 Ingersoll, first vice president; and Barbara Carson, social chairman. In the back row, from the left 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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Custodian Test In Nassau County Open For Filing Now

MINEOLA—Open competitive examinations for custodians in various school districts of Nassau County are open for filing now at offices of the Nassau County Civil Service Commission.

Filing will continue through June 30.

Salary for these positions vary with each school district. The examination will be held on July 15. All candidates must be legal residents of Nassau, Suffolk or Queens Counties for at least 12 months immediately preceding 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 at 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 dinner-dance will be held 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 Road, Mineola.

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CSEA Sees Threat To Merit System

(Continued from Page 1)

incredulous experience to hear, first-hand from the president of our 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 executive branch of State government.

"This proposed travesty on the 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 Civil Service employees.

"On the face of it, the proposal seems innocent enough. According to the statement made by the president of the Commission, the number of positions affected by such a move at this time would be 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 in these positions would make up a so-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 of the employee and, we would very positively predict, whom the employee might know in influential places. On the other hand, according to Mrs. Poston's statement, '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 selection could be made for assignment to senior management service positions,' 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 this proposal do to the thousands of rank and file employees who put in years of effort working for the State, winning their way gradually upward through one competitive examination after another, only to find that their ultimate goal, the so-called top-level job, was now barred to them unless they cared to renounce their richly-deserved rights as competitive class employees?

"Obviously, for these people who have chosen the State service as 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 be a definite deterrent. The removal of the higher-salaried jobs from the so-called career service would seriously affect recruitment at the lower levels. Lacking the incentive of eventual possible 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 politics.

"On that score, there can be no doubt that the selection of

personnel for a senior management service by means other than competitive examinations would mean the introduction of a "spoils system" climate at the top level of 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 of spoils system and patronage-type appointments in the non-competitive selection of senior managers, there would be an even greater ethical-moral threat in the area of discrimination. Completely fluid, flexible and arbitrary standards for promoting favorite sons would make for a situation replete with discriminatory possibilities. Human rights practices in State government would inevitably suffer a serious setback.

"Another equally alarming aspect of the proposal is the suggested procedure for filling vacancies created at lower levels by the elevation of chosen candidates to the senior management service. 'Every senior manager would be on extended leave from his former graded position,' the proposal states. 'He would be free to return to his former job at any time. During his absence the graded position would be filled on a contingent permanent basis, an arrangement which permits the contingent permanent appointee to acquire most of the rights and status of permanent appointment.'

"What the proposal fails to point out is that it is compounding the complexity of an already complicated State personnel operation; it is allowing the affected employees to have 'most of the rights and status', whereas, by rights, he should get all of the rights and status; it is setting up a kind of built-in instability in State service by making possible chain-reaction demotions on a large scale, anytime a senior manager decides (or his superior decides for him) that he will revert to his former graded position. The danger in the latter situation lies in its magnitude—we would find literally thousands of State employees in temporary appointments—movement from job to job could be so widespread that few people would be in a job long enough to learn to do it properly.

"Clearly, the entire proposal represents a transparent attempt on 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 so-called lack of flexibility in selecting top-level personnel lies not in the system, but in the Civil Service Department's failure to make the examining process viable and efficient in the changing labor field of the past ten years. In other words, it's not the machine that's at fault—it's the operator.

"The president of the Commission, in her statement, openly admitted the Department's apprehension at being a continuing target of criticism from heads of departments and agencies. We have long known that appointing officers have not been satisfied with the results of the examining process; neither have the em-

ployees. Their frustration stems directly from the fact that the scheduling of examinations and the procedure for implementing promotions is invariably an almost interminable process.

"Frankly, we agree that many of the criticisms are valid. We also believe, however, that the remedy for the situation is not to abruptly throwing out the system but, rather, in first taking a long hard look at how the system has been used—or, more accurately, misused by the department. Undue rigidity in the areas of job classification, salary setting, examination processing, and tenure rights is certainly not resolved by exempting the highest and 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 level jobs from the requirements of the civil service, but rather, the creation of a method of examination which is more clearly responsive to current conditions and, secondly, the establishment of a realistic salary structure, rich enough to induce top talent to enter the State's Civil Service.

"The Civil Service Employees Assn. is never opposed, nor will it oppose in the future, changes in the administration of the merit system which would create a better method of filling positions and selecting candidates. We would affirmatively propose that the examination process and personnel development be brought up to date by the following means:

1. The time lag between the request for a list of eligible candidates for appointment and their actual availability be drastically reduced.
2. The Department of Civil Service be adequately staffed to provide a 'crash' program for the creation of meaningful examinations that have the confidence of both the candidate and the employer.
3. A study be undertaken to correlate the results of examinations with successful performance on the job.
4. Employees be afforded a continuing opportunity to assist and give their views as to means and methods for improving the examining process.
5. An effective job evaluation system, 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 special training and assistance to advance their careers in the public service.
6. Incentive devices 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 outstanding service.

"In addition to these changes, completely feasible within the framework of the existing system, we must also point to the glaring need to pay the kind of money in entrance level salaries which will permit the State service to attract its share of bright young people before they're taken by private industry. Recent figures

compiled by the College Placement Council, indicate clearly that the State, in many cases, lags seriously behind the private sector in the salaries it offers to the 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 be offered as much as 12.5% more by private industry than he will by the State; the graduating economist, up to 12.8% more, and the beginning accountant, as much 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 of the best young talent for the simple reason that it does not put forth enough money to attract the best. Similarly, we must conclude that by recruiting less than the most competent, in numerous cases, the State should not be surprised that these same people reveal certain shortcomings in performance later on in their careers, particularly as they rise to top-level, policy-making positions.

"Admittedly, the State service does not attract many highly competent professional and administrative employees. This, no one can dispute. Equally true, however, is the fact that many of these do not remain in their State careers long enough to render their full potential at the higher levels. They, too, are lured away by the more lucrative rewards of private industry. This deplorable drain of in-service talent could be minimized simply by offering realistic salaries.

"We have complete confidence that institution of these economic and administrative measures by resourceful personnel could quickly provide the allegedly long-lacking and much lamented 'flexibility' necessary to produce an adequate supply of competent manpower at the higher levels of State civil service. Again we say, the root of the problem is not inherent inadequacy on the part of the competitive examining process or the merit system, but rather, failure of the Department of Civil Service to accommodate its operation to the realities of today's labor field.

"Obviously, we have been deeply distressed by this whole proposal, doubly so because it was voiced by the head of an agency which has been the bulwark in advancing and defending the Merit System within this State. It would now appear that this very agency is seeking the demise of the merit system—for who can believe that if two percent of the State's civil servants can summarily be removed from the protection of the merit system, more will not follow?

"We shall oppose this change for what it is, and also because it 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 hearing—without one single prior invitation of the Association's views on this matter by the Commission. It is a fact that we received a copy of the consulting study referred to by the Commission, but only after it had been issued to the public press. The employees'

acceptance of any proposal should be recognized as an indispensable concomitant 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 proposals of the Department of Civil Service with renewed concern and vigilance.

Clearly, the proposal, as outlined, 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 accomplish its prime function: effective operation and preservation of the civil service merit system in 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 operating under a completely false premise. The Constitution is not at fault: it is the administration of the System which is at fault! We 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 Department of Civil Service and the Civil Service Commission have powers at present which are fully ample, such as jurisdictional classification and the like, for the executive branch to initiate policy to provide whatever changes may be needed.

"We oppose the proposal and will continue to oppose it with all the power at our command."

Sincerely,
JOSEPH F. FEILY
President

St. Lawrence

(Continued from Page 1)

by Harry Johnson, CSEA area field representative. On June 7, Robert Guild, also a CSEA field representative, met with members of the County chapter's Public Relations and Membership committees at the Court House in Canton, to construct a concerted program for the passage of the resolution.

Guild attended the Board of Supervisors meeting on June 12, at which time the Board approved the resolution, and testified in answer to the questioning of Board members on various aspects of the proposition in the final stage of the successful campaign.

As a next step the St. Lawrence County chapter and local CSEA field representatives are offering to join with any town, village or non-teaching CSEA unit in the St. Lawrence county area to bring about further sole bargaining agreements. Where such efforts are envisioned it is advised that CSEA unit or chapter representatives contact Mrs. Mildred Talcott, president of the St. Lawrence County chapter, Route 2, Potsdam.