

Civil Service LEADER

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7 New Aides

See Page 16



APPRECIATION — Harry W. Albright, left, counsel to the Civil Service Employees Assn., is seen with a plaque presented to him by Robert R. Douglass, counsel to Governor Rockefeller, on behalf of the CSEA's New York City chapter. The event took place in the Concord Hotel last week, where Albright was honored by the City chapter.

City Chap. Lauds Albright; He Pays Tribute To CSEA

KIAMESHA LAKES—"A man of integrity. A valued counsel. A person with a profound grasp of government and its problems, a man with a deep understanding of the people who work for government."

These were some of the laudatory remarks arising from a testimonial dinner here last week to Harry W. Albright, Jr., counsel to the Civil Service Employees Assn. for more than a decade. The tribute to the young attorney was sponsored by the New York City chapter of the Employees Assn. and was a highlight of a two-day workshop at the Concord Hotel.

In addition, the chapter paid tribute to the standing committee chairmen of the CSEA for their "invaluable contribution of time, effort and talent" to the advancement of Employees Association

Telephone Operators Work Week Is Set

ALBANY—Rules governing the 37½ hour work week recently granted to telephone operators employed by the State Department of Mental Hygiene—as a result of demands by the Civil Service Employees Assn.—were spelled out last week to department and institution administrators.

In a memo to institution directors and their personnel staffs, John J. Lagatt, director of personnel, said the approval for the shorter work week "is based on the understanding that it shall consist of five working days of seven and one half hours each; that the seven and one half hour working day shall include only

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goals.

After a welcoming address by Seymour Shapiro, chapter president, Solomon Bendet, toastmaster for the evening, introduced Robert R. Douglass, counsel to Governor Rockefeller, who delivered the major address.

Praise From Douglass

Speaking of Albright, Douglass said that "In my dealings with Harry Albright I have been constantly impressed with the integrity, sincerity and imagination with which he serves you people. He not only knows your needs but also has profound grasp of the needs of government. All of these things are valuable qualities when dealing with the Administration and Legislature and I can say with great certainty that he has earned the deepest respect of Governor Rockefeller and the entire Executive Chamber."

Douglass said that the CSEA attorney not only served as an "astute guide and counsel to the causes of public employees but also, because of his perceptiveness and sensitive intuition about the problems of government, has been a valuable guide and counselor to the Governor himself."

What Counts

"Intelligence and integrity sometimes are not enough for success in political dealings," Douglass noted, "and it should be known that the warmth and good humor of Harry's personality has so much to do with his successes

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vanden Heuvel, Fehling Tell Committee

Lack Of Written Guarantees In New Constitution Would Bring Back Spoils System

William vanden Heuvel, a delegate to and vice president of the State Constitutional Convention last week urged the retention of written guarantees in the forthcoming revised constitution that would insure the contractual nature of public employee pensions and the continuation of the merit system through competitive examination.

His testimony on these issues, given before the Convention's Committee on Labor, Civil Service and Public Pensions at an open hearing in New York City, was echoed by Henry Fehling, chairman, Civil Service Committee on the Constitutional Convention, which represents some 400,000 members of public employee organizations.

vanden Heuvel argued that any tampering with the basic concepts of the merit system and public pensions would invite a return to the "spoils system under a sophis-

ticated disguise" of efficiency.

Text of Speech

Speaking to the Constitution Committee, vanden Heuvel said:

"In one of the first sessions of our Constitutional Convention, I urged our fellow delegates to express a sense of the body instructing the Convention Committees to undertake a fundamental revision of the Articles within their jurisdiction. Experts and laymen alike acknowledge that the present document has become encrusted with statutory detail, and

in the process, the legitimate powers of the executive, the legislature and the local governments have been seriously compromised. Call it "fundamental revision", or "simplification" or writing a new constitution—the fact is that if we write a basic document, setting out the fundamental policies and guidelines for our State government, and covering all of the areas affecting the constitutional interests of the State and its citizens, we will undoubtedly be able

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CSEA Calls For New Resolutions

ALBANY—All chapters and other divisions of the Civil Service Employees Assn. have been urged to submit proposed resolutions for next year's legislative program to the organization's resolutions committee as early as possible.

In letter to chapter presidents and other CSEA officials, Joseph F. Felly, CSEA president, pointed out that a special delegates meeting would be held early in September so that the organization's full program for next year could be established early enough to meet time requirements under the new Public Employees Relations Law, which is effective Sept. 1.

"To enable the resolutions committee to properly handle the resolutions submitted to them," Felly said, "I am requesting that all resolutions proposed for consideration at our special delegates' meeting in September shall first be submitted in writing to the resolutions committee."

Deadlines

"All resolutions submitted on or before July 20 shall be reviewed, edited and consolidated by the committee," he wrote, "which shall, on or before August 10, report to all chapters of the Association the disposition of such resolutions."

He said he was "requesting your cooperation so that the resolutions committee will be able to submit a report to all chapters in sufficient time for review prior to the special meeting."

The 16-member resolutions committee, in the meantime, is

(Continued on Page 14)

Major Refinements In Retirement System To Be Strong Goal Of CSEA

ALBANY—The Pension Committee of the Civil Service Employees Assn. has called for a major refinement in benefits for members of the New York State Retirement System, according to its chairman, Frank Harwayne.

In discussing the use of available monies which the Retirement System might have for additional employee benefits, the committee agreed it should be put to use in granting career workers such benefits as:

- Guaranteed retirement at the rate of 1/60 of final average salary for each year of service after 1936;

- Final average salary for retirement purposes based on the three highest earning years;

- Adjustment of pension to reflect changes in the cost of living, regardless of the age of the pensioner.

The pension committee also expressed its opposition to vested retirement after five years of service, according to Harwayne.

The committee's opposition was based on the premise that the cost of reduced vesting privileges for short term employees could only be granted at the expense of career members of the system, Harwayne said.

Criticism

The committee also was critical of statements, in some quarters, that retirement benefits be "integrated" with social security benefits. It believes the public employer retirement plan cannot be equated to private employer tax

deductible plans. Public employees earn their retirement allowances from their State and local

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Don't Repeat This!
From All Walks of Life

Experts Conduct Legislative Process In City, State, Nation

HOW many times have you said—there ought to be a law? Think hard, how many times have you heard other people say the phrase?

Interestingly enough much of the legislative process is conducted by "experts" who specialize in subjects or areas in which they have a background of prior experience or in which they tend to concentrate on during their terms in Congress or State Legis-

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Eletz Appointed Head New Bronx Tax Office

ALBANY—Abraham Eletz, a veteran career civil service employee, has been named to head the new State Tax Department district office in The Bronx. The Bronx. Eletz has been serving as director of the Manhattan collection bureau.

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FSEE Test Dates Extended To Aug. 10

The Civil Service Commission has announced that the closing date of its 1967 Federal Service Entrance Examination has been extended to Aug. 10 to allow two additional nationwide tests this year.

More than 13,000 persons were appointed to Federal jobs after passing the FSEE last year. Prospects are excellent for even more appointments from this year's test, in order to meet civilian staffing needs in support of defense requirements and in new or expanded domestic programs.

Candidates who wish to compete in the test to be given Aug. 12 must apply by July 12, and those who desire to be tested on Sept. 16 must apply before midnight Aug. 10.

To compete in the newly scheduled examinations, candidates should obtain a copy of Announcement No. 400 from any office of the Civil Service Commission, any major post office, or most college placement offices. The announcement contains complete instructions and the necessary forms for filing.

The Federal Service Entrance Examination is the Federal Government's primary source of recent college graduates and others with equivalent education or experience. Candidates who pass the FSEE will be considered for appointment in a wide variety of occupational fields.

Greedmoor Visitor

ALBANY—Governor Rockefeller has reappointed Mrs. Edward S. Gottlieb of Jamaica to the Board of Visitors at Creedmoor State Hospital.

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 Good Neighbor Policy

"WE WANT TO be a good neighbor," declares Con Edison, the public utility that serves much of New York City and Westchester with electric power, gas and steam.

FRANKLY, WE wish more government agencies would say it—and mean it. We find more and more that some government agencies are forgetting that, in addition to good performance, they must also be good neighbors.

FOR EXAMPLE, government agencies must frequently intrude on the privacy and convenience of people. All too often, these agencies just intrude without offering the slightest explanation.

WE MUST CAUTION our civil service readers that this attitude is hurting their public relations. Frequently, it is thoughtlessness rather than ignorance which makes government forget that being a good neighbor is a necessity these days. Today's publics are too sophisticated to be ignored.

THE THOUGHTLESSNESS is often blamed on a private contractor doing some government work. We say that shifting the blame is no answer. When a government agency has the prime responsibility for carrying out some public improvement, the responsibility is the government

agency's for making explanations, apologies and asking public understanding and patience.

CON EDISON'S plea for good neighborliness came about through a very local situation on Manhattan's East Side. The utility found that three smoke stacks—or "shorties"—on its power generating plant at 74th Street and the East River had been topped by nearby apartment buildings.

SO CON EDISON decided that it better top everything with a single 500-foot stack that will soar 'toward the sky.' In an attractive color brochure distributed to just about every Con Ed customer within a mile of the new stack, Con Edison tells what it is doing, why, and what the new stack will do.

CON EDISON, which has been taking a public relations beating in recent months over air pollution, makes a very special point that the new stack will aid air pollution control.

"WHEN IT IS finished in the Fall", the brochure states, "our new stack will send any plant emissions, and these will be minimal, at faster speeds high into the sky where they will be dispersed and diluted in the atmosphere.

"BUILDING THIS stack is a major project, but well worth it. We want to be a good neighbor."

IT WOULDN'T be a bad idea for some government agencies, particularly those engaged in work causing inconveniences to many publics for long periods of time, to try being a good neighbor. It's really quite easy, and inexpensive.

WHILE ADDING to the good public relations of the agency, it will enhance the public relations of the civil servants on its roster. There is nothing more destructive to good public relations than causing unexplained public nuisances, even in the name of progress, without asking for the understanding of the publics involved.

AFTER ALL, one of the basic elements of public relations is to obtain the understanding and good will of the various publics, whose cooperation is critical to the success of any project, large or small.

The City-wide telephone number for police and ambulance assistance is 440-1234.

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A GUIDE FOR THE MARRIED MAN

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CSEA Urges Parks Council Personnel Program

ALBANY — The Civil Service Employees Assn. has called on Laurence S. Rockefeller, chairman of the State Council of Parks, to place top priority on implementing a fully effective personnel administration program within the division.

In a letter to Rockefeller from Joseph F. Felly, president of the State-wide CSEA, it was pointed out that at a recent meeting between CSEA representatives and officials of the Department of Conservation, the communications problems between the Division of Parks and its employees was highlighted as needing immediate attention.

Much of that meeting, Felly said, was devoted to problems peculiar to the Division of Parks, despite the presence of representatives of the rest of the department of conservation.

In the meantime, CSEA has urged members of its conservation committee who are employed in Parks to establish committees at chapter level to meet with regional park managers and their staff to attempt to solve employees problems at that level.

Other items discussed at the meeting between the CSEA representatives and officials of the Conservation Department included:

- Request of the Conservation Department the status of any studies with respect to implementing further reallocation or reclassification actions.
- A. Seek departmental support for higher grading of the superintendent 'F'. Division of Parks supports the higher grade of the superintendent 'F' and has requested the Civil Service Department to reallocate the item to a higher level.
- B. Seek departmental support for reallocation of conservation aides. Department has filed a request with Civil Service seeking a reallocation from Grade 7 to Grade 8.
- C. Seek departmental support for reallocation of State Trapper. Department has filed a request with Civil Service seeking a Grade 6 for State Trapper and a Grade 8 for Supervising Wildlife Trapper.
- D. Seek departmental support for reallocation of parking lot attendants. Department has filed a request with Civil Service seeking a reallocation from Grade 4 to Grade 8 for park attendant. The Division of Parks will check into the possibility of reclassifying the parking lot attendant to cashier which is Grade 8.
- E. Seek views about the reallocation of seeming discrimination against the grade allocation of park foreman and parkway foreman. Department is proposing a Grade 10 and wants to combine the titles of park foreman and parkway foreman.
- F. Seek information with respect to status of assistant regional conservation officer and regional conservation officer salary appeal. The department is contemplating filing a reallocation appeal for the ARCO and the RCO along with other titles in middle management of the department. This will not include the

- conservation officer.
- Request clarification of departmental policy with respect to overtime. The Director of the Budget has not issued the official overtime rules.
- Obtain Conservation Department policy on nepotism. The policy of the department has always been against nepotism.
- Discuss with department means of improving promotion opportunities for employees in the non-competitive class. All promotion opportunities will be made available to non-competitive employees if they qualify. Seniority may be a factor in selection as well as merit.
- Place all positions in the Maintenance Departments in the Division of Parks in the competitive class. It was proposed that all non-competitive employees be frozen into their present jobs and be given competitive status. The Division of Parks stated they were neutral on this proposal. They also stated that some employees may not like the idea of taking an examination for a "blue-collar" job. It was stated by the committee that it could be a performance examination as in the case of some employees in Public Works. The Division of Parks said they would consider this possibility.
- Seek information with respect to salary appeal of park ranger. Park rangers received one grade reallocation but department will attempt to obtain an additional grade.
- Request Departmental review of examination for conservation engineering positions (engineering aides and engineering technicians) to make them more appropriate for promotion purposes. The department has reviewed questions on the engineering exams with the Civil Service Department. They agree that these examinations are geared toward the Public Works Department. The Conservation Department has attempted to modify some of the examination questions. One of the problems involved might be the classification of the positions.
- Seek departmental help to improve promotion opportunity for Conservation clerical employees especially in smaller offices. Request classification review of clerical positions in very small offices. Department has additional men in the classification unit to do field audits. Within the past year, there has been eleven new senior stenographer items set up in regional offices.
- Request conference with administration at local levels and prior to implementation of rule changes. Request department to instruct agencies to cooperate with respect to meeting the CSEA representatives at local level. Department is agreeable to having meetings concerning

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Buffalo Non-Teaching School Aides Gain 12 Percent Raise

BUFFALO — The Buffalo Board of Education, granting requests by units of the State Civil Service Employees Assn., this week gave pay raises averaging 12 per cent for non-teaching civil service workers.

The increases, effective July 1, affect about 700 employees and will cost about \$607,000.

President Joseph V. Drago of the Buffalo competitive unit, of Erie chapter, praised "the prompt action" of the Board of Education.

The raises for School Department personnel came on the heels of action by the Common Council that gave 12 per cent pay hikes to over 6,000 persons who work directly for the City of Buffalo.

Watertown Housing Aides Reorganized Into Civil Service

WATERTOWN — Watertown's new Civil Service Commission, headed by the youngest member in the history of the unit—James E. Robbins, 25—has completed a long-delayed civil service organization of Watertown Housing Authority employees.

The new commission, now holding regular meetings in a move to bring the local civil service picture into focus, has already used the law's "cover-in" regulation to allow a dozen employees to retain their jobs without taking competitive tests. The examinations will be required as new people take the jobs.

Two other Authority employees, working less than a year, will be required to take their competitive exams. Currently, after a number of false starts over the years, all Authority employees excepting maintenance men and a painter, are now under civil service.

The new commission president says that his group is "making a thorough study" of municipal civil service practices looking towards correction of present violations.

Serving on the commission also are: Mrs. George Bates and Glenn F. Palmer. Two former commission members—Starr V. Stitt, its long-time president, and Hugh E. Hamilton—died since last Fall and the third member, Mrs. Margaret Ross, resigned to take a civil service job with the school district.

CSEA Enrolls 120 Non-Teaching Aides

BINGHAMTON—Eighty per cent of the non-teaching employees of the Binghamton schools have signed up as members of a proposed new unit of the Broome County chapter of the Civil Service Employees Assn.

John E. Herrick, chapter president, said that 120 of the 150 schools eligible have joined.

The proposed new unit will hold a meeting June 13 at 7:30 p.m. in the library of Binghamton Central High School.

Officers will be elected at that time, he said.

Syracuse State School Lauds Five Employees On Achievement Day

SYRACUSE—A Syracuse woman, receiving a Statewide award for her work with the mentally retarded, was one of five employees of the Syracuse State School honored this month at special Achievement Day ceremonies at the School auditorium by Dr. Lloyd E. Watts, acting director of the school.

Mrs. Barbara Raymond a dining room attendant at the school since 1961, was named the school's 1966 psychiatric aide award winner by the New York State Mental Health Association. She was presented an award pin and certificate by State Senator Tarky Lombardi. A Syracuse native, Mrs. Raymond was selected earlier this year for the annual award through her outstanding work with young school-age boys at the institution's main unit.

Other employees honored with awards during the program were Mrs. Josephine Tuller, dental assistant; Marvin A. Stewart, senior stationary engineer; Mrs. Lenore Niedzwiecki, assistant cook; and Mrs. Edna Jakes, head nurse.

Mrs. Tuller, also a resident of Syracuse and an employee of the school for 37 years, received the "Outstanding Employee Award for 1966," bestowed annually by

the Syracuse chapter of the Association for Retarded Children.

Alfred Cappuccilli, president of the local American Red Cross presented Mrs. Tuller with a plaque commemorating her achievement which will be placed on permanent view in the school's entrance hall.

Stewart received a 25 year service pin for S. Leslie Macomber, head of the school's power plant. Stewart, who began his State service at the former Onondaga County Sanatorium, joined the State school staff in 1962.

Mrs. Niedzwiecki has been employed at the school since 1965. She received an award for her recent completion of a special training course in food service, conducted at Hudson River State Hospital Poughkeepsie.

Mrs. Jakes joined the school as a staff nurse in 1956. She received an achievement certificate in group leadership from the New York State Department of Civil Service.

Following the award presentation, a buffet and social hour was held for the entire staff. Dr. Joan Beauchamp, school psychologist, was in charge of the event.

Only One More Bahama Tour Open

A one-week jet vacation to the Grand Bahamas on July 24 is the only Bahama tour left open now to Civil Service Employees Assn. members and their immediate families. All others have been sold out.

The eight-day, seven-night trip will leave New York on July 24 and return there on July 31. The low fare of \$175 will include round trip air transportation, hotel rooms, deluxe breakfast and dinner, sports, parties, etc.

Space is limited and applicants will be handled on a first-come, first-served basis. Bookings may be had by writing directly to Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone, after 5 p.m., (212) 253-4488.

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Tinney To Head Twy Unit Implementing Fair Employment Act

ALBANY—The State Thruway Authority has set up a new personnel unit to implement provisions of the State's new Public Employee's Fair Employment Act.

William F. Tinney, a career personnel administrator, will head the new unit, which will be responsible for administering the authority's employee relations. His salary will be \$24,906 a year.

In other related promotions, J. Conrad Robert will succeed Jones as director of Thruway purchasing at \$12,140 a year, succeeding Sarinelli.



OFFICERS AND FRIENDS — These three officers of the Civil Service Employees Assn. were on hand last week to pay tribute to a friend, Harry W. Albright, CSEA counsel, when the latter was honored by the New York City chapter of the Employees Assn. They are, from left, Charles E. Lamb, third vice president; Ted Wenzl, first vice president, and Irving Flamenbaum, second vice president.

Many State Exams Open With Continuous Filing

New York State is currently offering some 56 different career positions, with filing open on a continuous basis. Applicants need not be residents of New York State in order to file applications for these positions which are located throughout the State.

The positions, for which the examinations are held frequently, follow below.

Psychiatry & psychology

- *Psychiatrist, \$12,790 to \$18,635.
- *Clinical psychologist, \$8,365 to \$13,080.

Medicine

- *Pathologist, \$12,790 to \$20,595.
- *Public health physician, \$12,790 to \$18,635.
- *Institution physician, \$10,330 to \$18,635.
- *Industrial hygiene physician, \$12,790 to \$18,635.

Veterinary Services

- Supervising veterinarian, \$9,290

to \$11,215.

Dental Services

- *Institution dentist, \$10,330 to \$14,505.
- Dental hygienist, \$5,000 to \$6,180.
- Public health dental hygienists, \$5,295 to \$6,525.

Nursing & Nutrition

- Health service nurse, \$6,300 to \$7,700.
- *Instructor of nursing, \$7,905 to \$9,580.
- *Public health nurse, \$7,065 to \$10,670.

*Dietitian, \$6,127 to \$8,590.

Pharmacy & Laboratory

- *Institution pharmacist, \$7,065 to \$10,125.
- Laboratory worker, \$3,810 to \$4,755.
- X-ray technician, \$4,725 to \$5,855.
- Histology technician, \$4,725 to \$5,855.
- Electroencephalograph technician, \$4,725 to \$5,855.

Social Work

- Social worker, \$6,300 to \$8,590.
- *Medical social worker, \$6,675 to \$9,070.
- *Psychiatric social worker, \$6,675 to \$11,805.
- Youth parole worker, \$6,675 to \$9,070.
- Parole officer, \$7,905 to \$9,580.
- Welfare representative, \$8,365 to \$10,125.
- Social work scholarships and internships, tuition and living expenses.
- Caseworker (city and county positions), salaries vary with locations.
- Probation officer (city and county positions), salaries vary with locations.

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Civil Service Television

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

Sunday, June 11

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

Monday, June 12

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 5:30 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.
- 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—Program No. 3: "Judicial Selection and Jury Trials."
- 9:00 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

Tuesday, June 13

- 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—Short-hand course (lecture No. 17) presented in cooperation with the Manpower Education Institute.
- 7:30 p.m.—Human Rights Forum (live)—William Booth moderates discussion.

Wednesday, June 14

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—TV Shorthand—Presented by Manpower Education Institute.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—Behind the Laws—Analysis of recently passed State laws—"Estates, Powers and Trusts."

Thursday, June 15

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—TV Shorthand—Lesson No. 18, presented by Manpower Education Institute.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:30 p.m.—City Government In Transition—Solomon Hoberman hosts program: "The Road to Tomorrow: Current Proposals for Improving City Government."
- 10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, June 16

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
 - 7:00 p.m.—TV Shorthand—Lesson No. 18—Presented by Manpower Education Institute.
 - 10:00 p.m.—Behind the Laws—Analysis of recently passed State laws. "Estates, Powers and Trusts."
- Saturday, June 17**
- 7:00 p.m.—Community Action—Ted Thackrey moderates program.

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.

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

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

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State Constitutional Conf. Testimony

(Continued from Page 1)

to submit to the voters a constitution considerably shorter than the present document, more meaningful to our people because of its simplicity, and more effective as a charter because it will be a framework, not a straitjacket for the branches of our government.

"To accomplish this purpose, every section of the present Constitution must be reviewed and evaluated. We must constantly ask the question: is this section appropriate to a fundamental charter of government, or is its subject matter better left to the flexible direction and implementation of the legislature or the Governor? I have done this in regard to the constitutional provisions affecting the Civil Service and on May 5, I introduced a proposition reflecting my conclusions. This brief statement is submitted in support of that proposition.

Pensions

"The present Civil Service provisions—Articles 5, Sections 6 and 7, and Article 16, Section 5—approximate 375 words. My proposition leaves the essential language of those sections intact, assuring the merit system, affirming the unalterable contractual relationship established by the State pension and retirement systems, and continuing the exemption of pension payments from State taxation. The legislature is instructed to continue a preference system for honorably discharged veterans, permitting the present preferences to be extended and granting the discretion to the legislature to enact any special programs such as might be called for by the emergency in Vietnam. In one-third the length of the present provisions, the suggested proposition preserves the integrity and independence of one of the most important functions of the State—the Civil Service.

"There are some who argue that civil service should be left to the Legislature. I disagree. We have struggled too long and too successfully to give the fundamental framework of Civil Service anything less than constitutional protection. History tell us the temptations of the "spoils system". It took outrageous abuse and finally a presidential assassination to goad the Congress into passing the Pendleton Act in 1883, creating a Federal civil service. New York was the first State in the Union to follow the Federal example and in the process, Governor Grover Cleveland established a national reputation which led him to the White House. The

Constitutional Convention of 1894—when the last fundamental revision of our basic charter was undertaken—further strengthened the Civil Service by giving constitutional protection to the merit system.

Return to Spoils

"Some political scientists and office holders criticize the Civil Service for freezing government into a bureaucracy unresponsive to executive power and to the people. Undoubtedly isolated instances could be produced to sustain the criticism, but the proposed cure would mark the return of the 'spoils system' in a sophisticated disguise.

"An executive must have administrators responsive to his policies, but neither the Constitution nor present Civil Service regulations prevent this. The present Mayor of New York City is but one example of an executive who has tested the exempt classification of jobs and found it plenty flexible. The bureaucratic liabilities of our government are the proper concern of the governor, the legislature and the Civil Service Commission. If they exist, they are not created by the constitutional protection given the merit system.

Competitive Examinations

"The other major criticism has been aimed at the constitutional directive or competitive examinations. Some have argued that a written examination should be supplemented by other methods of evaluation. But there is nothing in the present constitution, and nothing in the proposition that I have proposed that mandates 'written' examinations. The mandate is for competitive examinations, and then only 'as far as practicable.' I am informed that oral examinations are already used as supplements to written tests in some situations. Every candidate for appointment or promotion takes the same written examination at the same time. Those candidates who have a passing mark then have their seniority and experience rated, and the resulting final weighted mark for each successful candidate is then placed on a list in order of the final marks. By law, such a list can not last less than one year nor more than four. Additional flexibility is provided by permitting the final appointment to be made from the list's top three candidates. And then, the appointee is placed "on probation" during which period he has no tenure rights.

"All of us welcome changes that will improve the Civil Service and

enhance the status and careers of our public servants, but in my judgment, any trend toward 'subjective evaluation' will undermine the historic achievement which has kept 'spoils politics' out of a major segment of our government. If once we allow political influence and personal favoritism to regain their stranglehold on the appointment of our civil servants, then we have turned the clock back and opened a Pandora's box that will vex generations yet to come.

No Tampering

"Men and women in private industry have established pension rights that can not be altered without their consent. By granting contractual status to the pension and retirement rights of the Civil Servants, we give them the same protection as any modern employer would be anxious to grant. These rights are earned and bargained for; they can not be left to the tampering and abridgement that unforeseen pressures may bring upon governmental authorities.

"My proposal also carries forward the tax exempt status of public pensions. Inflation continues to take its toll of the pension dollar, and this constitutional exemption is one means of preventing further erosion. If we did not have it, the pension systems would be forced to find funds to supplement payment. The present system has worked well and is widely understood. Any change would only jeopardize established rights without bringing any significant gain to the State.

"I urge the Convention to incorporate the fundamental policies safeguarding the Civil Service in the Constitution to be proposed to the people of our State. The record of the Civil Service deserves it. The future of our

State's government demands it."

Fehling Remarks

Chief Fehling declared: "As a particular point of information, permit me to observe that this Council represents the first time in history that diverse, normally competing organizations, have seen the need to join in common cause, such is their concern as to the threat the Constitutional Convention presents to their rights and benefits and to the old order of the State and its components.

"We are submitting for your perusal and study, a brochure entitled 'Merit not Spoils' which outlines specifically and concisely the proposals and demands of the Civil Division of the State.

What Counts

"A few additional remarks may be directed to the pertinent sections of the existing Constitution:

"Article 5, Section 7, the 'contractual relationship' of pensions is a fundamental right and need which no right-thinking individual could consider tampering with. Members who have fulfilled their service and retired and those who hope, eventually to reach this plateau, are entitled to the assurance that their contract will not be 'diminished or impaired' or in any way affected. The pensions of the majority of retired employees are extremely modest—and in some cases, of those retired a number of years who have suf-

(Continued on Page 11)

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TUESDAY, JUNE 6, 1967



Unnecessary Agony

MRS. Mary L—'s husband was a New York City employee for more than three decades at the time of his death in February. Mrs. L—, after much difficulty and little cooperation, last week received her first check as a widow.

John D. was a City department worker 27 years before his retirement a year ago. He has not yet received his first pension check.

We could go on and cite example after example; report telephone call after telephone call concerning this deplorable situation. It seems incredible that widows and retirees are forced into a state of financial anxiety because of ill-organized procedures in the City Retirement System.

Last week these columns noted the extraordinary delays in wage increases showing up in pay checks. The stall on pension and beneficiary payments is even more shocking. The rewards for public employment should not include anything so cavalier as a casual approach to taking care of people when the last financial source of their lives is at the mercy of a disorganized, inept system of getting the payments started.

We urge Mayor Lindsay to assign top priority to ending this insensitive treatment of human beings who are, in the worst sense, being patronized—and with money they have earned themselves.

What The — ! ?

THE consideration by the members of the House subcommittee on Civil Service and Post Office compensation of the nature of this year's pay increase for Federal employees is still in the open hearing stage, where it is expected to remain until around June 9. After the hearings, a round robin of pleas, charges, statistics, retorts and redundancies which would, to the casual observer, be to Senate Armed Forces Committee hearings what calculus is to plane geometry, the subcommittee will consider the evidence in closed meetings.

Whatever conclusions they come to will then be considered by the full House Committee on Post Office and Civil Service Compensation against the evidence and against whatever points lobbyists and Administration officials have been able to accumulate in the hallways.

On the basis of this consideration, the Committee will draft the House bill for a Federal pay raise which will then be considered by the full membership of the House for a vote—again influenced by much informal politicking.

Whatever the House vote decides, the whole shooting match moves over to the Senate and starts over right from scratch, hearings and all.

As we said last year about this time and the year before, this certainly seems to be the long way around the bog.

Social Security

I am a woman and have not worked since my marriage 10 years ago. I have over 10 years of work under social security. Am I eligible for disability benefits?

It would depend on when you became disabled. If you became disabled within 5 years after you stopped work you may be eligible. If you became disabled more than five years after you stopped work, you would not meet the work requirement at the time you became disabled. The fact that you have

over 10 years of work under social security does not automatically make you eligible for disability benefits. The ten years of work would qualify you for old age benefits when you reach age 62.

The costs of your care in the extended care facility would be covered if you were admitted within 14 days after leaving the hospital. And if you should leave the nursing home before you had used all of the days of care for which you were eligible, and later found that you had to return, the additional days up to the limit in that spell of illness would be covered providing again you returned within 14 days.

LETTERS TO THE EDITOR

Parking Problem

Editor, The Leader:

New York State has hit another low in dealing with State employees. I predict that what has happened at the Downstate Medical Center, State University in Brooklyn, will gradually affect employees throughout the State.

For many years the employees at Downstate Medical Center have enjoyed the benefits of free parking on State property. Because of the expanding facilities and increase in employees, a garage has just been constructed and the employees are now charged \$72 a year to park. The employees have been advised that the \$72 parking fees will be used to pay the cost of constructing and maintaining the garage.

No other State University charges its employees for parking. No State agency outside a downtown area, such as where Downstate Medical Center is located, charges a parking fee to park an automobile. Brooklyn State Hospital, located on the same street, provides parking space for its employees without charging a fee. Private industry outside a downtown area provides free parking space to its employees.

The \$72 parking fee is another deduction from the employees heavily taxed salaries which includes deductions for New York City income tax and payment of an additional 3% sales tax, which State employees outside the City do not have.

The employees are boycotting the garage. Alternate parking and lack of sufficient parking space in the streets cause employees to spend about one half hour each morning trying to park. With the opening of the new hospital, parking in the streets has become more difficult and employees are slowly being forced to park in the garage because of adverse parking conditions.

I do not maintain that the State is obliged to provide parking space for all its employees, but, where free parking space has been provided since the opening of the University, the employees should not be asked to pay for constructing a \$2.1 million dollar garage. The free parking was a valuable benefit that encouraged many employees to work at the University. Many employees live in outlying areas of the City, Long Island, Westchester, New Jersey and because of economy and time must use a car to travel to work.

I am appealing to the Governor's Grievance Board for a return to the free parking at my agency. I am sure that the State can afford to pay for constructing one garage without asking employees who use it to subsidize it."

I wish to thank Benjamin M. Sherman, Civil Service Employees Assn. representative for assisting me in processing this grievance through the first two stages.

ALONSE DEL NEGRO
Downstate Medical Center
Brooklyn

Justice?

Editor, The Leader:

I for one cannot understand why evening attendants get more money than morning attendants for doing next to nothing!

Attendants in the daytime work steadily for eight hours. Why is

(Continued on Page 11)

THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY

President,
Civil Service Employees Association



RECENTLY, I wrote of the hysterical attempts of Council 50, AFSCME, to conceal its miserable failures by inept attacks on the Civil Service Employees Assn.

I HAVE received many favorable comments on taking that union to task for its irresponsibilities but I think that the following letter from Peter P. Kellard, a correction officer at Sing Sing Prison, is probably one of the best of the lot.

HERE IS A typical response which I think you CSEA members should read:

"I HAVE refrained from commenting publicly on the attacks of Council 50, AFSCME, AFL-CIO, until now. The charge of 'Union Hysteria' is quite true and your conservative appraisal of the union in this week's 'Civil Service Leader' is correct.

"AS A FORMER officer of the union for thirteen years and one of the original founders of Council 50 in New York State, I am qualified to speak out on these issues that affect the rank and file State employee. I have also been an officer and member of the CSEA for over 25 years. During my tenure as a union officer I have been one of your severest critics. Now in all fairness I must also commend and congratulate you, the officers and staff and the dedicated, hard-working committees for a job well done during the past legislative session.

"I CANNOT comment of the 'Donohue case' or on the appeal for office and clerical workers since I have been out of circulation the past year. But I am sure your explanation of the issues are fait accompli.

"THE INFAMOUS Condon-Wadlin Law was repealed and the new 'Taylor Law,' administered properly, must be given a chance to be productive for public employees. If the union can not live within the laws of the State they should substantiate an alternative law, or as you stated, 'get out of the game.' The union has truly panicked in wild desperation.

"IT IS TRUE the union never had a membership beyond 12,000 and is the direct responsibility of the leadership ability to produce results. However, the vast majority of these 12,000 members are honest, dedicated State employees, striving to improve their working conditions. Many of the gains won by the CSEA were born in the union meetings of these people years ago. It is gratifying to see that the CSEA leadership has taken cognizance of these reforms and done something about them, even if many of these reforms are twenty years after organized labor had won them.

"THE SALARY increase of two increment steps for all proposed by the CSEA, was absolutely necessary this year. Unfortunately, 'you can't win them all.' I am confident that the CSEA will win as big a raise or larger next year.

"HOWEVER, THE successful fight put up under your leadership for, partial non-contributory health insurance, time and one half overtime pay, area wage differential, night shift differential pay, cost of living automatic increases for retired employees and the 37½ hour work-week for institutional office workers are benefits which were long overdue but finally became a reality through the efforts of the CSEA, alone.

"SOMETHING is radically wrong with the union and your general analogy is closer to the real truth than you imagine. I severed my membership with the union last year after waging a two year fight for a free democratic union and to shake the yoke of a 'captive union' from the necks of the membership. It is unfortunate that the union has gone the way so many unions have before. This is directly due to the general membership apathy.

"I AM STILL a strong labor union advocate and hope someday the CSEA will affiliate with the American Labor Body under the banners of the AFL-CIO.

"IF THAT day should come I trust the membership would insure their democratic autonomy under their own dedicated leadership rather than surrender to people who seek their own aggrandizement at the expense of the people they purportedly represent."

U.S. Service News Items

By JAMES F. O'HANLON

Last week, the Civil Service Commission issued a forceful directive to all Federal agencies substantiating the right of any Federal civil servant to file a complaint or grievance or even just pay a visit to his personnel office without fear of reprisals by supervisory personnel.

The directive enjoined agency officials to take to the spirit as well as to the letter of the directive as "it is not enough for a supervisor to abstain from overt acts or threats or interference; he should refrain from making any statement or taking any action that has the flavor of a threat, interference or intimidation."

For many months, the Commission has been receiving numerous complaints from Federal personnel that they were under pressure not to visit their personnel officers with complaints about working conditions or problems with supervisors.

Now it has been spelled out by the Commission that an employee has the right to visit this officer in his department or the equal employment opportunity officer, his deputy, or any supervisory personnel higher than his im-

mediate superior.

Although agency rules which require that personnel wishing to make such visits first clear them with their supervisors will be enforced, the employee is not required to give his reasons for the interview to the supervisor.

Variety Of Jobs Open In Federal Agencies In NYC

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications for boiler tender, diazo equipment operator, fuel distribution system mechanic, heating equipment mechanic (limited), motion picture film cleaning machine operator and wire communications cable splicer. Opportunities exist in various Federal agencies in the New York City area.

Persons interested in these positions must file applications by May 1. Copies of the announcement outlining the duties and requirements of the positions and

application forms may be obtained from the Interagency Board of U.S. Civil Service Examiners, Greater New York City area, 220 East 42nd Street, New York, N.Y. 10017. They are also available at the main post offices in Brooklyn,

Jamaica, Hempstead, Middletown, Newburgh, New Rochelle Patchogue Peekskill, Poughkeepsie, Riverhead and Yonkers. Ask for announcement No. NY-7-22.

On Council

ALBANY—Mrs. Alfred E. Fisher, secretary for the Women's Board of the Federation of Jewish Philanthropies, has been named to the State Defense Council to serve at the pleasure of the governor. She succeeds Mrs. Alexander C. Dick, also of New York City, who resigned.

Adjuster Medicals

The Department of Personnel has called 22 candidates on the labor management practices adjuster eligible list for medical tests recently.

Eleven File

Eleven persons applied for the recent test for promotion to stationary engineer (electric).

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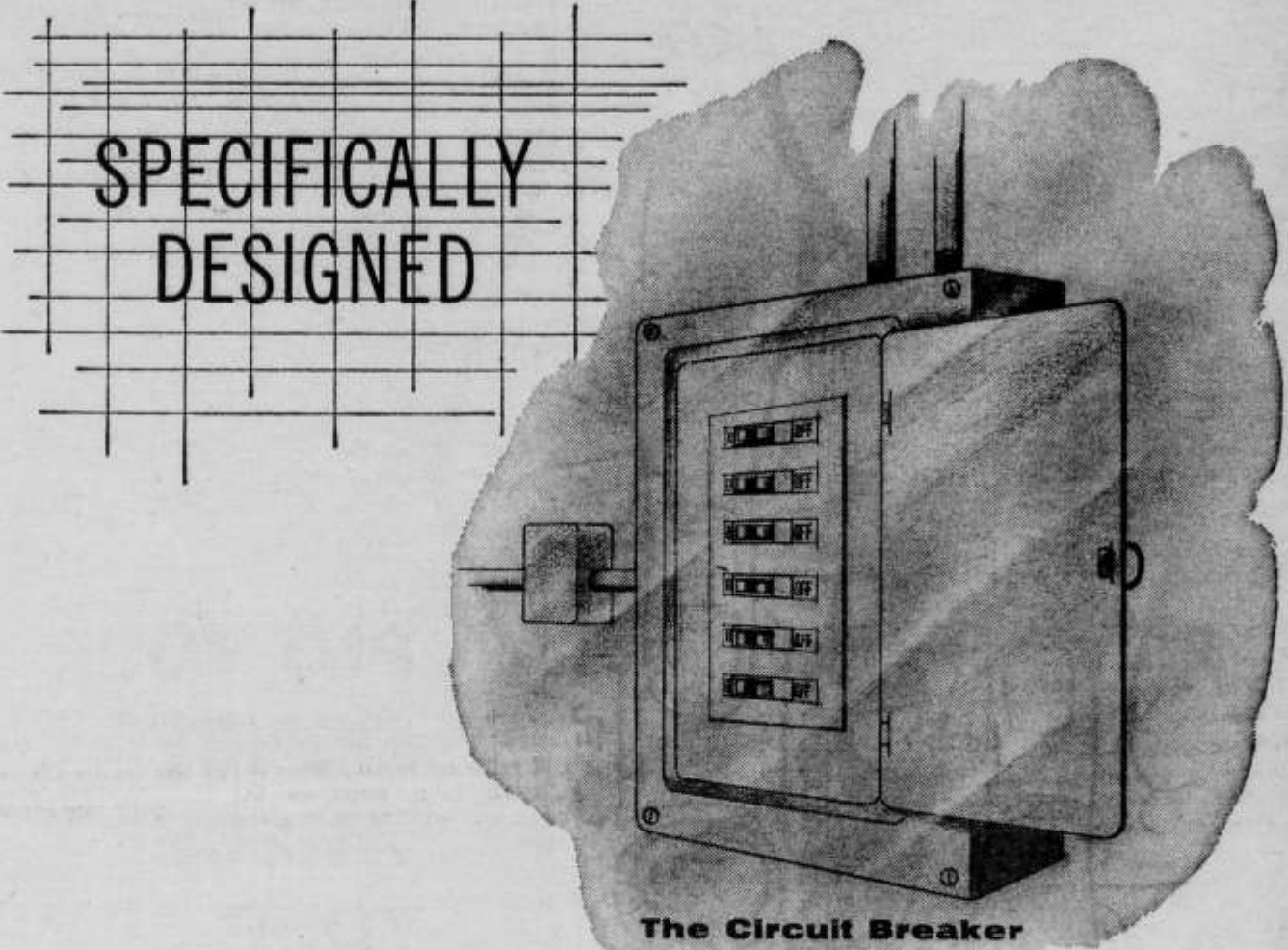
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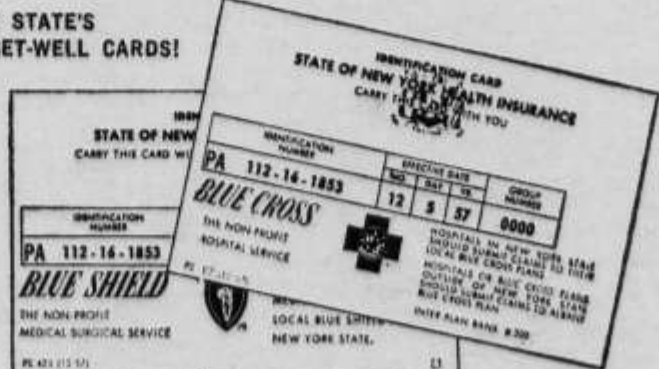
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State Exams

(Continued from Page 4)

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*Institution teacher, \$5,940 to \$8,590.

*Recreation instructor, \$4,465 to \$7,280.

Senior public health educator, \$8,365 to \$10,125.

Public librarian (State & various localities), State: \$6,675 to

\$8,135.

Rehabilitation

*Inhalation therapist, \$5,403 to \$5,855.

Physical therapist, \$6,300 to \$8,590.

*Occupational therapist, \$6,800 to \$9,070.

Occupational instructor, \$4,465 to \$5,855.

Rehabilitation counselor, \$8,365 to \$10,125.

Engineering & Community Planning

*Junior engineer, \$7,370 to \$8,590.

Junior architect, \$7,065 to \$8,590.

590.

Junior architect, \$7,065 to \$8,590.

Junior landscape architect, \$7,065 to \$8,590.

*Urban and regional planner, \$8,717 to \$13,080.

Hydraulic engineer, \$9,195 to \$13,080.

Sanitary engineer, \$9,195 to \$13,080.

Accounting

*Tax examiner trainee, \$6,300 to \$8,135.

Accountant, \$6,675 to \$8,135.

Employment Interviewing

Trainee jobs, \$6,500.

Employment interviewers, \$6,967 to \$8,135.

Unemployment insurance claims examiner, \$6,967 to \$8,135.

Industrial Trades

*Industrial foreman (various trades), \$5,295 to \$7,700.

Steam firemen, \$4,725 to \$5,855.

Office & Clerical Services

Varitype Operator, \$4,225 to \$5,260.

Stenographer, \$3,810 to \$4,755.

Typist, \$3,635 to \$4,535.

Key punch operator trainee, \$3,635 to \$4,755.

*Starting salaries are dependent

on training and experience. Appointment may be made above the minimum starting salary.

Maximum salaries for positions not marked (*) are reached in annual increases.

Announcements containing information about the duties and minimum qualifications for these positions can be obtained at any of the following offices of the State Civil Service Commission:

State Department of Civil Service, State Office Building, Rm. 1100, 270 Broadway, New York City; Field Recruitment Section, State Department of Civil Service, State Campus, Albany; State Department of Civil Service, Suite 750, 1 West Genesee St., Buffalo; State Department of Civil Service, State Office Building, Rm. 818, Syracuse.

Blue Shield Elects

The election of Francis S. Molloy as senior vice-president and Benedict Liro and Ronald Sager as second vice-presidents by Greater New York Blue Shield was announced last week by Dr. Leonard J. Ralder, United Medical Service president.



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Scholarship Set Up



REP. LEONARD FARBSTEIN

Stenotype School Offers Scholarship

A full scholarship to a complete course in Stenotype is available to high school graduates between 17 and 60 and June graduates. The Leonard Farbstein Scholarship Award has been announced by the Stenotype Academy, 259 Broadway, Manhattan, opposite City Hall.

The scholarship, to be presented by the Stenotype Academy, will entitle the winner to a course in the use of a Stenotype or Stenograph shorthand machine. Many graduates of the school now hold high-paying positions in civil service and in private industry.

Applicants will be given a free Stenotype lesson to prepare them for the scholarship exam. The written test will consist of questions based on the information and instruction given during the free lesson. The winner will be presented with the scholarship at a public ceremony at the school.

Candidates must telephone WO 2-002 not later than June 14 to arrange for the free lesson and examination. The Congressman Farbstein Award, named for the Representative from Manhattan's 19th Congressional District, was created by the school as a public service.

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- A. Floradora print bra. A, B, C cups, \$5. Floradora print long leg pantie girdle, \$11. Not shown: short leg pantie girdle, \$9. and pull-on girdle, \$9. All S, M, L.
- B. Charming chemise, 30 to 38, \$7. C. Lace edged pettiskirt. Short, XS, S, M and Average, S, M, L, \$5.
- D. Lace ruffled bikini, 4 to 7, \$3. Brief, 4 to 7, \$3. Not shown: Pettilegs, 4 to 7, \$5.



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News Of The Schools

By A. L. PETERS

Apprentice Teacher Title Created In Two New Programs

Two new programs to provide more and better-trained teachers for New York City's public schools were approved by the Board of Education at its public meeting last week.

Additional elementary school teachers will be trained this summer under a special free program at Hunter College. This program is similar to the Intensive Training Program already arranged with New York University.

A new-type pedagogical employee, to be called an apprentice teacher will begin service in the fall as part of a special program developed by the school system's Office of Personnel in association with local colleges and universities.

Some 400 holders of liberal arts degrees will be trained at Hunter College this summer as "apprentice." Applications should be filed with Joseph A. Mandina, project director, at Room 612 of Board of Education headquarters, 110 Livingston Street, Brooklyn.

The Hunter College and the NYU programs are similar. Hunter will train 400 prospective teachers of grades 1-6 in the elementary schools. The NYU program will train 1,250 elementary and junior high school teachers.

Under the apprentice teacher program, a licensing arrangement is being worked out by the Board of Examiners through which about 300 liberal arts college graduates and college seniors planning on teaching careers will be selected for employment as apprentice teachers in elementary schools in disadvantaged neighborhoods to supplement existing programs.

Apprentices will serve for not less than one semester nor more than one year for 20 to 25 hours a week at \$2.50 an hour. Their assignments will be conditioned on their matriculation in a special orientation program to be organized at teacher-training institutions.

The ultimate goal, it is expected, will be a decision by the apprentices to continue studies toward full-time service as teachers in the City schools with special preparation to cope with the problems and needs of disadvantaged children.

25,000 Take "Aerospace"

More than 25,000 supervisors, teachers and other New York City public school staff members have participated in aerospace institutes conducted at Kennedy International Airport on Wednesdays and Saturdays by the Aerospace Education Committee.

The committee, which includes members from all school levels, is now conducting a series of in-service courses in local school districts to correlate the aerospace program with other classroom activities.

For pupils, the committee arranges aviation science programs, guided airport tours and career counseling.

Union and Board Start Negotiation Preliminary

Negotiations for changes in salary and working conditions for teachers next September got underway prematurely last week. The present line-up appears about as follows:

United Federation of Teachers is asking for an increase in the starting salary to "the highest in the nation" with a minimum of \$6,500, up \$1,100 from present levels and a related schedule.

Other issues include better protection for teachers, "a positive program of cooperation with parents and community groups."

The Board of Education will ask for closer supervision of sick leave and more teaching hours in order to return to a teaching program equivalent to 190 days required by its own by-laws.

Funds Sought For 88 Experimental Ideas

The New York City school system is seeking federal funds for 88 innovative "concrete roots" projects proposed by community agencies and parent groups working with district superintendents, principals and teachers.

The funds are being sought under Title III of the Elementary and Secondary Education Act, which was designed to stimulate and demonstrate new ideas in education. The ideas stem from a creative-planning program effected January, 1966, entitled "Concrete Roots." Eleven Title III projects have already been funded for the City schools since the Act was put into operation in 1965.

The 88 proposed projects are divided into five newly-launched "Innovation Umbrellas," each covering a basic educational need: Urban Problems, School-Community Interaction, Curriculum, Teacher Education and Communications.

State U. Colleges Give Admission Test

State University will conduct an Admissions Examination for high school seniors June 10.

It will be given at the State University Centers at Albany and Binghamton, the State University Colleges at Buffalo and Potsdam, the State University Agricultural and Technical College at Farmingdale, Onondaga Community College, Syracuse, and Brooklyn Technical High School.

The exam is open to students who plan to attend one of the 41 colleges participating in the university's uniform admission programs, and who did not take the October Regents Scholarship Examination or any previous Admissions Examination.

The final 1966-67 Admissions Examination, to complete a series of ten, will be conducted July 8. Students are urged to submit their applications as early as possible.

Professional Society Honors Lang



AWARD — Dr. Theodore H. Lang, Deputy Superintendent of Schools, receives the Phi Delta Kappa (Columbia Chapter) award from Walter E. Sindlinger, Professor of Higher Education Administration. In response Dr. Lang noted: "Because education is the key to economic success there has been a tendency to blame the existence of a hard-core group of uneducated, unemployed persons upon the school system. Society, in its desperation to find a solution to its most important domestic problem, is turning to the schools as its most promising instrument."

Happenings

A faculty-student musical concert was held on May 23 at Evander Childs High School. It featured works by contemporary as well as classical composers and these recitals have become a standard feature at the school.

The Third Annual Language Arts Fair at P.S. 136 in Queens was held from May 15-23. This fair is made up of work contributed by all the classes from kindergarten through 6th grade.

The Annual Spring Music Festival of P.S. 102 in the Bronx was held in the school's auditorium. This affair represents a culmination of the year's work in all facets of expression by every child in grades 4, 5, 6 and in Health Conservation classes.

A musical rendition of Cinderella was presented by the entire third grade of P.S. 110 in the Bronx on June 1, the Wizard of Oz by fifth grade students.

The Fourth Annual Dinner of the Professional Section of the New York City Chapter of New York State School Food Service Association will be held Tuesday,

June 6, at 5:30 p.m. at Rosoffs, 147 West 43rd Street, New York City. Guest speaker will be Dr. F. Estep.

Children attending P.S. 110 Bronx who need special help in reading may attend the After School Study Center. Miss Leah Greenstein, assistant principal, is in charge.

The Afro American Art Cultural Centre has awarded top prize to 5th Grade Auditorium Class of P.S. 1 in the Bronx for best Art. Essays and Songs on the subject of "Food and Agricultural Organization of the United Nations."

The Math Team of Bidersee Junior High School won first place in Brooklyn and captures second place position in the City Junior High School Mathematics Competition.

The State University College at Geneseo has been awarded a \$1,500 grant from the Geneseo Region Council on Economic Education to provide scholarships for teachers to participate in an economic education workshop to be held August 7-25 at the college.

Key Answers For Math Teachers Tests

Unofficial key answers for mathematics tests given in March and April follow:

TEACHER OF MATHEMATICS IN JUNIOR HIGH SCHOOLS

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

TEACHER OF MATHEMATICS IN DAY HIGH SCHOOL

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

Original tests are available for inspection at the Leader office, 97 Duane Street, N.Y. 10007.

Teachers Holdign Less Parent Conferences

A total of 590,506 parent-teacher conferences took place this spring as a follow-up to last fall's Open School Week program, 25,229 fewer than in the spring of 1966.

201,730 parent-teacher conferences were held in elementary schools this year compared with 217,965 a year ago; 198,879 in the junior high schools compared with 213,842; 881 in the special schools compared with 1,294; 18,592 in the vocational high schools compared with 25,168, and 170,644 in the academic high schools compared with 157,766.

More Consumer Education

Consumer education will receive high priority in New York City public schools. Superintendent of Schools, Dr. Bernard E. Donovan told principals that all students, regardless of grade level, should learn "to buy wisely and to care for goods properly before leaving our schools."

A pilot course in Consumer Education will be instituted in approximately ten high schools in September, 1967.

Eligible Lists

The following lists for chairman of department, foreign languages, were released last week.

The eligible list for license as chairman of department in foreign languages in junior high schools and ratings were released last week. The list follows:

- Michael A. LaBozzetta, 8620 V; Morris Seidman, 8537 V; Michael E. Howley, 8537 V; Moshe Genser, 8214; Angelo Gimondo, 8156; Leroy E. Johnson, 8109; Diego F. Coscarelli, 8080 V; Pearl M. Warner, 8068; Pasquale Iorio, 7941; Catherine F. DiPalma, 7851; Nicholas A. Neuhans, 7798; Noel A. Louis, 7797; Aubrey D. Reuben, 7783; Virginia DiFazio, 7698; Phillip Grosse, 7670; Flora J. O'Neill, 7630; Gina A. Sullivan, 7621; Bernard Leibowitz, 7584; Bernice L. Cornyetz, 7346; Felicetta Milazzo, 7178; Frank Baratta, 7106.

The eligible list for license as chairman of department of foreign languages in day high schools was released follows:

- Paul Siegel, 8904 D; Irving Heller, 8808 V; Robert Cabat, 8485; Blaise G. Lozudice, 8480; James Boffman, 8269 V; Gaspar R. Fabbriante, 8224 V; Robert A. Folehi, 8219; Nathan Quinones, 8211 V; Michael E. Howley, 8096 V; Morris Seidman, 8095 V; Virginia G. DiFazio, 8087; Noel A. Louis, 8004; Moshe Genser, 7926; Diego F. Coscarelli, 7911 V; Heywood Wald, 7840; William D. Isaacson, 7823 V; Pearl M. Warner, 7784; Bernard Leibowitz, 7661; Chester V. Wizzan, 7627 V; Emile Beux, 7569; Nicholas A. Neuhans, 7474; Aaron Krumbein, 7467; Margaret C. Baird, 7435; Irving Pfeffer, 7432; Maria LoFrumento, 7414; Aubrey D. Reuben, 7394; Alfred Milazzo, 7367; Nino F. Dia, 7351; Roselle Levy, 7284; Catherine F. DiPalma, 7249.

Stephen Levy, 7181; Paul E. Baronian, 7178; Felicetta Milazzo, 6969; Eugene Leibowitz, 6911; Ernest V. Pinkles, 6897; Barbara C. Diehlman, 6731.

D. Disabled Veteran, 10 credits added; V. Veteran, 5 credits added.

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 Sub. teachers need, per diem, P190K, DI 6-8780 - 8782.
 Secys, 3 days, per diem; teachers CB per diem; P43X, 585-9550.
 Ken. thru 6th, per diem, P151K, EV 4-3145 or write P4 151, 763 Knickerbocker Avenue, Brooklyn, N.Y. 11207.
 Per Diem Subs.; Secy, Sept., Regular or Sub., P125M, 663-6500.
 Math, Sept., write Rudavany, Julia Richman H.S., 317 E. 67th St., N.Y.C. 10021.
 Upper grades; Cluster teachers; Sept., P90X, 259-9800.
 Per Diem Subs. Secy, Sept., Regular or Art, Music or Health Ed., P18K.
 Eng., Math., Soc. Stud., Sci., Sept., Inwood J.R.S.M. LO 9-3200.
 Eng., Math., Vocal & Orch. Music, Art, Shower Attend., Walt Whitman IS946K, Sept., BU 2-3239.
 Engl. Math. Sci., Girls' Health Ed. Secy., IS148X, (new school), 992-0300.
 Eng. (2), Math., Libr., Per Diem Subs., Secy., J55X, 992-0300.
 Engl., Soc. Stud., Sci., full term for Sept., J162K, EV 6-9752.
 Orb. Music, string; Span.; typ.; Health Ed. women; Math.; Sci.; Soc. Sci.; Art; New IS292K, EV 5-8666.
 9th Gr. until 6/30; P94M, CA 8-1180.
 Secy. for peak load days; per diem subs.; P86K, 443-2798.

Constitution Testimony

(Continued from Page 5)

ferred from inflation—the pension is inadequate. In fact, due to inflation, the State and some of the municipalities have found it necessary to pass legislation to provide 'supplementary assistance' to pensioners to prevent them from becoming destitute. In many cases, the pensions payable to many retired Civil Servants are below welfare level!

"This leads to consideration of Article 16, Section 5, the exemption of pensions from State tax. While we talk here of preserving this benefit for Civil Service employees, we could understand and support this same benefit for All RETIREES. The citizen who pays his taxes in his active, high income producing years, is entitled to that consideration on his greatly reduced pension income. Taxation of pensions would represent putting into one State fund and taking from the other—that is, that which would be collected as taxes would have to be disbursed as supplementary pension. Remember, according to Government specialists, the poverty level is \$3,000—and the minimum adequate standard of \$6,300! I am sure you realize that the vast majority of retirees get nowhere near such a sum! Therefore, we believe that the foregoing two sections should be retained VERBATIM!

Two Major Threats

"The Merit System section, Article 5, Section*, we believe is under the greatest threat from two opposing areas. First, the "special interest groups" (real estate, Chambers, budget groups, etc.) who really know nothing of Civil Service except what they read in the papers. They have adopted the idea of 'administrative flexibility' and 'special qualifications' as being the ideal for promotional opportunities. This group is joined by those professional 'party politicians' who would like nothing better than the opportunity to exercise greater 'ad-

ministrative flexibility' and 'special qualifications'! Particularly, not hampered by anything as logical as 'competitive examinations'. Both groups would like to see the present requirements of assembled, competitive written examinations which are coupled with consideration of seniority and service record and which culminate in a graded eligible list, both groups would like to see this completely dispensed with! Of course, we realize that although both are in favor of breaking down Civil Service, their goals are actually different. The idealistic "theorist" really believes that permitting Commissioners unhampered authority and choice, would result in more efficient Civil Service. On the other hand, the 'pragmatic realist', the party politician who has been in the business a long time, recognizes the vastly expanded number of jobs, the 'political plums' which would be at the disposal of the party in power. Promotions would be handed out to the party faithful and to those who had contributed or assisted in the party victory. The 'theorists' would be trampled in the stampede for patronage. Their ideals would sink into the mud as human nature reasserted itself and the banner would again be raised with the motto 'to the victors belong the spoils'.

"Such abuse, in the first instance led to the creation of the Civil Service which has been upgraded and improved with the passing years, eliminating as much as possible the venal and crooked. Are we to be like the Bourbons who never learned anything and never forgot anything? Is history so useless? Civil Service, now administered by a bi-partisan Commission, constantly subject to scrutiny and review, by encouraging and fostering an esprit-de-corps and by relating examinations to the appropriate scope and range of job responsibility and duties, have sustained Civil Service employees status and morale, and

even better, have created an efficient work force which have kept the functions of Government operating, regardless of changing political tides."

Considerable emphasis is made of the Commissioner's right of choice to achieve the "right man for the job". Except possibly at the very highest administrative level, the Commissioner could have no personal knowledge of the ability, personality or background of any competitors. Therefore, his choice would be made either blindly, or at the behest or guidance of someone else—and if it is to be someone else, it might as well be the Civil Service Commission! Further, a Commissioner gets no mantle of infallibility when he is appointed to office—he cannot KNOW that one man is more ef-

File By June 15 For Military Sea Transport Jobs

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City area is accepting applications until June 15 for a marine transport specialist GS-9 vacancy existing at Military Sea Transportation Service, in Brooklyn. This position pays \$7,696 per year to start.

Applicants will be rated on the basis of their experience. Further information is contained in announcement NY-7-34, which may be obtained in New York City from the main post offices in Brooklyn and Jamaica or from the Interagency Board of U.S. Civil Service Examiners, Greater New York City area, 220 East 42 St., New York, N.Y. 10017.

Three To State Board

ALBANY—Three members of the State Board of Examiners of Certified Social Workers have been reappointed for three-year terms, on the examining board. They are Marjorie Jonas and Catherine Manning of Pittsford and Irwin Stein of Yonkers.

cient, more honest than another. There is only ONE WAY to determine "merit and fitness"—that is by an OBJECTIVE, IMPERSONAL AND UNBIASED METHOD—by competitive, assembled, written examination in the subject, along with consideration of previous service record and years of experience!

Any change in this system would destroy that which has proved as effective, efficient and successful as ANY organization composed of intelligent, hard-working, independent, living human beings!

We look to you members of the Committee and to the rest of the Delegates to preserve and protect the "MERIT SYSTEM" as now constituted by incorporating it in any new Constitution "Verbatim". Thank you!

LETTERS TO THE EDITOR

(Continued from Page 6)

no thanks or credit given them? Attendants working the midnight to 8 a.m. shift rest from 12 to 6 a.m. Then they help with breakfast and go home. That is the extent of their duties and yet they receive 10 per cent more money than the daytime workers.

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Because of expanded services and improved teaching schedules, the Board of Education will need many new teachers in elementary and junior high schools. In cooperation with the New York University School of Education, and Hunter College of The City University, the Board is offering a special TUITION-FREE summer program of professional education courses. For a limited time only the requirements for beginning a paid teaching assignment may be met through this program. As a N.Y.C. teacher you will receive liberal fringe benefits and have many opportunities for professional growth and advancement. Arrangements are to be made for continued professional education while holding a teaching position.

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Problems Facing Aides In Public Works Dept.

ALBANY — The special Public Works committee of the Civil Service Employees Assn. met recently with officials of the State Department of Public Works to discuss a wide range of problems affecting department employees throughout the State.

Among items on the lengthy meeting agenda were:

- Definition of the work-day and work-week, and the payment of time-and-one-half pay for overtime work;
- Implementation of the recently-won area and shift salary differentials;
- Rapid settlement of local problems;
- Higher promotional opportunities for non-licensed engineering and architectural titles;
- Transfer of functions from the Department of Public Works to the new Department of Transportation; and
- Exclusive bargaining rights for the Employees Association under the new Public Employee Relations Law.

Department officials advised they had not, as of the meeting date, received the new time-and-one-half pay for overtime rules and asked for time to review them once received. CSEA urged the department to recommend the most liberal eligible list possible.

The department advised that in Districts 1, 8, and 10, it intends to have a 10-hour, four-day week for black-topping and striping.

It was agreed that CSEA committee members would poll the employees they represent to determine their views concerning the

proposed work period. The CSEA representatives also urged a uniform 37½ hour work-week for both office and field employees.

The department also agreed to consider overtime pay for right-of-way men.

The D.P.W. representatives said they were awaiting rules and regulations governing the area and shift pay differentials, won in the past session of the Legislature by CSEA. Implementation of these benefits is up to the Division of Budget and Division of Classification and Compensation, it was pointed out.

On the discussion of local problems, the department agreed it would seek to settle them as promptly as possible. The department officials also reviewed the difficulty it was encountering in filling the newly-created position of senior personnel administrator at district level.

The department said it could not support the CSEA resolution seeking better promotional opportunities for non-licensed engineers and architects, based on the information supplied by the Employees Association.

As a result, John Raymond, chairman of the CSEA Public Works committee, appointed a sub-committee to do further work on the problem. Appointed to the sub-committee were John Deyo,

"Be Strong", Pacific Says In Annual Report

WATERTOWN—The president of the 600-member Jefferson chapter, Civil Service Employees Assn., has warned members of his organization covering the City of Watertown and Jefferson County that in the wake of the new State Fair Employment Law the chapter must avoid "becoming a hanky-panky social group and be strong in the face of the major opportunity to better the lot of municipal employees through good representation."

Raymond C. Pacific, making his first annual report at the annual chapter meeting at Edgewood Resort, Alexandria Bay, said that the chapter must be "strong, organized, recognized and certified" and "dedicated to helping the local public employees in their area."

chairman, District 8; Vincent Gunderman, District 1, and James Shea, District 4.

The department disclosed it had created an administration committee to make recommendations to the Division of Budget by July 13 on the transfer of functions from the Department of Public Works to the new Department of Transportation.

The department advised that the Division of Architecture would be transferred to the Office of General Services; certain Flood Control functions to the Conservation Department; certain safety engineering functions to the Department of Transportation from the Department of Motor Vehicles, and certain aviation functions to the new department from the Commerce Department.

The department said it was not yet able to recognize CSEA as exclusive bargaining agent for all of its employees, under the new bill, which is not effective until Sept. 1.

The situation under which certain employees of the Barge Canal were denied their regular salary checks unless they waived overtime credits earned during the prior fiscal year was discussed during the meeting. As a result of CSEA protests, the department agreed to give the affected employees their pay checks without insisting they sign the waivers.

Babylon CSEA Unit Wins 1/60th Program

BABYLON—The Town of Babylon has joined Huntington, Islip, and Brookhaven towns and Suffolk County in implementing the 1/60th retirement program, it was announced by representatives of the town units of the Civil Service Employees Assn.

Following conferences with leaders of the town hall unit and town highway department unit of CSEA, the town advanced the effective date of the new retirement program from Jan. 1, 1968 to June 1, 1967. The town had set the Jan. 1 date earlier after talks with the CSEA units, but took cognizance of the immediate adoption in the other towns and in county employment.

The action was reported by Town Supervisor Gilbert C. Hanse, the Republican candidate for county executive.

Daniel Maddock, president of the town highway department unit, and William Attridge, president of the town hall unit, expressed congratulations to Hanse and the town board for "acting promptly in the interests of justice for town employees."

The Babylon units have also scored gains on three other issues facing employees. In a formal grievance, parks department employees won a ruling that they will not be required to work on Sundays. Earlier, employees had been offered time and one-half in compensatory time off for Sunday work.

Also, the CSEA units were advised that the long-awaited reclassification study is now under way by the County Civil Service

Commission. Upon completion of the study, a copy of the report and recommendations is to be submitted to the CSEA for consideration. Complaints of employees of the dog pound for safer and healthier working conditions are being negotiated with the town personnel committee.

Retirement Committee

(Continued from Page 1)

government employers and such allowances must not be made the butt of any possible struggle between State and Federal authorities as to how much each will provide, the committee chairman said.

The chairman also indicated the need for incorporating more realistic interest rates when the Employees Retirement System computes annuity benefits for retirees who are three per cent members. The committee also discussed correspondence from CSEA membership urging changes which will bring more retirement dollars to retirees, he said.

The committee endorsed a move to publicize the Association's demands for retroactive benefits at 1/60, three-year final average salary and cost-of-living pensions and agreed to urge CSEA membership to begin a letter writing campaign to the Governor and the Comptroller, Harwayne said.

Motor Vehicle Inspectors Chap. Meets In Menands

The Public Service Motor Vehicle Inspectors' chapter, Civil Service Employees Assn., held its annual meeting and dinner on May 8 at Panetta's Restaurant, Menands.

The following officers were elected: Bob Reighard, president; Larry Manley, first vice-president; Neil Shea, second vice-president; Gerald Hussong, third vice-president; Tom McGourty, treasurer; and Ole Christensen, secretary.

The dinner was attended by 500 members and friends. Guests included Andrew Schiavone, deputy director, Office of Transportation, and the following employees of the PSC: Samuel Madison, secretary; James Gallagher, administrative officer; Martin Chauvin, personnel officer; J. Barclay Potts, chief, Motor Carrier Bureau; John Marketta and Frederic Frost, supervisors of Motor Carriers; Herbert Kampf, supervising motor carrier investigator; and Philip Wexler, president of the Metropolitan PSC chapter.

Music was furnished by a combo of inspectors consisting of Ole Christensen and Ted Oliver on the saxophones, George Kellogg on

the guitar, and Bob Reighard on the drums. Vocal selections were rendered by J. Barclay Potts who also acted as the master of ceremonies."

Broome Board of Supervisors Chairman Promises Budget Appropriation Request For Complete Evaluation of Jobs and Pay

(From Leader Correspondent)

VESTAL—The chairman of the Broome County Board of Supervisors has promised to include in next year's budget proposal an appropriation for a complete evaluation of jobs and salaries.

Edwin L. Crawford, (R.-Vestal) made the pledge to some 250 members of the Broome chapter of the Civil Service Employees Assn. at the chapter's annual dinner-dance May 27.

The CSEA chapter has sought such a study by an outside consulting firm for two years.

Crawford also brought applause when he suggested that the county might adopt a new method of calculating salary increases for employees who are moved to higher pay grades.

"The Grey Area"

The county now gives the employee an increment, meaning he enters "a grey area" in the salary schedule—somewhere in between two listed steps.

Crawford suggested a study should be done to find out how much it would cost to increase all such "in between salaries" to the next listed step in each case.

He added he was not recommending such a step now, "but I'm curious to see how much it would cost."

The employees committee of the Board of Supervisors for several months has been debating whether to recommend a job evaluation and salary study by outside consultants, or to draft a new schedule on its own.

Cost Estimate

John E. Herrick, chapter president, has obtained cost estimates

Mental Hygiene

(Continued from Page 1)

those hours actually worked, and that time taken for lunch shall not be included in the seven and one half hour working day."

Lagatt pointed out that the work week reduction for the affected employees was approved April 6, 1967 and that "employees who worked a 40-hour work-week should be credited with two and one half hours of compensatory time for each week of work after April 6, 1967."

for studies for several firms specializing in municipal job evaluations.

The cost would be between \$11,000 and \$15,000, according to the firms contacted, Crawford said he believed the study would cost between \$15,000 and \$20,000 and would "be money well spent."

"As budget officer of Broome County, I will include as a proposal in the 1968 budget sufficient funds for a salary survey, a job study and an efficiency study in county government," he said.

Crawford urged the workers to be conscientious in their jobs and considerate of "the public and the public's money."

Lemon Named To New Narcotic Post

ALBANY—Benjamin C. Lemon has been appointed director of community narcotic education centers.

Lemon is a former teacher, social worker and counselor for problem children at Youth House Inc. in The Bronx.

Conservation

(Continued from Page 3)

employee relations at local levels. Division of Parks stated they will have to consider the matter after some study.

• Inquire of department the status of members of this committee to attend committee or departmental meetings using administrative leave.

It was decided that the department and the Division of Parks would study this request but for the present administrative leave would be on an informal basis.

• Request department to set up a safety program.

Since the Department is divided and dispersed across New York State, the safety program is on a divisional basis. In the Division of Lands and Forests, the forester or forest ranger is usually the safety man in his district. In Saratoga, the representative informed the committee and the department that the Department of Labor made the safety inspections. The representative from Niagara Frontier suggested a safety program be put into effect because of the hazardous working conditions. The Division of Parks will study this matter.

RESOLUTIONS

(Continued from Page 1)

scheduled to hold its first meeting today and tomorrow (June 6-7) at the DeWitt Clinton Hotel here, according to an announcement by its chairman, Mrs. Grace Nulty.

Don't Repeat This!

(Continued from Page 1)
 literature or City Council.

There are many examples of lawyers throughout our history serving in Government—this is a natural outgrowth of an attorney's everyday activities in our society.

Then there are businessmen, teachers, clergymen and even a few labor leaders. Certainly New York's two Senators are outstanding examples of lawyers, each in his own way. Senator Javits in private practice, and Senator Kennedy first as counsel to Congressional committees and then as Attorney General.

More rare, however, is a legislator who comes prepared to fight the causes of a particular group of our population on the strength of a more specialized occupation. Therefore, interestingly enough, the news that Representative Lester Wolff of Nassau is undertaking the cause of the rising cost of food in the interest of the consumer focuses attention on his former career as an advertising agency executive specializing in food companies. It is this type of insight that can bring creativity to the shopworn "there ought to be a law" phrase.

But it is strange to note that, contrary to popular belief, most Congressmen list their occupation as "politics." Out of 100 United States Senators and 435 Representatives, 217 Democrats and 154 Republicans list "politics" as their occupation.

And politics is thought to be a "dirty" word!

Lawyers predominate the occupational listings in Congress, as would be expected. But there are many other present or former occupations noted in the biographies of present members of Congressmen.

In the Senate, for instance, there are 48 Democratic lawyers and 20 Republicans. Other occupations include banker or businessman (12 Democrats and 11 Re-

publicans); teachers (10 Democrats and five Republicans); farmers (nine Democrats and an equal number of Republicans); journalists (7 Democrats and three Republicans); engineers (two Democrats); physicians (one Democrat).

However, 63 Democratic Senators and 34 Republican Senators list their occupation as "public service," a euphemism for "politics."

In the House, the story is very much the same:

Lawyers (156 Democrats and 96 Republicans); businessmen or bankers (82 Democrats and 79 Republicans); teachers (42 Dem-

ocrats and 14 Republicans); journalists (22 Democrats and 17 Republicans); farmers (17 Democrats and 22 Republicans); engineers (four Democrats and two

Republicans); physicians (three Democrats and one Republican); labor leader (two Democrats); clergyman (one Republican).

Politics, however, is listed as an occupation by 217 Democrats and 154 Republicans.

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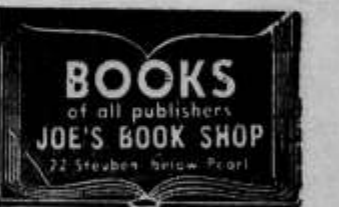
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Testimonial To Albright

(Continued from Page 1)
in your behalf as anything else."
On behalf of the New York City chapter, Douglass then presented a large plaque to Albright which expressed the chapter's appreciation for his service to the Employees Association.

The only other speaker was CSEA President Joseph F. Feily who declared that "I must take

this opportunity to pay tribute to Harry not only as a valuable mentor and counsel but as a fine friend and colleague over these many years."

Albright's Remarks

Following the plaque presentation, Albright told his listeners that "I am deeply touched by this act of appreciation but I most sin-

cerely want to turn the tribute back to you people."

Albright singled out Feily, Bendet, Grace T. Nulty, chairman of the Legislative Committee, and Gary Perkinson, CSEA public relations director, among others, as "the kind of people needed to win successes."

"Without their unflagging zeal, the victories and accomplishments for which you are so kindly giving me credit tonight could never have come into being," he declared.

Dwelling only briefly on his years of service to the Employees Association, Albright turned most of his remarks to the needs of the future.

"We are in a period of strong change," he said, "and the whole character of America appears to be in a stage of ferment and change." The attorney declared that these changes were "not to be feared but to be accepted as exciting challenges to a more stimulating future."

Albright predicted that "although the Civil Service Employees Assn. now stands 148,000-members strong, its greatest growth is yet to come." He said that the new Public Employees Relations Act offered the opportunity to enroll thousands and thousands of new members from political subdivisions into the CSEA.

"Finally," he declared, "we must



COLLEAGUES — Harry W. Albright, left, is seen here with John T. DeGraff, long-time counsel to the Employees Association; Milton Alpert, Governor Rockefeller's counsel to the Constitution Convention, and CSEA President Joseph F. Feily during a testimonial dinner to Albright given last week at the Concord Hotel by the New York City chapter of CSEA.

Seven Field Men Appointed To Fill Vacancies Throughout State; Feily Sees Further Expansion Possible

(Special to The Leader)

ALBANY — Appointment of seven new field representatives to the staff of the Civil Service Employees Assn. and the transfer of another have been announced by Joseph F. Feily, president of the State-wide organization.

Five of the new fieldmen represent additions to CSEA's staff, filling all but one of six newly-created positions — while the other two will take over existing vacancies. Appointed were:

- Edwin J. Cleary of Huntington, who has been assigned as an organizer in the Long Island Conference area. Cleary, who resides with his wife and four children at 134 West Pulaski Rd., attended New York University, served in the U.S. Air Force, and worked previously in real estate management, as a State legislative aide, insurance investigator, and resource analyst with the Suffolk County Department of Welfare.
- John A. Conoby of Albany, who will work out of CSEA headquarters as an organizer in the Capital District Conference area. Conoby, whose home is at 45 Fleetwood Ave., is a graduate of Siena College, a U.S. Army veteran, and has joined CSEA after varied experience in sales and labor relations.
- Arthur A. Grey, Jr., of St. James, L.I., who will replace the late John P. Powers in the Long Island area. Grey is a graduate of St. John's College and Fordham Law School, did graduate study at N.Y.U. and has served in the U.S. Naval Reserve. A variety of legal work in his background includes experience as a legal consultant with the New York City Department of

Labor. Mr. and Mrs. Grey live with their three children at 275 Lincoln Ave.

- Robert C. Guild of Cavanaugh Road, Marcy, who succeeds the late Ambrose J. Donnelly as field representative in the Central Conference area. Guild was educated at Holland Patent Central School, Mohawk Valley Technical College, and Utica College. He is a Marine Corps veteran, is experienced in selling, and served for 15 years as recreation instructor at Marcy State Hospital, where he also headed the CSEA chapter prior to his staff appointment. Mr. and Mrs. Guild are the parents of three children.
- Francis A. Martello of Utica, assigned as organizer in the Central Conference area. Martello, who lives with his wife and two children at 1823 Lansing St., is a graduate of the University of Notre Dame, where he majored in accounting. He worked in that field, prior to joining the Employees Association at Griffis Air Force Base, the State Department of Audit and Control, and the State Department of Labor.
- James K. Rogers of Watervliet, who will be based at Albany headquarters, and who will join John J. Pender in organizing efforts throughout the State. Rogers who resides with his

wife at 2111 Third Ave., was educated in area schools and underwent additional professional training, including courses at Cornell University. He has an extensive background in sales management, personnel administration and public relations.

- Emanuele Vitale of Natick, Massachusetts, who will serve as organizer in the Southern Conference area. Vitale is an Army veteran of World War II and attended Louisiana State University. He is experienced in selling and industrial labor relations, including work as a union business agent and organizer. Mr. and Mrs. Vitale and their two children will relocate in the near future in the New York City area.

In disclosing the appointments, Feily also announced the transfer of Harry E. Johnston, currently serving out of Albany headquarters as an organizer, to a similar assignment in the Western Conference area, effective July 1.

Noting that a field representative vacancy still exists in the Metropolitan Conference area, Feily said that intensive efforts were underway to fill the position as soon as possible.

At the same time, Feily indicated that expansion of CSEA staff may well be a continuing pattern, "if the Employees Assn.



QUARTET — Pictured here after a dinner honoring Harry W. Albright, right, attorney to the Civil Service Employees Assn., are, from left, Robert R. Douglass, counsel to Governor Rockefeller; Seymour Shapiro, president of the New York City chapter, which sponsored the event, and Mrs. Albright.

constantly remember that we are an organization of service and it is in the area of service, as well must continue to grow. We must look after the old, the sick, the needy, the talented, the discriminated-against, the young, the hopeful, the working people right in our own ranks."

Present at the dinner was Mrs. Joan Albright, to whom Bendet presented a bouquet of roses; John T. DeGraff, long counsel to the Employees Assn.; Milton Alpert, counsel for Governor Rockefeller to the State Constitutional Convention; Ted Wenzl, CSEA first vice president; Irving Flaumenbaum, CSEA second vice president; Charles E. Lamb, CSEA third vice president, and Mrs. Joseph F. Feily.

At a second ceremony, Feily presented certificates of appreciation to several chairmen of CSEA standing committees. These included Miss Nulty, Legislative;

Lea Lemieux, Social; Maurice Sokolinsky, Grievance; Abraham Kranker, Legal; Frank Harwayne, Pension; Bendet, Salary; A. Victor Costa, Special Credentials, and Flaumenbaum and Samuel Emmett, Membership.

The workshop also featured two panel discussions. The first was on "Medicare and Medicaid," for which Bendet served as moderator. On the panel were Charles G. Wolz, director of health insurance for the State Civil Service Dept.; Louis Feldman, HIP; William G. O'Brien, manager of government group relations for the Statewide Plan; R. S. Muller, Metropolitan Life Insurance Co., and John Power, GHI.

An afternoon panel was given by Frank E. Simon, senior information representative of the State Retirement System, and a recapitulation of the recent Legislature session was given by Albright.



SURPRISE — Mrs. Harry W. Albright was not left out of the tributes paid to her husband, who is counsel to the Civil Service Employees Assn. She is seen here in a surprised moment when Solomon Bendet presented her with a bouquet of roses on behalf of the New York City chapter, which gave the tribute to Albright.

Rochester Chap. Fetes Elizabeth L. Morris

ROCHESTER — Elizabeth L. Morris, a member of the Rochester chapter of the Civil Service

Employees Assn. for some 28 years, was honored at a retirement party recently by some 200 co-workers.

Miss Morris retires May 31 as a senior employment security clerk with the State Division of Employment's Unemployment unit here. She has worked for the division for 28 years.

She is a past president of the auxiliary of Kaufman Post of the Jewish War Veterans.

Pass your copy of *The Leader* on to a non-member.