

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 14



BILL SPONSORS — Legislative sponsors and members of the Correction Committee of the Civil Service Employees Assn. took time out last week during a meeting of the committee as strategy was laid for securing passage this year of the Employees Association's 25-year, half-pay retirement bill for correction officers. Left to right

are, Assemblyman Louis Wolfe (D-Clinton), who will sponsor the bill in the Assembly; Harry Yelle, Clinton Prison; Maynard Gardner, Dannemora; Albert Foster, Dannemora; Sen. John E. Quinn Jr. (D-Clinton), sponsor of the bill in the State Senate, and Richard Corcoran, Auburn Prison, chairman of the CSEA committee.

Feily Endorses Proposals

Levitt Calls For Lasting Reform In Legislature Jobs

ALBANY, Feb. 15—State Comptroller Arthur Levitt last week called for a "lasting reform" in the filling of staff positions in the State Legislature; a reform based on a bipartisan career system, with appointments and promotions according to merit and fitness.

His recommendation was met with "immediate endorsement" by the State-wide Civil Service Employees Assn., through its president, Joseph F. Feily.

Levitt said "staff positions should be placed in a bipartisan career system, except for top-level or confidential assignments, and should be filled according to merit and fitness."

"At present," he said, "there can be no meaningful personnel administration in the Legislature because there are inadequate job descriptions, poor requirements as to qualifications, and few controls over performance."

Cites Congress Method

He advocated adoption by the Legislature of the system used by the U.S. Congress, under which, he said, each standing committee is authorized to appoint, by a majority vote, professional staff members, in addition to clerical staff, on a permanent basis without regard to political affiliation.



ARTHUR LEVITT

"If the Legislature were to pattern its practices after the system
(Continued on Page 14)

If Under Age 50

No Medical Exam Is Needed For CSEA Group Life Plan If Members Apply In March

New applicants for Civil Service Employees Assn. group life insurance who are under age 50 will not be required to take the usual medical examination if they apply during the month of March, 1965.

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

Many Features

Among the inviting features are:

- No medical examination for

applicants under age 50 who have not been previously rejected for this insurance on the basis of a medical examination.

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

- Eight per cent additional insurance guaranteed until Nov. 1, 1965 without additional charge.

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

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

- Payroll deductions make it easy to pay.

\$26 Million Paid Out

To date, nearly \$26-million has been paid to beneficiaries under the CSEA group life plan. The continued development of the plan is made possible by the ever increasing membership becoming insured. The total membership of CSEA is now more than 127,000.

State police, prison guards and
(Continued on Page 14)

New Facts Back CSEA Drive On Uniform Allowance

ALBANY, Feb. 15 — The Civil Service Employees Assn. last week gained fresh ammunition in its drive for a State policy that would guarantee adequate allowances for all State employees whose jobs require special uniforms.

CSEA's latest demand to the Division of the Budget—the second in as many weeks—was made after the City of New York increased the uniform allowance for policemen and firemen to \$185 annually, effective July 1, 1965.

Joseph F. Feily, CSEA president, repeated his request to Dr. T. Norman Hurd, Director of the
(Continued on Page 14)

JAMES CUNNEEN State Civil Service NYC Supervisor

James M. Cunneen, State Civil Service Dept. district supervisor in the New York City Office since April, 1950, died Saturday, Feb. 6 after a long illness.

Cunneen was 46 and resided in Brooklyn.

He first came to State service with the Civil Service Department in 1941 as a junior administrative aide. Through promotion exams he rose to personnel administrator by April, 1945.

In July, 1947 he transferred to the New York State Department of Taxation and Finance as senior personnel administrator and re-

(Continued on Page 14)

Support Pledged

Brunch For Legislators In Buffalo Is A Success

(From Leader Correspondent)

BUFFALO, Feb. 15—Western New York leaders of the Civil Service Employees Assn. are pleased with the reaction of area legislators to CSEA proposals for the current session of the Legislature.

"They indicated whole-hearted support," said John Hennessey, CSEA treasurer, who was chairman of a brunch Sunday in the Park Lane attended by representatives of 26 chapters in the CSEA's Western Conference.

Guests were Assemblyman Francis J. Griffin, Arthur Hardwick and Dorothy H. Rose, of Erie County, and Niagara County Assemblyman Gregory J. Pope.

Program Emphasis

Hennessey, a member of Buffalo

BULLETIN

At Leader press time, it was learned that the State Division of the Budget had approved a reclassification of State Division of Employment building guards from Grade 5 to 7, effective Feb. 18.

(See Page 16 for other story on this matter.)

Don't
Repeat This!
After Albany

LBJ, Wagner, Party 'Bosses' Lose; Only Winner Is The GOP

SHOCK waves emanating from the Democratic wards in Albany have not only spread through every political level in the State and the nation but have reached all the way into the White House. The press in general and the political writers in particular all noted that when the battle for control of the Legislature ended, even the winners were losers. What has not yet been reported is that the biggest loser of all may be President Lyndon B. Johnson.

During the pre-campaign days of last Fall, the President laid strong emphasis on the great variety of political beliefs the Democratic Party could encompass. It was, he declared time and time again, a party for all the people, a party that would exercise to the fullest the will of the
(Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1)

people, a party of great responsibility. After his unprecedented victory in November the President took up his term of office with a solid majority in Congress and increased Democratic strength in local and State governments throughout the country. The total picture was one of unusual harmony and control.

Crack In the Picture

The first major political crack in this glowing picture of the high quality of Democratic leadership has come with the debacle in Albany. And the crack is a wide one. No matter which side you look on, the Democratic Party here right now is a party of losers. Mayor Robert F. Wagner did win control of the Legislature. He did get Joseph Zaretzki elected Senate Majority Leader and won the Assembly Speaker post for Anthony J. Travia — but at the expense of having these two top awards termed "booby prizes." And in so doing, he exposed the fact that the majority of the rank and file Democratic legislators and party leaders were not behind him and the myth that Wagner controlled the Democratic Party in the State evaporated. Looking ahead, therefore, it can be said that winning the battle of the Legislature has probably robbed him of the final political victory he was believed to be seeking—the nomination for Governor next year. Going further, it has erased almost any possibility of consideration of Wagner as a Vice Presidential candidate in the future. A contender for high office who would not have the full backing of his own state delegation would get very little attention at a national convention.

On the other side, Assemblyman Stanley Steingut was handed the most personal, bitter defeat of all. He had every reason to believe last December that he would follow in the footsteps of his late father, who had been the last Democratic Assembly Speaker. His political record was a great one. He defeated Wagner attempts to unseat him as the Brooklyn leader. He elected a district attorney and a surrogate in his own county. He had a good record as a legislator. He had a majority of the Democratic votes in the Assembly. He has, as allies, the Borough President of Brooklyn Abe Stark, State Comptroller Arthur Levitt and City Comptroller Abe Beame, all strong political figures. With all this going for him he lost and the ironic factor in his defeat is that it all began in the Senate, not in the Assembly.

With the nomination in the December caucus of Sen. Julian Erway for Majority Leader, the pro-Wagner Democrats found their first opening for attack. Citing Erway's unliberal record, men like Sen. Seymour Thaler dug in. In the ensuing days, compromise seemed in the air. Wagner appeared willing to settle for half a loaf — Zaretzki or Thomas Mackell in the Senate and Steingut in the Assembly. But nothing moved. Everything was on again, off again, with the resulting waste of time and bad publicity for all Democrats. The Democratic Party was starting to get its tag of irresponsibility. Then Sen. Robert P. Kennedy proposed settling the whole thing with a secret ballot. The Mayor seemed willing to go long with the idea.

Mayor Wagner Was Cornered

What is now apparent is that the Mayor, on second thought, realized that he was cornered by such a proposal and would lose completely. From there he moved quickly. First he attacked William McKeon, Democratic State Committee chairman, and accused him of trying to win votes by "bribery" through increased expense accounts. In so doing, Wagner broke the unwritten political code on "squealing" and although he later backed off in the degree of intensity of the charges, the damage to McKeon was done. Despite the fact that McKeon had worked especially hard the last two years to restore party harmony; despite the fact that he was one of the first to back Hubert H. Humphrey for the Vice Presidency; despite the fact that in the November election he accomplished the unprecedented delivery of every county in the State behind the President, his leadership is now in jeopardy.

Another big loser is certainly Senator Kennedy. Despite early and emphatic denials that he was involved in the Albany struggle, the public in general connects his name with those of such party leaders as Peter Crotty in Erie, Jack English in Nassau, and, to a lesser extent, William Luddy in Westchester, all of whom were losers in the Albany affair.

Meaning to Johnson

What does all this mean to

President Johnson? First of all, because of the importance of New York State and the location of every major communications media in New York City, the Democratic donnybrook was reported in all its ridiculous aspects throughout the nation. This in turn threw cold water on one of the President's most urgent political aspirations—to get as many Democratic governors elected as possible before the next presidential election in 1968.

It was Johnson's hope that such vital states as New York, New Jersey, Pennsylvania, Ohio, Michigan and California would produce Democratic governors in coming years. The first big victory on this score certainly would have been the defeat of Nelson A. Rockefeller, with the additional benefit of reducing the Governor's chances of recouping for another crack at the Presidency. But, as things stand now, the Democratic Party in New York is not only a poor example of leadership to its own citizens but also a prime tool for ridicule by Republicans in other States.

Essentially then, President Johnson has lost his own best showcase for demonstrating that Democrats are best qualified for leading the people to his concept of the "Great Society." And the worst may be yet to come. Wagner will certainly run for re-election as Mayor this year but he will no longer have the same magic "boss" issue to stand on. Like Vincent Impellitteri, who was able only to get one term as Mayor on this theme, Wagner may find himself without a real issue to return him to office, but even worse, is the combination of blood, fury and revenge with which most Democratic delegates will attend next year's convention. Political feuds never disappear; they seethe, bubble and explode until someone has final victory. Since this is unlikely this year, the possibility is strong that the Democrats will end up nominating a gubernatorial candidate who does not have the whole party behind him because of the feuds or will nominate a compromise candidate of such mediocrity that neither faction will be able to get together effectively to elect him. Certainly, President Johnson eyes this dreary situation with dismay because, in essence, he sees one of the most vital electoral states dissolving in authority before he has finished his first 30 days in office.

The Only Real Winner

Who then was the real winner? If anybody, it was Governor Rockefeller. The Democratic blood that flowed in Albany was a direct transfusion for his political fortunes. Because the Democrats were paralyzed, Rockefeller was able to grab positive headlines on his programs and proposals all during the battle. He was able to demonstrate leadership over his party and he has re-created the image of a good governor that goes on with the peoples' business without getting down into dirty politics. There is no doubt at all that his chances of re-election next year have received a powerful boost. Certainly, he is the one man who lost absolutely nothing in the battle for the Legislature.

Not one Democrat can say the same, from Albany to New York to Washington.

TA Bus Driver Scatters Good Will In Queens

A Whitestone, Queens, bus driver and his wife were taken to the theater and a supper club by chauffeured Rolls Royce limousine on Friday night with the compliments of the Transit Authority and



CLIFFORD SCATTERGOOD

the New York Bus Advertising Company.

Clifford Scattergood, who the TA says does scatter good (will), was chosen as the TA's top operator in a recent contest during which he received a large number of letters of commendation from the public.

In the letters, Scattergood was praised for his attitude and helpfulness.

Your Public Relations IQ

By LEO J. MARGOLIN



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

PR Has Trains, Timetables Too

A CRITICAL point in the public relations process, frequently overlooked even by professionals, is the answer to this question:

—NOW THAT we have determined what we want to communicate and to whom, what media do we choose?

IF THE AMATEUR stumbles over the answer, such floundering is excusable. When the professional is stumped, he should go stand in the corner with a red face.

ALL TOO MANY professionals are weak in what is commonly known as "placement" — which means, now that we have that very persuasive message, on what train do we put it, what time does the train leave, and what time does it arrive?

TO THE UNINITIATED, this adds up to this: we know precisely what newspapers and/or magazines we will use; we know what they generally publish; when the material must be in their offices; and when the publications reach their readers.

THE CHANCE of making a mistake in this critical area of PR is now considerably reduced with publication of "The Standard Periodical Directory" for the first time (New York: Oxbridge Publishing Co., \$12.50).

THIS IS A HEROIC and successful effort to guide PR professionals, librarians, government and industry executives, researchers, etc. etc. through the maze of more than 20,000 American and Canadian publications.

IT IS AN HONEST effort to do a job which has never been done before. The editors are forthright in telling readers that even before the first edition came off the press, they were hard at work "on refinements and improvements for future editions."

Hibernians To Cite Lt. Governor Wilson

Lt. Governor Malcolm Wilson of Yonkers has been selected to be this year's recipient of the annual award of the Bronx County Board of the Ancient Order of Hibernians in America.

The citation to the Lieutenant Governor for "outstanding public service" will be presented on Saturday evening, March 6 at the Bronx County Board's 48th annual dinner-dance to be held at Mayer's Parkway Restaurant, Bronx.

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THE EDITORS rocked us with two statements, which we know now are true: "Four out of five periodicals published today, did not exist prior to 1940. Over 60 per cent of the periodicals in existence in 1940 are no longer published under the same name today."

IS IT ANY wonder that we urgently need an atlas and timetable on the proliferating and ever-changing periodical industry?

WE KNOW OF one professional who should be first in line in buying the valuable new directory. She probably won't because she's gotten by for years as an amateur dressed in a professional's clothing.

SHE PHONED us and in quick order put the following questions: Do you still write a column for the "Civil Service Leader"? How often is The "Leader" published? What's The "Leader's" address? What is its circulation? Would you like a great story idea?

ONLY BECAUSE we were taught to be polite, did we contain ourselves. Our advice to this lady is: "Get yourself a good book on how to do public relations, and then buy "The Standard Periodical Directory."

WHAT WE FIND unusually valuable in the directory is the listing even of the most obscure publications on almost any subject one can think of. These media open up totally new horizons to the wise professional seeking more and more publics to inform and persuade.

MEN & WOMEN

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FINAL TOUCH — Seen here, from left to right, as they prepare the final papers that formally convert the "Executive House" building in Albany from a rental to a co-operative apartment dwelling are Joseph F. Feily, president of the Civil Service Employees Assn., sponsors of the project; Donald Davidoff, Department of Audit and Control attorney; Nathaniel Saperstein, associate

counsel, New York State Housing Authority; A.M. Powell, representing Chuckrow Construction Co. builders; John C. Rice, CSEA assistant counsel, and Robert Douglas, first assistant counsel to Governor Rockefeller. Last week's action paved the way for the first tenants to move into the \$2.5 million project, first of its kind in the Capital District area. The 12-story structure will house 158 middle-income families.

CSEA, Judicial Conf. Meet On Proposals To Amend Service Rules

Representatives of the Civil Service Employees Assn. and the State Judicial Conference met recently to discuss CSEA recommendations for an additional 25 amendments in the Career Service Rules adopted by the State Judicial Conference to cover its approximately 10,000 non-judicial employees of the State Unified Court System.

Each proposed amendment was discussed, and the majority of the proposed changes will be recommended to the Administrative Board of the Judicial Conference by the representatives of the Conference who attended the meeting. The amendments are intended to clarify the Career Service Rules and assure treatment to the employees covered thereunder consistent with the Civil Service Law, Rules and Regulations.

The specific recommended changes will be explained in more detail in a future issue of The Leader after the Administrative Board has taken action on them.

Major Topics

At the meeting, there was discussion of the relationship of the State Judicial Conference and local government, including Boards of Supervisors insofar as employees of the Conference who are on local government payrolls.

It was made clear to the CSEA representatives that the budgetary authority of the Administrative Board of the Judicial Conference is clearly set forth in Article VI, Section 29 of the Constitution of the State. This authority clearly spells out that the Judicial Conference can only transmit budgetary requests and make comment and recommendations thereon to the Board of Supervisors or appropriating authority. Such comments and recommendations have no binding effect on the various appropriating bodies throughout the State. The individual appropriating bodies, such as a Board of Supervisors, have the constitutionally defined power to finally determine what is to be appropriated. The discussion at the meeting indicated that there is considerable misunderstanding on the part of local government officials who are under the misapprehension that

the State Judicial Conference can finally determine what is to be appropriated by these appropriating authorities.

Classification Survey

Also discussed at the meeting in detail were lengthy recommendations submitted by CSEA relative to the classification survey of positions in the New York City Courts recently conducted by the Judicial Conference. These recommendations are under consideration by the Judicial Conference and more detailed explanation of the specifics involved will be carried in The Leader when action is taken on the CSEA recommendations.

Representing the Judicial Conference were: Thomas F. McCoy, state administrator; Lawrence N. Marcus, counsel; George Levine and Alfred A. Delaney, administrative officers, and John Wynne, personnel officer.

Representing CSEA were: Wil-

(Continued on Page 14)

Levitt Surveying Employee Sentiment On Variable Annuity; Conducts Seminars

ALBANY, Feb. 15—State Comptroller Arthur Levitt today released details of a project to test sentiment among State employees for the addition of a variable annuity option to the New York State Employees Retirement System. He described the project as "a series of information lectures supplemented by a question-answer period," with employee sentiment being secured through a questionnaire.

The presentation will be made at selected locations throughout the State, Levitt said, adding: "The subject of variable annuities has been under consideration by the Retirement System for some time. We have obtained a great deal of comment, suggestion and data from a wide variety of organizations which are familiar with this program. Nevertheless, we feel that this option should not be initiated until the membership of the system has had the opportunity to express its opinion. Accordingly, we intend to solicit comments from a broad cross-section of our members, prior to making a final determination."

Free Choice

The Comptroller, sole trustee of the \$2 billion State system, also commented: "There is one point about any variable annuity program which I should like to clarify to every member of the Retirement System. If such a program is incorporated as an option with the State System, each member will be given a free choice to determine whether or not he will participate. If he elects to participate, his investment in vari-

able annuities will be limited to a portion of his total contributions and the balance will continue to be invested, as it is now, in fixed-dollar annuities. If he does not elect to participate, his entire contribution will continue to be invested in fixed-dollar annuities, exactly as it is now."

The first of the seminars was conducted at Manhattan State Hospital recently. The second of the series of 16 will be at the Inn Town Motor Hotel, Albany, today (Feb. 16). All are being conducted by the Comptroller's staff. Among other meeting sites are Ithaca, Poughkeepsie, Buffalo, Farmingdale and New York City.

Richard Sweeney, Johnstown Fire Chief Dies Battling Blaze

JOHNSTOWN, Feb. 15—The death of Johnstown Assistant Fire Chief Richard Sweeney, Sr. of a heart attack while fighting an early morning fire, was reported to The Leader recently.

Chief Sweeney was 54. He joined the Johnstown Fire Department in 1945 and had been assistant fire chief for 17 years.

He was a member of the Civil Service Employees Assn., the New York State Firefighters Association, the National Associated Firefighters, and other organizations.

Alfred Killian

POUGHKEEPSIE, Feb. 15—Alfred F. Killian, 52, of 23 Lexington Avenue, died unexpectedly last Sunday while at work as a television technician at Hudson River State Hospital.

Killian, a hospital employee for 30 years, lived in Poughkeepsie for 35 years. He was a native and former resident of Kingston, was a U.S. Army Veteran of World War II, was a member of the hospital's CSEA chapter and of St. Joseph's Church, this city.

Levitt Reports:

Stock Values In Retirement System Go Up

ALBANY, Feb. 15 — State Comptroller Arthur Levitt has announced a \$10.2 million appreciation in the 1964 year-end value of the common stock portfolio of the New York State Employees Retirement System.

Levitt noted that in the five years following the adoption of legislation broadening the scope of eligible investments for the System, the over-all yield of the portfolio has been improved by almost one per cent — from 3.35 per cent to 4.33 per cent. In 15 public sales since April 1, 1959, he has sold \$269 million of tax exempt obligations out of the portfolio and reinvested the proceeds in \$271 million of higher yielding U. S. Government, corporate and Canadian obligations. This has produced \$2.2 million more in annual income than that received on the tax-exempt obligation, and has increased the portfolio by \$2 million.

The Comptroller, sole trustee of the \$2-billion State retirement system, also noted that on March 31, 1964, earlier appreciations in the value of the portfolio had permitted a reduction in the normal rate of employer contributions to the System.

"This reduction resulted in a saving of approximately \$400,000 to New York State, and \$450,000 to participating employers—local government entities throughout the State," Levitt said. "Through progressive portfolio management, the System will make every effort to improve and extend these savings in the current fiscal year."

Rochester Chapter To Meet On Feb. 24

ROCHESTER, Feb. 15—The Rochester chapter of the Civil Service Employees Assn. will hold its next meeting Wednesday, Feb. 24 at 8 p.m.

The meeting will be held at the 40 & 8 Club, 933 University Avenue. Guest speaker will be newly appointed CSEA regional attorney E. Willoughby Middleton.



PLAN ANNUAL DINNER

Weeks of hard work precede the annual March dinner of the Civil Service Employees Assn. and putting on the affair is the responsibility of these members of the CSEA Social Committee. They

are, seated from left, Rose Lofink, Kathleen Hines, Lea Lemieux, chairman; Helen Forte and Rita Hughes. Standing from left, are Margaret Deveney, Bernard Schmah, Louis A. Luzzi, Hazel Abrams and Fred Hughes.

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.

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. 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 twelve o'clock midnight on the day following the last day of receipt of applications.

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

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

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 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, 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.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

U.S. Service News Items

President Orders Review Of Retirement Systems

Federal employee retirement systems must meet effectively the purpose for which they are designed, according to President Johnson who last week named a committee to make a complete review of retirement systems for both civilian employees and military personnel.

Budget Director Kermit Gordon will serve as chairman of the committee, which was directed to submit its report and recommendations by Dec. 1.

The last over-all study of retirement was made in 1964.

In his statement, the President said in part:

"The patterns and amounts of these (retirement) payments must be effective for their purpose. The payments must be properly related to the personal service upon which they are based, and to similar retirement programs elsewhere in the economy.

"In order to establish up-to-date guides for use in the Executive Branch in considering proposed changes and further improvements in retirement plans, I request that the whole structure of our retirement policies be reviewed as to objectives, coverage of both civilian and uniformed personnel, benefit patterns, financial soundness and over-all consistency.

"I also request that survivor benefits available under the various retirement plans be examined in relationship to similar survivor benefits provided under social security, government life insurance, and other disability, death and survivorship programs."

Governors Island Employee Cited

Jerome Grier of Brooklyn has been presented a "quality step-increase" in his annual salary, and an "outstanding performance rating" for the period of November 1963 to November 1964 at Headquarters, First U.S. Army, Governors Island.

Since entering Federal civil ser-

vice in April 1962, Mr. Grier has been employed as military personnel clerk, schools division, in the training branch of First Army Office, Deputy Chief of Staff for Operations & Training.

NFFE Charges Increase In Military Personnel Doing Civilian Jobs

Charges that the use of uniformed military personnel in Federal civilian positions is showing a sharp increase despite the concern of many members of Congress that the practice is not being curtailed, were made recently by Nathan T. Wolkomir, president of the National Federation of Federal Employees.

Wolkomir called for prompt Congressional action to reverse the trend.

"That this practice is unsound from every standpoint long has been recognized. Laws and regulations have been passed and adopted to halt it. It is demonstrably costly, wasteful, and essentially contrary to basic American precepts," Wolkomir said.

Dietitian Sought In Rockland Co.; Closes On March 10

Rockland County needs a dietitian in the County Welfare Home and Infirmary. Salary in this job is \$5,964 to \$7,536.

Applications will be accepted until March 10 by the County Civil Service Commission, New City. For further information contact the Commission.

Psychiatrist

Subject to investigation and examination the New York City Department of Personnel has recommended the establishment of an eligible list for psychiatrist with 10 names on it.

CIVIL SERVICE EMPLOYEES ON A BUDGET!

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BLOOD DONORS — Four employees of the Department of Social Welfare's Home Service Bureau, in New York City await their turn to donate blood during the initial contribution period of the bureau's blood donor club. Left to right are: Edward Dunne, Horace White, Nilo Garcia and Lloyd Staten.

You Can't Manufacture Time—
But Make the Most of It—FINISH

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If you are 17 or over and have dropped out of school, write for FREE 55 page High School Booklet. Tells you how.

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Send me your free 55-page High School Booklet.

Name Age.....
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OUR 68th YEAR

A CSEA ACCIDENT & SICKNESS POLICY PAID THIS MEMBER \$7,360.00

OVER THE PAST 64 MONTHS

Imagine the relief on this man's face when the postman brings a monthly check for \$115.00. Disabled and out of work as a result of a serious car accident, this member has been receiving checks for the past 64 months: checks that help keep his family together until he can return to his job.

This money, plus the other important benefits covered by your State Health Plan, can mean the difference between extreme hardship—with staggering debts—and a normal recovery free from major financial worries.

Enroll in the CSEA Accident and Sickness Plan now. Make sure that, if your salary stopped because of a disability, the postman would ring your bell with a check each month.

For full details on how you can join the CSEA Accident and Sickness Plan contact—

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Meet Four of This Week's C.S. Beauties



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State Bingo Commission
Albany



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State Insurance Fund
NYC



JO-ANNE MANGER
New York City
Department of Sanitation



NYOKA GROUT
Agriculture & Markets
Albany

Miss Civil Service

97 Duane Street
New York, N.Y. 10007

Please enter the following as a candidate of the Miss Civil Service Contest:

Name _____ Age _____
Address _____
Dept. _____ Title _____
Business Address _____
Submitted By _____
NYC _____ State _____ Federal _____ Other _____ (Check One)
Use Pencil or Ball Point
(PLEASE CLIP TO BACK OF PHOTO)

Prizes For Beauties Highlight Civil Service Day Festivities May 31

Four lovely young ladies, each one representing a major area of public service—City, State, Federal and County government—will be chosen as "Miss Civil Service of 1965" as part of the Civil Service Day festivities at the World Fair on May 31.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury beach hotel there.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

Youth Guidance Technician

The New York City Department of Personnel has recommended the establishment of an eligible list of 40 names for the title of assistant youth guidance technician subject to investigation and examination.

Apply Immediately Housing & Building Courses Offered To City Employees

Two courses of interest to City employees in the housing, building or allied fields are being offered in the Spring series of evening courses for City employees.

• "CC-40—Multiple Dwelling Law Applications for City Inspectors" is a course in the City College Municipal Personnel Program which meets on Thursdays. It is a practical course using architectural plans in the application of the multiple dwelling code, and zoning laws.

• "LI-121—Public Housing Management—Administrative Aspects", a course in the Long Island University Municipal Personnel Program meets on Mondays. This course will cover such topics as tenant and public relations, intergroup relations, tenant selection, and rental, coordination of social and community services, and the job of the Public Housing Manager.

Both classes start this week and meet in the area of City Hall. Other courses which may be of interest to City employees in-

clude "Charts, Graphs and Statistics for the Layman", "Conversational Spanish", "Interview Techniques" and "Law and Court Personnel". Additional information about the courses is available at the Training and Career Development Division of the New York City Department of Personnel.

Registration is continuing for these and other evening courses at the Training Division of the New York City Department of Personnel, 40 Worth Street, New York, N.Y. 10013.

Telephone information is available at 566-8816.

Court Steno In Allegany County: Closes March 5

Allegany County has announced an open-competitive examination for court stenographer. Salary in this position is \$4,100.

Applications will be accepted by the County Civil Service Com-

WANTED:

Psychiatric Social Workers and Senior Psychiatric Social Workers for progressive upstate hospital. Minimum qualifications: Social Workers, 30 hours graduate credit School of Social Work. Senior Psychiatric Social Workers, M.S.W., specialization in Psychiatric Social Work or one year experience in close regular consultation with psychiatrists, and one additional year satisfactory experience in social case work.

Salary range: Psychiatric Social Workers, \$6180 - \$7535. Senior Psychiatric Social Workers—\$7942 - \$8875. Reply to Box No. 506, Civil Service Leader, 97 Duane St., N.Y. City

mission, Belmont, until March 5. Candidates must have been residents of the State of New York for at least four months prior to the examination.

For further information contact the Commission.

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- CORRECTION OFFICER (Men & Women)

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 - MASTER ELECTRICIAN - Fridays at 7 P.M.
 - STATIONARY ENGINEER - Class Forming
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TUESDAY, FEBRUARY 16, 1965

Comptroller Levitt's Proposal of Merit

Call by State Comptroller Arthur Levitt for a lasting reform in the filling of staff positions in the State Legislature could provide one of the most beneficial advances in the Merit System since its inception.

Levitt proposes that the reform should be based on a bipartisan career system with promotions and appointments according to merit and fitness, except for the most confidential or top-level assignments. He rightly argues that "there can be no meaningful personnel administration in the Legislature because there are inadequate job descriptions, poor requirements as to qualifications, and few controls over performance."

In offering immediate endorsement of the Comptroller's line of thought, Joseph F. Felly, president of the Civil Service Employees Assn., noted that its most important effect would be that the Legislature, regardless of what party is in the majority at any particular time, would be guaranteed a loyal and competent staff to operate the machinery of government.

Surely, responsible legislators in both parties will see the advantages of such reform, both in their own immediate terms and for the public the Legislature serves. We hope for the speediest of action in taking up Comptroller Levitt's proposals.

A Needed Proposal

THE Career and Salary Board of Appeals will consider 40 titles for upgrading at a public hearing March 4 in the Board of Estimate chambers.

The Board has the power to recommend raises in grade for employees coming under this plan. However, traditionally it has not recommended any other benefits for the appellants.

Employees under collective bargaining can obtain fringe benefits through bargaining sessions while those under the Appeals Board cannot. The choice of health plans with the full cost of the premiums to be paid by the City has been won by employees through collective bargaining such as in the Police and Fire Departments.

We urge the Career and Salary Board to make the same recommendations for free choice of health plans when recommending pay increases for appellants coming before them on March 4.

It will be a start in the right direction for those employees not now covered under the plan.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

I'd like to get a social security card. Will I need to show a birth certificate?

No. You'll need to know your correct date of birth, of course, but you don't need a birth certificate.

If I work after I start receiving social security, will I still have to pay taxes on my earnings?

Yes. As long as you have earnings covered by social security, you must pay the tax.

My husband and I were drawing a combined check. He died on the last day of the month. Do I have to notify social security or return the check received the third of the following month?

Yes. The check has to be returned for two reasons. First, you could not cash it without your late husband's signature; second, your husband's benefit is not payable for the month of his death. This is true regardless of the day of the month the death occurred. Your share of the check will be sent to you in a separate check.

LEADER BOX 101

Letters To The Editor

Personnel Director Explains System To Break Exam Ties

Editor, The Leader:

Judging from the views expressed in the editorial "Legal Lottery", which appeared in the February 9th issue of the Civil Service Leader, I am of the opinion that there is some misunderstanding of the purpose of the new rotating alphabetical tie-breaking system adopted by the Commission on February 2nd.

The new system is very similar to the jury wheel rotating system used by the Courts in selecting jurors. However, it is used only as a last resort in breaking ties in instances where two or more persons receive the same ratings in each part of the examination as well as the same final examination rating.

It should be noted that all of the major factors which were employed in the old system of breaking ties by the use of application numbers—such as the highest mark on performance, seniority and the mark attained in the written test—still remain the determining factors. The new rotating alphabetical system will be employed only when all other factors fail.

The new system was adopted to accomplish three major objectives:

To provide the City with the best, most effective and efficient means of breaking ties.

If you recall, the Department, in 1955, initiated new procedures which made it easier for persons interested in City employment to apply. One of the policies adopted permitted the issuance and acceptance of applications by mail.

With the adoption of this policy, and the continued increase in the number of persons applying by mail, the method of breaking ties by giving preferential listing of those who filed first became ineffective and more undesirable each year.

You might be interested in knowing that of the 215,000 persons who applied for City jobs in 1963, approximately 125,000 did so through the mail. Selecting applications from a sack of mail to determine priority was also essentially a matter of chance.

I am certain the "Leader" could not regard as "fair" any system which would tend to deny those 125,000 persons an equal opportunity to compete for priority of list position in the event of a tie.

The old system of employing priority of application numbers would rule out practically all of those who apply by mail. This applies especially to persons who reside in areas where the mail service is not as frequent as in other sections of greater New York.

To eliminate long lines of persons seeking to file on the first day of filing.

I doubt that anyone has (Continued on Page 12)

Civil Service Law & You

By WILLIAM GOFFEN



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

THE INTRICACIES of conflicting medical opinion as to the nature of the disability of a petitioner for a service connected disability pension, are sometimes resolvable only by a trial. Such a case was recently brought to the Court's attention by an injured patrolman with over twenty years of service in the New York Police Department.

WHILE PATROLLING his beat in Brooklyn, New York, one night, the officer's right toe was caught in a hole in the sidewalk causing him to fall and sustain painful injuries. A police car took him to Dr. G., an osteopath, for diagnosis and emergency treatment. X-ray examination disclosed a transverse fracture through the medial sesamoid bone of the great toe. Dr. G. also noted marked mobility of the middle joint of the foot, indicating tearing of the ligaments.

THE OFFICER was on sick leave for over thirty days. Ever since the accident he has been under intermittent medical treatment, with complaints of a burning sensation in the injured foot, numbness after standing or walking for a half hour, unsteadiness, and pain in the arches. He walks with a limp to favor the injured foot.

SEVERAL MONTHS after the accident, Dr. Y., an honorary police surgeon, diagnosed the officer's injury as a comminuted fracture of the right tarsal scaphoid bone, and more than a year after the accident, police surgeon P. relied upon this diagnosis in recommending a third orthopedic opinion. Accordingly, Dr. B., an honorary police consultant examined the officer. He found the fracture of the sesamoid bone, as well as a traumatic flat foot, and advised Whitman foot braces.

ABOUT A YEAR after the accident, the officer's right leg failed to support him when he was attacked by an arrested person, with the result the officer was punched in the eye and required six stitches.

A FEW MONTHS later one of two burglars captured by the officer escaped when his leg gave way.

IN VIEW OF his injuries, the officer was placed on permanent limited duty status performing clerical work. His pension application was based upon the Administrative Code, sec. B 18-43.0, requiring retirement for accidental disability if medical examination and investigation show that the officer was incapacitated as the result of an accidental injury received in City-service without willful negligence on his part.

THE PROBLEM confronting the Pension Fund's medical board related to the nature of the officer's injuries. In the words of the board:

This case is filled with many strange contradictions. He was seen on August 23, 1963 by Dr. I., honorary consultant psychiatrist, who boldly attributes his motives pertaining to his injury as being mercenary. He has been followed extensively by Dr. B., honorary consultant orthopedist who diagnoses traumatic weak flat feet of the right side and left weak foot. He also states that there is evidence of a fracture of the sesamoid of the right big toe. He has been seen by Dr. Y., honorary consultant orthopedist who, on the one hand, states there is no X-ray evidence and in the next breath calls attention to a former fracture of the "medial scaphoid" well healed.

THE BOARD referred the officer to Dr. C, a third orthopedist. Dr. C. reported,

There is no evidence of fracture of the scaphoid nor of the medial sesamoid. The latter is a true congenital bipartite sesamoid and has remained unchanged throughout the numerous X-rays taken. His disability is mainly psychological and there is no physical basis demonstrable.

YET, WHETHER the fracture is congenital or not, the petitioner was able to work for over twenty years without difficulty. His disability manifested itself only after he tripped on the broken sidewalk. It is clearly suggested that the accident must have contributed to his present condition.

THE COURT summed up the justification for a trial of the issue in the following words:

In this article 78 proceeding to review respondent pension fund's determination denying petitioner a disability retirement pension, an examination of the record indicates a sharp conflict with respect to the nature of petitioner's disability. In support of his position, petitioner submits the diagnosis made by two of respondent's own examining doctors. In view of the foregoing it is readily apparent that the nature of petitioner's disability must be further explored before a proper determination can be made herein. Accordingly, the motion is granted to the extent of directing a trial of this issue.

AT THE TRIAL, the jury will hear the medical evidence enabling it to determine whether the petitioner's disability is related to the accident.

Five Training Programs To Start In JOIN

Five training programs have been announced by the Job Orientation In Neighborhoods (JOIN). The training course, number of trainees and starting dates follow.

OFFICE CLERK TRAINEE, six trainees. Starting date is March 1. Trainees may be male or female, 18 years of age or older and must have an eighth grade reading and math ability.

STORAGE CLERK TRAINEE, 16 trainees. Starting date is March 1. Trainees may be male or female (eight of each) 16 years of age or older with some clerical aptitudes. At least eight of the trainees must have a seventh grade reading ability. The remaining should have a fifth grade reading ability.

OFFICE APPLIANCE OPERATOR, four trainees. Starting date is March 1. Trainees must be male, 16 years old and up, and have the capacity for eighth grade education or equivalent.

AUTOMOBILE MECHANIC HELPER, 20 trainees, 10 start on Feb. 22 and 10 on May 17. Trainees must be 17½ or older, in good health, and able to lift 30 pounds. They must also have a reading ability of a fifth grade level.

SEWING MACHINE REPAIR-MAN HELPER, 20 trainees, 10 start on April 5 and 10 start May 31. Trainees must be male between 16 and 21 and have a capacity for an eighth grade education.

For further information contact the JOIN Training Division, Room 701, 280 Broadway, New York City.

Apply For City Recreation Leader On March 2 & 16

Recreation leader applications will be accepted by New York City on two days only, March 2 and 16. These jobs are in the Department of Parks and Hospitals and are in the salary range of \$5,750 to \$7,190.

For further information contact the Applications Division of the Department of Personnel, 49 Thomas Street.

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- Maternity Care

- Specialist Consultations
- Surgery
- Radiation Therapy
- Physio-Therapy
- Electro-Shock Therapy
- Allergies
- Ambulance Service
- Visiting Nurse Service

In-Hospital

- Surgery
- Medical Care
- Maternity Care
- Anesthesia
- Specialist Consultations
- Infant Care
- Radiation Therapy
- Psychiatric Care
- Electro-Shock Therapy

Hospitalization Coverage—In most cases GHI subscribers are covered by Blue Cross.

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.



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**Rec. Leader
Erie County
Closes March 8**

Erie County has openings for recreation leaders. Salary varies according to location. One opening is in the Town of Amherst and four month residency is required to take the test.

The residency requirement is also in force for persons taking the test for the County position. Closing date for applications is March 8.

For further information contact the State Civil Service Commission, the State Campus, Albany or any local State Employment Office.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

(The following is taken from "Employee Relations in Government," a bi-monthly newsletter published by Man & Manager, Inc.)

IS RELIGIOUS FAITH AN EXCUSE FOR REFUSAL TO OBEY AN AGENCY REGULATION?

What Happened: Few religious tenets pose any threat to a department's smooth operations. Those commonly observed beliefs (followed by a substantial majority of Americans) have had sufficient persuasive powers to mold agency activities so that the two dovetail.

● But administrators still run into trouble when devout followers of smaller sects and denominations insist on deference to their creed.

From Friday sunset to Saturday sundown no devout Seventh Day Adventist will put his hand to any

work. It is basic to Adventist communicants—as it was to George Campbell who wanted to become a surface line operator (bus driver) for the New York City Transit Authority — so much so that Campbell asked and was accorded a special examination Saturday evening, when all other candidates filled in their exam papers earlier in the day.

Campbell passed his tests and won his job. Reporting for training, the new driver again advised his supervisor that he could work any day except Saturday. This time he ran into opposition.

"If you expect to drive a bus for us," one transit official told him, "you're going to work Saturdays. 'Bus runs' are allotted on seniority — the union contract says so — and every driver wants to be off on Saturdays and Sundays."

● Transit supervisors shifted Campbell from one station to another to give him a chance of working out individually some satisfactory schedule with other drivers.

● Finally, slated a run which was to end Friday at 7:19 P.M., Campbell returned the bus to the garage at 5:45 P.M. and refused to complete the run.

He was charged with misconduct and incompetence—for violating transit rules. After a hearing before a referee, Campbell was discharged and promptly challenged it in court. Said he:

1. "I claim a binding contract with the Transit Authority. They were informed I could not work on Saturdays and agreed. Otherwise, why did they make an examination at a different time than the others?"
2. "Firing me for religious scruples violates my constitutional rights. The free exercise of my religion is guaranteed to me—as is the equal protection of the laws."

To which the Transit Authority answered:

- Employees pick their tours of duty according to seniority. Everybody knows that, including Campbell. If his religion interfered, he should have looked for another job.
- We can't run a bus company if we have to make exceptions on religious or any other grounds.

Did Campbell Get Saturdays Off: YES

NO (Answers on Page 10)

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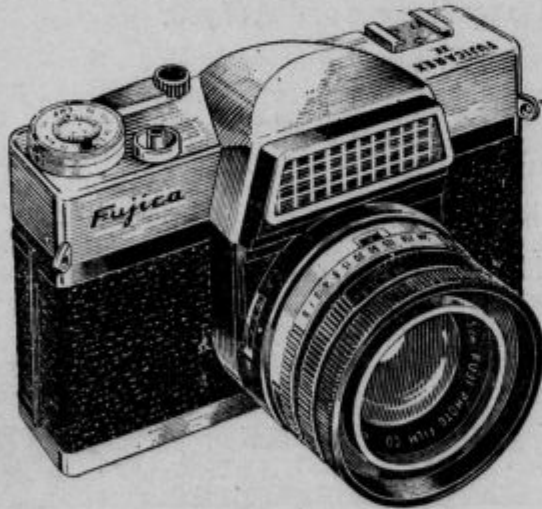
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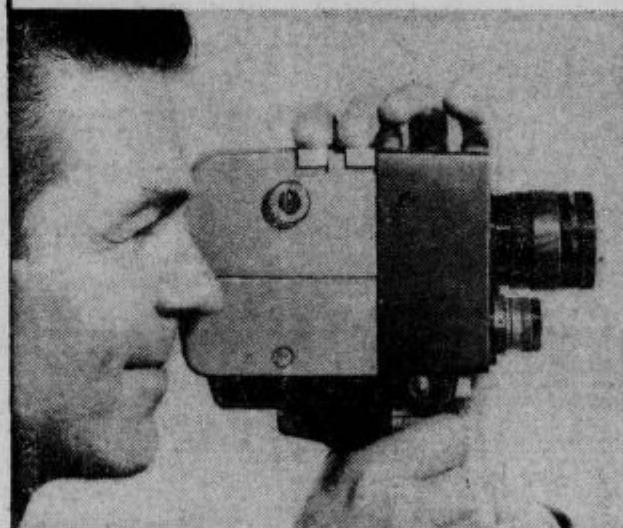
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**DPW Custodians
Set Installation**

The Custodians Assn. of the New York City Department of Public Works will hold an installation dinner-dance on Feb. 27 at the Astorian Manor, Astoria. Officers to be installed for the new term are: Saverio Cacace, president; Andrew Cantiello, vice-president; Thomas Kelly, secretary; Carmine Falciano, treasurer and Morris Firestone, sergeant-at-arms.

Senior Street Club Workers Sought By NYC Youth Board

Senior street club workers are needed by the City of New York Youth Board. Salary in this position is \$5,750 to \$7,190.

Applications will be accepted until Feb. 24 by the Applications Division of the Department of Personnel, 49 Thomas Street.

A college degree is a necessity for this position plus either a master's degree from an accredited school of social work or a master's degree in an allied field such as psychology, education, recreation or human relations; or one year of experience in the field; or two years of experience can be substituted for the master's degree.

The duties of a senior street club worker is to work with unattached youths believed to have exhibited anti-social behavior in an effort to redirect their activities.

Candidates will be required to pass a qualifying medical and physical examination.

YOU DON'T GAMBLE IN H.I.P.!



The sporting instinct has its pleasant side. But you'll agree that gambling is foolhardy when the stakes are your family's health and a big bite out of your paycheck.

In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

- Q. Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?
- A. You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged \$177! In 11 percent of the cases the extra payment was \$300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

Q Am I willing to take a chance on maternity care?

- A. Maternity is not a "paid-in-full" benefit in either of the two cash allowance programs offered to some City employees. In one plan, the allowance for a normal delivery is \$75 and in the other, it is \$125! Compare these against today's going rate of \$250-\$300 for a delivery by obstetricians in the New York area. H.I.P. obstetricians delivered 6,700 babies last year and there was never any question of cost for the doctors' services.

H.I.P.'s high standards require that babies be delivered **only** by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."



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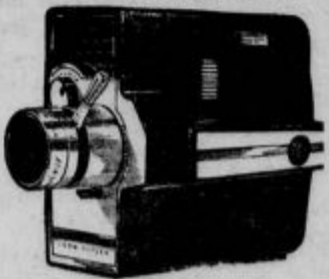
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IT COULD HAPPEN TO YOU

(Law Case On Page 8)

ANSWER

What New York Supreme Court Justice Pinto ruled: Personal religious scruples are to be considered subordinate to the terms of an individual's contract of employment with a public agency, the Court said. This is particularly so where the contract terms are so worded as to be "reasonably calculated to promote the public good and safety." The regulations of the Transit Authority performed this function.

The Transit Authority, a public agency, the Court said, was "bound to enforce the seniority rules which govern Campbell and all of his fellow employees, and to which he has chosen not to accommodate."

The Transit Authority's rules "do not deny Campbell's right to the free exercise of his religion. They do limit his choice between adherence to his scruples and employment as a surface line operator."

Since the Authority had to enforce seniority as the best and fairest way of running its bus system, its action in sacking Campbell was not capricious or objectionable. Campbell had to look elsewhere for a job free from

Saturday hours.
(NY Sup. Ct. 9-16-64)

COMMENT: This is a fresh application of the old, old rule that no man has a constitutional right to a public job.

The Court was sympathetic to the Authority — particularly because of the sincere efforts made by it to accommodate Campbell.

• Administrators should bear this in mind. Courts are sensitive to questions of religion. All efforts should be made first to find some modus operandi—if such an accommodation does not turn an agency topsy-turvy.

Police Selection Is Discussed In New Publication

A recently published book — "Police Selection" (Springfield, Ill.: Charles C. Thomas) edited by Richard H. Blum, discusses the ambiguity involved in the selection of police officers.

The authors are eight men with law enforcement experience and backgrounds in psychiatry, sociology and psychology. They suggest that we make use of the advances of our enlightened society in order to improve the selection of the

men who will be its protectors.

New processes in science, technology and public administration can be used, to aid in all areas of police work.

As our society becomes more complex, they state, the work of the police officer becomes more demanding and his selection should be made with the aid of modern thinking.

—J.O.H.

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Trainees Apply By March 10 In Rockland County
Sewage treatment plant operator trainees are needed in Rockland County. Salary in this position is \$5,500 to \$6,000.
Applications will be accepted until March 10. For further information contact the County Civil Service Commission, New City.



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Pay Is \$5,150 For Assistant Bridge And Tunnel Maintainer; Closing Date Is February 24

Applications will be accepted by New York City for its open-competitive examination for assistant bridge and tunnel maintainer until Feb. 24.

Salary in this position is \$5,150 to \$5,980 per year. There are openings in the Triborough Bridge and Tunnel Authority.

Minimum Requirements

Candidates must have at least six months of recent, satisfactory, full-time, paid experience of a mechanical or electrical nature. Graduation from an approved vocational or trade school can be substituted for experience.

Applicants must also have a valid New York State operator's license.

Duties

Under close supervision, an assistant bridge and tunnel maintainer, assists in the maintenance and operation of various facilities and equipment of the Triborough Bridge and Tunnel Authority.

Test

A practical test will be given weighted at 100. Seventy percent will be required for passing. A written test may also be given and candidates may also be tested in their knowledge and use of various tools.

A qualifying physical and medical examination will also be administered.

Applications

For further information contact the Applications Division of the Department of Personnel, 49 Thomas Street, Monday through Friday from 9 a.m. to 4 p.m. or on Saturdays, 9 a.m. to 12 noon.

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Correction Officer Jobs With New York City; Pays \$6,047; Closes Feb. 24

The New York City Department of Personnel will accept applications until Feb. 24 for its correction officer examination for men and women.

Salary in these positions is \$6,047 a year with annual increments to \$8,098.

Minimum Requirements

Minimum requirements for this position include a senior high school diploma or equivalency diploma. Candidates must be at least 20 years of age to qualify for the test for men and 22 years of age for women.

Applicants must not have reached their 31st birthday to apply for this examination.

Medical and physical requirements for men are; not less than 5 feet 7 1/2 inches tall; 20/30 vision in each eye without glasses and normal hearing.

Women's Requirements

Physical requirements for women include that applicant not be less than 5 feet 2 inches tall; 20/40 vision in each eye without glasses and have normal hearing.

Duties

The duties of a correction officer include the responsibility for the custody, control and care of inmates in a correctional institution. The officer is also responsible for the work performance and job training of the inmates.

For further information and applications, contact the Department of Personnel, 55 Thomas

Rockland County Dietitian Asst.

Rockland County has an opening for dietitian assistant in the Summit Park Sanatorium. Salary in this job is \$5,310 to \$6,696.

Applications will be accepted until March 10. For further information contact the County Civil Service Commission, New City.

Street, N.Y. 10007. This office is open from 9 a.m. to 5 p.m. daily and from 9 a.m. to noon on Saturday.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. TO Elsie G. Goldman, Vivian G. Buetow, Jeanne Lyon Benjamin, Hazel Griff as executor of the Will of Floyd Griff, Barbara J. Lagriffe a/k/a Gloria Griff, Jacqueline Wright Fox, Ruth K. Ford, Agnes Leavitt, Baldo M. Kristovich, Public Administrator of the County of Los Angeles, California as administrator c.t.a. of the Will of Ella Wright, being all of the persons who may be entitled absolutely or contingently by the terms of the last Will and Testament of Delia Grabfelder, deceased, late of the County of New York, to share in the trust property accounted for herein and all of the beneficiaries of the trust accounted for herein required to be cited upon this accounting. SEND GREETING:

Upon the petition of Morgan Guaranty Trust Company of New York (formerly Guaranty Trust Company of New York), a New York corporation having its principal office and place of business at 23 Wall Street, New York, New York, as Trustee of the trust under Paragraph 17 of the last Will and Testament of Delia Grabfelder, deceased. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 26th day of March, 1965, at ten o'clock in the forenoon of that day, why:

1. The first and final account of proceedings of Morgan Guaranty Trust Company of New York, as Trustee of the trust created under Paragraph 17 of the Will of Delia Grabfelder, deceased, covering the period from April 26, 1949 through December 31, 1963, should not be judicially approved, settled and allowed, and the said Trustee should not be released and discharged of and from any and all liability, accountability or responsibility as to any and all matters embraced in said account.

2. This Court should not direct distribution of the remainder of such trust in equal shares to Elsie Goldman, Vivian Buetow, Jeanne Lyon Benjamin, Barbara J. Lagriffe, the estate of Floyd Griff and the estate of Ella Wright.

3. This Court should not approve the payment of the claim of Davis Polk Wardwell Sunderland & Kiendl in the sum of \$850.00 as appears from Schedule C-1 of the account for their services in generally representing the Trustee.

4. This Court should not grant such other and further relief as it may deem just and proper in the premises together with such costs, disbursements and allowances as may be properly taxed and awarded in this proceeding.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 8th day of February, in the year of our Lord one thousand nine hundred and sixty-five. s/PHILIP A. DONAHUE, Clerk of the Surrogate's Court. (L.S.) Seal.

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK

By the Grace of God, Free and Independent. To the heirs at law, next of kin, and distributees of GRIEG TABER deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. Dwight S. Brigham, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on March 18, 1965, at 10 A.M., why a certain writing dated January 26, 1962, which has been offered for probate by Harold M. Lindstedt, residing at 242 East 19th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GRIEG TABER, deceased, who was at the time of his death a resident of 144 West 47th Street, in the County of New York, New York. Dated, Attested and Sealed, January 28, 1965.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County Philip A. Donahue, Clerk

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LETTERS TO THE EDITOR

(Continued from Page 6)

witnessed anything as pathetic, disgusting, discouraging and disheartening as watching long lines of human beings waiting in all kinds of weather in an effort to be first to file an application for a popular examination, such as Motor Vehicle Operator, Railroad Clerk, Railroad Porter, not to mention titles like Cleaner for which women of all ages begin to form lines two and three days prior to the opening day.

The creation of these lines, where everybody wanted to be first, was the direct product of the system of breaking ties by the use of application numbers.

To give the Department of Personnel more flexibility in the distribution of applications through various channels, a consideration now under study.

The new system will afford an equal opportunity to all, regardless as to whether they file in person or by mail, so long as it is done during the regular designated filing periods. It civilizes the procedure by replacing an essentially crude and harsh system of waiting on lines with a "jury wheel" system which has proved to be effective and unbiased. The sole purpose of the new system is to assist the Department in its effort to offer better and more efficient service to our present employees as well as to those who wish to apply for City employment.

DR. THEODORE H. LANG,
Chairman,
Civil Service Commission,
And Personnel Director.

Discouraged By Low Steno Pay

Editor, The Leader:

As a stenographer for the State Department of Mental Hygiene, I am deeply distressed and discouraged because after a stenographer reaches her maximum salary at grade 4, she cannot get more money until she passes the senior stenographer's examination and is appointed to that position. Between grade 4 and grade 8 there is no grade to provide incentive to the skilled and dedicated stenographer.

Surely it must be recognized that stenographers are very important to a well organized and smooth running department. All the stenographers I know have had a high school education and many of them have taken additional courses after high school.

It must be known that many capable stenographers are working as attendants through the State because they receive more pay as an attendant. I feel I should point out, too, that stenographers do not receive an allowance for clothing, as do attendants, which further reduces her grade 4 pay.

The recent article in the Civil D.C.

Service Leader, in which it was suggested that a consultant be hired to study the clerical situation may be a good idea, if it does not drag into a long affair.

One more point before I close; many stenographers are actually secretaries, doing more than just typing and filing, and this should be taken into consideration in the grading of stenographers.

(MRS.) HELEN THOMPSON
Stenographer
Harlem Valley State Hospital
Wingdale, N.Y.

U.S. Needs Mineral Specialist; Pay Is \$5,000 To \$10,250

The United State Civil Service Commission has announced an examination for mineral specialist in the fields of solid fuels, foreign minerals, minerals (general), metals, nonmetals and petroleum and natural gas.

Salary in these jobs are \$5,000 to \$10,250 per year.

For further information contact the executive secretary of the Board of U.S. Civil Service Examiners, Bureau of Mines, Department of the Interior, Washington,

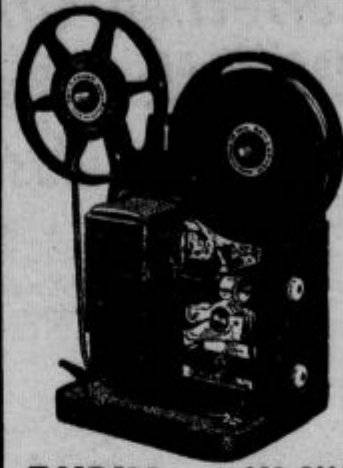
Outlines Disaster Recovery Plan

ALBANY, Feb. 15 — The New York State Civil Defense Commission has published a new pamphlet, "What To Do When Disaster Strikes Your Town," for all town board supervisors in the State.

Initial distribution is being made at a convention of the Association of Towns in New York City. In addition, copies have been mailed to all supervisors throughout the State.

The pamphlet outlines steps to be taken by town board supervisors to direct natural disaster recovery operations when fire, flood, storm, earthquake or other catastrophe occurs in their towns.

Also furnished are suggested methods for coordinating the efforts of other organizations, public and private, which may be available, as well as instructions for obtaining county, State and Federal assistance.



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The 64-watt 345 combines the features, the power and the total performance of tuner/amplifiers selling for more than its modest price. Contributing to the audibly superior performance of the 345 are new, Scott-developed circuits like: Low Impedance Symmetrical Drive to provide more power, lower distortion, and cooler operation. Series-gate, Time-switching multiplex to provide amazing Stereo separation; and Pulse Suppression-limiting that effectively suppresses impulses from automobile ignitions and refrigerator motors thus letting you enjoy quiet, noise-free FM sound.

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These two famous AR speaker systems will give this system the sound you want; all the brilliant clarity of every high and every low. The AR-2a consists of an AR-2 speaker system to which AR 1 3/8-inch super-tweeter (the same one used in the AR-3) has been added to extend the extreme high-frequency response. Mid-range units and super-tweeters are independently adjustable.

The performance standard used in design of the AR-2a is musically natural, unexaggerated reproduction.
SIZES: 13 1/2" x 24" x 11 1/2" depth.



THE AR 2-SPEED TURNTABLE (33 1/3 - 45)

PROFESSIONAL quality. The AR turntable meets NAB specifications for broadcast equipment on wow, flutter, rumble, and speed accuracy. It is belt-driven and synchronous. COMPLETE with arm, oiled walnut base, dust cover, and accessories including needle force gauge. Overall dimensions with the dust cover are 12 3/4" x 16 3/4" x 5 1/4".
(Full 1 Year Guarantee)



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Store Clerk Sought In Maritime College

The Maritime College of the State University of New York has an opening for a senior maritime store clerk.

Salary in this position is \$4,375 to start. Candidates will not have to take a test for this job but three years of experience as either a deck, engine or steward storekeeper in the Military Sea Transport Service, the United States Navy, the U.S. Merchant Marine or any other comparable service is required.

For further information contact the Personnel Department, State University of New York Maritime College, Ft. Schuyler.

Valentine Ball Held At Sonyea

The annual Valentine Ball sponsored by the Craig Colony and Hospital Chapter, Civil Service Employees Assn. was held Feb. 13 at Shanahan Hall, Sonyea.

It as reported that about 350 persons attended the social event. Chairman of the Ball committee was E. Scott.

Brotherhood Awards Will Be Presented Feb. 18 To Two N.Y. State Officials

One-thousand New York State employees will attend the twelfth annual New York State Employees Brotherhood Observance on Thursday, Feb. 18 at the Waldorf Astoria Hotel.

The Brotherhood ceremonies will consist of a panel discussion on the subject: "Brotherhood Through Community Action" and an awards luncheon at which, two coveted awards will be presented to State officials for outstanding contributions to the cause of brotherhood.

New York State Tax Commissioner Joseph H. Murphy will receive the Benjamin Potoker Memorial Award for Brotherhood and Morris Gimpelson, Queens Director of Motor Vehicles, a career civil service employee, will receive the Civil Service Employees Award.

Their careers "typify the highest traditions of brotherhood and concern for their fellow man."

Senator Jacob K. Javits will make the award presentation to Commissioner Murphy. Leading the speakers on the panel will be Dr. Richard Cloward of Columbia University's School of Social

Research, Miss June Shageloff, Director of Education of the NAACP, and Livingston Wingate, Executive Director of Haryou-Act.

The Brotherhood observance is sponsored each year by fourteen New York State employee organizations in conjunction with the National Conference of Christians and Jews.

Meeting Notices Of NYC Departments

If you want your organizational meeting notices to appear in The Leader, forward such notice to The Civil Service Leader, 97 Duane Street, two weeks before the meeting date.

Local 832

Grievance Committee
The Grievance Committee of Terminal Employees Local 832 meets every Tuesday afternoon from 4:30 p.m. to 7:30 p.m. in Room 505, 325 Broadway.

Sanitation Hebrew Society

The Department of Sanitation Hebrew Spiritual Society will meet Feb. 18 at 8 p.m. in their club-room at 40 East Seventh Street, Manhattan.

Columbia Assn.

The Columbia Assn. of the Department of Sanitation will hold their regular monthly mass meeting on Feb. 25 at 8 p.m. at 39-01 Queens Boulevard, Queens. Refreshments will be served.

Hispanic Society

The Department of Sanitation Hispanic Society will meet at 8 p.m. on Feb. 24 at 239 West 14 Street.

American Legion

American Legion Post 1110 of the Department of Sanitation will meet Feb. 24 at 128 West 17 Street. An executive meeting will be held at 6 p.m. The regular meeting will begin at 8 p.m.

St. George Assn.

The St. George Assn. of the Department of Sanitation will meet at 8:30 p.m. Feb. 26 at 71 West 23 Street, Room 1002. In the event of snow the meeting will be cancelled.

The TEN EYCK Hotel

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Kings Park State Hospital Sponsors Free Jazz Festival

A jazz festival will be presented by the Recreation Department of Kings Park State Hospital at York Hall on the hospital grounds, on Wednesday evening, Feb. 24 at 8 p.m.

The cast will be comprised solely of patients. Admission is free.

Railroad Porter List Recommended

The New York City Department of Personnel has recommended the establishment of an eligible list of 2,843 names for railroad porter with the Transit Authority subject to the investigation and substantiation of preference claims.

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TEST AND LIST PROGRESS - N.Y.C.

| Title | Last No. Certified |
|--|--------------------|
| Accountant, gen. prom. list, 55 certified Feb. 4 | 65 |
| Accountant, prom. (Finance), 4 certified Feb. 4 | 4 |
| Alphabetic key punch operator (IBM), 9 certified Feb. 8 | 181 |
| Architect, 2 certified Feb. 8 | 8 |
| Architect, 3 certified Feb. 2 | 8 |
| Asst. accountant, 31 certified Feb. 4 | 108 |
| Asst. accountant-Group 5, 4 certified Jan. 25 | 71.5 |
| Asst. assessor, 2 certified Feb. 4 | 128 |
| Asst. buyer, 1 certified Feb. 2 | 12 |
| Asst. civil engineer, prom. (TA), 7 certified Feb. 3 | 6 |
| Asst. foreman (Sanitation), 48 certified Jan. 27 | 325 |
| Asst. mechanical engineer, 4 certified Feb. 3 | 50 |
| Asst. park director, prom., 32 certified Feb. 2 | 32 |
| Asst. stockman, 22 certified Jan. 25 | 188 |
| Attendant appropriate to messenger, 7 certified Jan. 22 | 536 |
| Attorney trainee, 4 certified Feb. 4 | 50 |
| Bus maintainer, group A, prom., 37 certified Feb. 4 | 37 |
| Cashier, 34 certified Jan. 12 | 461 |
| Cashier, 27 certified Feb. 10 | 479 |
| Cleaner (women), 28 certified Dec. 23 | 475 |
| Clerk, 529 certified Jan. 22 | 2,346 |
| College administrative asst., prom. (Queens Col.), 6 certified Jan. 25 | 10 |
| College office asst. "A", 8 certified Jan. 29 | 263 |
| College office asst. B, 35 certified Jan. 25 | 181 |
| Construction inspector, 26 certified Jan. 26 | 237 |
| Court attendant, 92 certified Jan. 29 | 805 |
| Court attendant (women), 9 certified Jan. 22 | 15 |
| Court reporter, 2 certified Jan. 27 | 153 |
| District superintendent, prom., 3 certified Jan. 27 | 19 |
| District supervisor of school custodians, prom., 20 certified Feb. 1 | 25 |
| District supervisor of school custodians, O-C, 6 certified Feb. 1 | 6 |
| Fire alarm dispatcher, 2 certified Feb. 2 | 35 |
| Foreman (electrical power), prom., 11 certified Jan. 25 | 35 |
| Foreman of housing caretakers, 11 certified Jan. 29 | 98 |
| Foreman, prom. (Sanitation), 22 certified Jan. 27 | 235 |
| Foreman (washed maintenance), prom., Croton Div., 5 certified Feb. 3 | 7 |
| Foreman (washed maintenance), NYC Div., 6 certified Feb. 3 | 6 |
| Foreman (washed maintenance), Catskill Div., 7 certified Feb. 3 | 12 |
| Head school lunch manager, 1 certified Feb. 2 | 8 |
| Hostler, 12 certified Feb. 3 | 18 |
| Housing caretaker—Group 19, 5 certified Jan. 26 | 73 |
| Housing construction inspector, 44 certified Feb. 4 | 54 |
| Junior draftsman, 18 certified Jan. 21 | 60 |
| Laborer, 160 certified Feb. 1 | 244 |
| Laborer, 50 certified Feb. 3 | 292 |
| Laborer, 100 certified Jan. 20 | 278 |
| Laboratory aide, 2 certified Jan. 11 | 81 |
| Laboratory aide, group 2, 5 certified Jan. 11 | 83 |
| Laundry worker (women), 32 certified Feb. 3 | 240 |
| Machinists helper, 22 certified Jan. 26 | 97 |
| Managerial keeper, 14 certified Feb. 9 | 16 |
| Messenger (hospitals only), 90 certified Feb. 1 | 450 |
| Mortuary caretaker (men), 7 certified Feb. 2 | 77 |
| Motor vehicle operator, 26 certified Jan. 22 | 849 |
| Occupational therapist—Group 2, 2 certified Jan. 22 | 3 |
| Painter—house painter, 7 certified Jan. 11 | 89 |
| Paver, 7 certified Feb. 2 | 26 |
| Pharmacist, 2 certified Feb. 2 | 28 |
| Planner, prom. (Bd. of Ed.), 1 certified Jan. 28 | 1 |
| Planner, prom. (Planning Comm.), 5 certified Jan. 11 | 5 |
| Public relations assistant, 3 certified Feb. 2 | 17 |
| Probation officer, 61 certified Jan. 29 | 61 |
| Sanitation man, 74 certified Jan. 21 | 1,325 |
| Senior accountant, gen. prom. list, 25 certified Jan. 25 | 200 |
| Senior accountant (group chief), prom. (Finance), 10 certified Feb. 3 | 10 |
| Senior clerk, gen. prom. list, 35 certified Feb. 8 | 1,882 |
| Senior clerk, prom. (Highways), 12 certified Jan. 6 | 33 |
| Senior clerk, prom. (Health), 11 certified Jan. 12 | 62 |
| Senior clerk, prom. (City Register), 9 certified Jan. 12 | 22 |
| Senior electrical engineer, prom., (TA) 4 certified Feb. 2 | 4 |
| Senior key punch operator (IBM), prom., (Bd. of Ed.), 4 certified Feb. 9 | 11 |
| Senior physicist (spectroscopy), 2 certified Jan. 27 | 2 |
| Senior steno, 23 certified Feb. 8 | 375 |
| Senior steno, prom. (Bd. of Ed.), 4 certified Jan. 28 | 58 |
| Senior steno, gen. prom. list, 3 certified Jan. 28 | 544 |
| Senior steno, O-C, 19 certified Jan. 28 | 375 |
| Senior steno, prom. (Fire Dept.), 4 certified Jan. 27 | 9 |
| Senior steno, prom. (Transit), 4 certified Jan. 27 | 10 |
| Senior tabulator operator (IBM) gen. prom. list, 12 certified Jan. 22 | 34 |
| Senior tabulator operator (IBM), 20 certified Jan. 22 | 24 |
| Special officer, 194 certified Feb. 3 | 352 |
| Stationary engineer, 11 certified Jan. 27 | 123 |
| Steamfitter, 8 certified Feb. 3 | 47 |
| Supervising accountant, prom. (Finance), 3 certified Feb. 3 | 3 |
| Supervising clerk, prom. (Mental Health Bd.), 3 certified Feb. 9 | 3 |
| Supervising clerk, prom. (Bd. of Ed.), 7 certified Feb. 9 | 54 |
| Supervising custodial foreman, gen. prom. list, 2 certified Feb. 4 | 2 |
| Supervising custodial foreman, O-C, 3 certified Feb. 4 | 3 |
| Supervising steno, gen. prom. list, 22 certified Feb. 9 | 130 |
| Supervising steno, prom. (Hospitals), 3 certified Jan. 28 | 8 |
| Supervisor (welfare), prom., 4 certified Feb. 5 | 135 |
| Surface line dispatcher, prom., 24 certified Jan. 28 | 90 |
| Surface line operator, 170 certified Feb. 2 | 909 |
| Tanner, 8 certified Feb. 3 | 9 |
| Telephone operator, 30 certified Feb. 9 for temporary job | 858 |
| Timekeeper, prom., 4 certified Jan. 29 | 25 |
| Watchman, 23 certified Feb. 4 | 518 |

Pamela Sneddon Named Nassau Co. Chapter's 10,000 Member

MINEOLA, Feb. 15—Pamela Sneddon, this city, has been chosen as the Nassau County Chapter, Civil Service Employees Assn., 10,000th member.

Miss Sneddon is employed as a typist-clerk in the Nassau County Board of Election and is a graduate of Mineola High School. She has been employed by the County for nine months.

Celebration

The Nassau County Chapter's achievement will be celebrated on Sunday, Feb. 21 at Carl Hoppl's, Baldwin. Pamela will be presented with her honor membership card at a cocktail party and buffet supper.

The 10,000th member was certified last week by the State headquarters of the CSEA in Albany.

Opening the program will be State CSEA president Joseph F. Feily. Others who will speak are County Executive Eugene Nickerson and former County Executive A. Holly Patterson.

A spokesman for the Nassau Chapter told The Leader that 10 years ago, when Irving Flaumenbaum, chapter president, took office, there were only 500 members of the unit. With the certification of the 10,000th member, Nassau County Chapter is the largest CSEA unit in the State.

Ray F. Zenns

BUFFALO, Feb. 15 — Ray F. Zenns, 57, a member of Chautauqua County chapter, Civil Service Employees Assn., died recently in Veterans Hospital here. He lived at Point Chautauqua and worked 33 years in Chautauqua County for the State Public Works Department. Zenns served overseas in World War II.

Levitt Asks Reform

(Continued from Page 1) used by Congress," he said, "it would effect a permanent cure for some of the employment practices which evoke public criticism. The present opportunity should be seized."

Fits CSEA Aims

In endorsing the principle of Levitt's recommendation, Feily said such a plan "is in accord with the aims of the Employees Association, which has dedicated itself—since its inception in 1910—to the principle of merit and fitness in public employment.

"Most importantly," Feily said, "the Legislature, regardless of what party is in the majority at any particular time, would be guaranteed of a competent and loyal staff, composed primarily of people who would gain their appointments through the competitive procedures used in the other branches of State government, and who would be promoted on the basis of merit and fitness, not on the basis of who they know."

CSEA, Judicial Conf.

(Continued from Page 3) Ham J. Sullivan, CSEA board member representing Court employees; Joseph D. Lochner, executive director; John C. Rice, assistant counsel, and William L. Blom, director of research.

Uniform Allowance

(Continued from Page 1) Budget, made on Feb. 2. Feily said that some State agencies provide uniforms and some do not. Feily noted that the uniform allowance of \$100 provided correction officers annually is "insufficient" and should be increased.

He also cited the usual practice in private industry for the employer to provide uniforms where required by duty. He charged that the State is "seriously lagging" in the uniform problem and asked that favorable attention be provided in the regular or supplemental budget beginning in the year April 1965.

Long Beach CSEA Unit Meeting Set

LONG BEACH, Feb. 15—The Long Beach unit of Nassau chapter, Civil Service Employees Assn., will hold its annual election of officers on Wed., March 3, between the hours of 6 and 8 p.m. at the Recreation Center on Magnolia Blvd and West Bay Drive here.

The units nominating committee unanimously submitted the following slate of officers:

James J. McCabe, Jr., president; Abe Boehn, first vice president; Herbert Ebright, second vice president; Mary Tooney, recording secretary; Patrick Murphy, corresponding secretary; Pearl Behar, treasurer.

According to the by-laws and constitution of the local unit, the membership has the right and privilege to submit their own slate of officers with the recording secretary by 10 p.m. on the night of Feb. 19.

Also, the membership should check with the president or the corresponding secretary in the event they will be on vacation. According to the by-laws they are entitled to an absentee ballot or a vote by proxy. In all cases, only members in good standing will be permitted to vote, according to a unit spokesman.

Group Life Plan

(Continued from Page 1) other members who have hazardous employment usually have to pay additional premiums for life insurance, but in the CSEA Group Life Plan, cost to all members, regardless of employment, is the same.

Who Is Eligible?

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

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

This special offer is good only during March, 1965. Members are requested to bring this matter to the attention of fellow employees.

Eligibles on State and County Lists

| | | | |
|--|--|---|--------------------------------------|
| ASSOCIATE TRAINING TECHNICIAN List A | 10 Cullar, J., Westbury808 | ASSOCIATE BUILDING ELECTRICAL ENGINEERS—PUBLIC WORKS List A | 1 Atchison, J., Rensselaer910 |
| 1 Lincoln, H., Altamont910 | 11 Therrien, C., Poughkeepsie782 | 2 Dodson, C., Troy843 | 2 George, V., Albany827 |
| 2 Schwadron, M., Albany886 | | 3 Anderson, H., Troy795 | |
| 3 Moses, L., Schenectady811 | | List B | 1 Atchison, J., Rensselaer910 |
| List B | | 2 Rosanne, U., Albany899 | 2 Kaminsky, M., Albany871 |
| 1 Lincoln, H., Altamont910 | | 4 Dodson, C., Troy843 | 5 Mulholland, J., Delhi839 |
| 2 Schwadron, M., Albany886 | | 6 George, V., Albany827 | 7 Anderson, H., Troy795 |
| 3 Duncan, G., Schenectady878 | | ASSISTANT IN SCHOOL FINANCIAL AID, THE STATE EDUCATION DEPT. | 1 McDonald, L., Albany831 |
| 4 Camarota, R., Schenectady815 | | 2 Conley, C., Albany839 | 3 Freedman, L., Loudonville773 |
| 5 Cammarota, A., Schenectady814 | | ASSOCIATE ATTORNEY (TAXATION)—TAXATION AND FINANCE | 1 Heckelman, S., Albany867 |
| 6 Moses, L., Schenectady811 | | 2 Schapiro, M., Albany786 | 3 Kuperman, M., Albany776 |
| 7 Dofak, J., Poughkeepsie806 | | ASSISTANT DIRECTOR OF PSYCHOLOGICAL SERVICES, G-26 — MENTAL HYGIENE | 1 Maccastrand, B., Marcy853 |
| 8 Weissbard, A., Albany800 | | 2 Schneiderman, D., Geneva769 | |
| 9 Choppy, L., Albany789 | | SENIOR BUILDING ELECTRICAL ENGINEER, DEPT. OF PUBLIC WORKS List A & B | 1 Izzo, A., Scotia875 |
| SENIOR MAINTENANCE SUPERVISOR—CORRECTION | | 2 Allen, J., Troy810 | |
| 1 Sudol, H., Pine Bush903 | | | |
| SUPERVISOR OF ADULT EDUCATION, G-25—EDUCATION | | | |
| 1 Houghton, A., W. Coxsack960 | | | |
| 2 Shaver, W., Altamont896 | | | |
| 3 Mayne, H., Delmar793 | | | |
| 4 Anderson, P., Albany780 | | | |
| INTERMEDIATE CLERK, WEST CO. | | | |
| 1 Riss, M., Tarrytown778 | | | |
| SUPERVISING OPERATOR, SEWAGE TREATMENT PLANT OPERATOR, GRADE II, WEST CO. | | | |
| 1 Robinson, J., Rye816 | | | |
| 2 Pjero, A., Yonkers809 | | | |
| 3 Dvorio, C., New Rochelle782 | | | |
| EMPLOYMENT SECURITY ADMINISTRATIVE OFFICER, G-35 — EMPLOYMENT | | | |
| 1 Caine, E., Blauvelt930 | | | |
| 2 Rose, C., Syracuse870 | | | |
| 3 Base, M., Albany860 | | | |
| SENIOR HYDRO-ELECTRIC OPERATOR—PUBLIC WORKS | | | |
| 1 Malberg, C., Watervliet861 | | | |
| 2 Krutz, E., Amsterdam855 | | | |
| 3 Sharon, J., Scotia829 | | | |
| 4 Lechr, L., Albany783 | | | |
| 5 Darocher, H., Cohoes781 | | | |
| 6 Stanchini, A., Albany776 | | | |
| SENIOR REHABILITATION COUNSELOR DEPT. OF SOCIAL WELFARE | | | |
| 1 Tucher, R., Niagara Fl931 | | | |
| 2 Davis, J., Syracuse900 | | | |
| 3 Pickman, W., Brooklyn844 | | | |
| 4 Greenwald, S., Bellmore843 | | | |
| 5 Ransley, R., Ontario Ct839 | | | |
| 6 Miller, D., W. Seneca817 | | | |
| 7 Miller, L., Syosset814 | | | |
| 8 Werner, M., Brooklyn807 | | | |
| 9 Yoerr, D., Queens Vil796 | | | |
| ASSOC. ENGINEERING MATERIALS ANALYST, DEPT. OF PUBLIC WORKS | | | |
| 1 Birmayer, D., Troy941 | | | |
| 2 Parst, C., Albany877 | | | |
| 3 Goldstone, L., Watervliet867 | | | |
| 4 Everleth, R.,809 | | | |
| SENIOR FILE CLERK, WEST CO. | | | |
| 1 Defazio, M., White Pl798 | | | |
| 2 Wellmann, F., Mamaroneck781 | | | |
| 3 Vinson, A., Yonkers763 | | | |
| ASSISTANT PLUMBING ENGINEER — PUBLIC WORKS | | | |
| 1 Gustas, D., Amsterdam768 | | | |
| 2 Delay, W., Saratoga765 | | | |
| ASSOCIATE TAX COLLECTOR, DEPT. OF TAXATION AND FINANCE | | | |
| 1 Linao, E., Levittown855 | | | |
| 2 Salis, L., New Hyde P848 | | | |
| 3 McCabe, H., Levittown826 | | | |
| 4 Rosen, M., Brooklyn819 | | | |
| 5 Wallace, R., Brooklyn795 | | | |
| 6 Sattler, E., NYC793 | | | |
| 7 Ostinski, H., Rochester788 | | | |
| ADMINISTRATIVE OFFICER PUBLIC WORKS DISTRICT, DEPT. OF PUBLIC WORKS | | | |
| 1 Fatigan, J., Ravena971 | | | |
| 2 Dault, N., Watertown910 | | | |
| 3 Smith, L., Cohoes915 | | | |
| 4 Quinn, I., Greenfld C887 | | | |
| 5 Macleay, A., Albany874 | | | |
| 6 Betrich, P., Buffalo840 | | | |
| 7 Austin, J., Castleton827 | | | |
| 8 Kelly, C., Binghamton820 | | | |
| 9 Greenauer, W., W. Babylon816 | | | |

Spain, North Africa Vacation Set For May

Spain and North Africa, the latest "discovery" of international travel, will be featured in a tour being sponsored for members of the Civil Service Employees Assn., their families and friends. The 29-day trip will depart May 13 from New York City and head for Lisbon and, after a three-day visit there, tour members will leave for the Spanish cities of Seville and Cordoba.

Time To Rest

First stop in North Africa will be the new favorite "playground" city among travelers—Tangiers. Other exciting cities to be visited in Morocco are Meknes, Fez, Marrakech (and its Casbah); Rabat and back to Tangiers.

Leaving Morocco, the travelers will return to Spain and visit the famed cities of Granada, Toledo and Madrid. An unusual feature of this tour is that the next four days of the trip will be devoted to relaxing at the beautiful beaches of Palma di Majoraca before concluding the tour with a visit to Barcelona.

Although the trip is more than a week longer than ordinary it is priced at only \$1,034 and this in-

cludes round trip jet transportation, transportation abroad, all hotel rooms, most meals, sight-seeing tours, etc.

Interested persons should apply at once to Celeste Rosenkrantz, 55 Sweeney St., Buffalo, New York, telephone TX 3-2250.

James Cunneen

(Continued from Page 1) turned to the Civil Service Department in 1950.

Prior to going into State service, Cunneen worked for the New York City Board of Transportation from 1939 to 1941.

He was a member and past treasurer of the Public Personnel Assn. and won honorable mention from the American Society for Public Administration in 1959 for making an invaluable contribution to public administration through creative ability and devoted public service.

Cunneen was a graduate of Cathedral College and St. John's College.

* Use postal zone numbers on your mail to insure prompt delivery.



ART SHOW — Pictured are some of the participants and entries in the District 10, Public Works chapter, Civil Service Employees Assn., art show which was held at Babylon, Long Island, Jan. 11 to 22. (left to right) Henry Kipybida, president of the Chapter; John D. Corcoran, CSEA field representative for Suffolk County; George Zaimes, art show chairman; Raymond Harty, art show co-chairman; John Kromhout, third prize art award winner and A. M. Sarr, Metropolitan District Engineer, who made the award presentations.

Egypt, Holy Land, Greece Highlight New Spring Tour

A visit to the Nile cities and pyramids of Egypt, a tour of the Holy Land that will include Israel, Jerusalem, Syria and Lebanon, the exotic city of Istanbul and a tour of Greece and the Greek Islands are the main features of a Spring tour to the Middle East being offered this year to civil service employees by Civil Service Travel Club.

The tour, which will be limited to a small group, departs from New York April 15 for 27 days via KLM Royal Dutch Airlines. The all inclusive price is \$1,398 and offers round trip jet transportation, land transportation abroad, boat cruise in the Greek Islands, all hotel rooms, most meals, sight-seeing tours, guides, etc.

After a brief stay in Rome, tour participants will fly to Cairo from

which the famous pyramids, the ancient capital city of Memphis and other notable places will be visited.

The group will go from Egypt to Beirut, in Lebanon, and visit the famous forests, beaches and bazaars in and near Beirut. This will include a trip to the famed temple city of Baalbeck.

The Holy Land

The journey to Jerusalem will include a visit to the Mount of Olives, the Garden of Gethsemane, the tomb of the Virgin Mary

and, in nearby Bethlehem, the Manger and the Church of the Nativity.

Haifa and Tel Aviv are the Israeli cities to be visited, after which tour members will depart for Turkey and the fabled city of Istanbul.

From there, the group will leave for Greece and, after a brief stay in Athens, visit several of the most beautiful of the Greek Isles by boat. A full tour of Athens will follow this sea cruise, with plenty of time allowed to relax on nearby beaches.

The tour members will fly directly from Athens back to New York on May 11.

Interested persons desiring a descriptive brochure of and application for this tour may write directly to Deloras G. Fussell, 111 Winthrop Ave., Albany, N.Y.

Board of Water Supply Organizes Columbia Chapter

Some 15 employees of the New York City Board of Water Supply formed a chapter of the Columbia Assn. in that Department last week.

Chosen as temporary officers were, Peter Lizzio, president; Frank Esposito, vice president; Jean Grande, secretary and Peter

1965 Grand Tour To Italy, Switzerland, France And England Open For Bookings

A grand tour of Europe, available to members of the Civil Service Employees Assn. and their families and friends, has been planned for 22 days departing July 19, Claude E. Rowell, organizer of the tour has announced.

Departing from New York via KLM Royal Dutch Airlines jet, the group will head for Amsterdam for a short visit and then depart by plane for Zurich and Bern in Switzerland. Side trips through the Alps and to Lucerne will be features of the Swiss portion of the tour.

Italy's three most popular and colorful cities—Venice, Florence and Rome—comprise the Italian portion of the tour and will offer the visitors some of the most attractive museums, landscapes and historical sites in Europe.

France and England

A visit to the French Riviera

Trom, sergeant-at-arms.

The next meeting of the newly formed group will be in about a month.

follows, with Nice as the base for side trips to Monte Carlo and the surrounding resort area. From here, the group will depart for Paris, where a visit to Versailles is included in the program.

The journey will end with a three-day stay in London. Arrangements have also been made to stop at the Shannon, Ireland, airport so that the tour members may take advantage of the duty-free shops there before returning to New York August 9.

The price of the tour is \$917 and includes all transportation, hotel rooms, most meals, sight-seeing tours, guides, etc. A descriptive brochure of the trip and application blanks may be had by writing to Claude E. Rowell, 64 Langslow St., Rochester, N. Y. Space again will be limited to a small group, so early application is advised.

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CIVIL SERVICE DAY — Syracuse's Mayor William Walsh proclaimed Saturday, Feb. 13 as Civil Service Day to honor the Syracuse Chapter of the Civil Service Employees Assn. 28th Anniversary. Pictured are chapter president John R. Riley (left), Donald Dicaprio (right), chairman and Jane Kreher, co-chairman of a dinner-dance that was held for the representatives to the Central Conference and County Workshop.

NYC Chapter Urges Reopening Of Whole Reclassification Of All State Bldg. Guards

A reclassification of building guards in the State Division of Employment, approved last week by the Division of the Budget, has caused the New York City chapter of the Civil Service Employees Assn. to ask CSEA President Joseph F. Feily to work toward reopening the entire matter of reclassification of all building guards in all State departments and agencies.

Seymour Shapiro, chapter president, wrote to Feily saying:

"I have just read an article in the February 8th issue of The Leader regarding the successful reclassification (by the Director of Classification and Compensation) of the building guards within the Division of Employment.

"As you may recall, at the last Delegate meeting in Syracuse, a resolution was introduced to give peace officer status to building guards in the Division of Employment. After much discussion and debate this resolution was amended to include all building guards in all State buildings and/or institutions. This is evidence of the fact that the delegates desired that all building guards be treated equally.

"This chapter voiced its objections to the original resolution in that a relatively small group was being singled out for special consideration to the possible detriment of all others in the larger group.

"The New York City Chapter does not object to the upward reclassification of any employee or group of employees. If, however, any officer and/or employee of the CSEA assisted the D of E building guards in the processing

Buffalo Sewer Unit, CSEA, Elects Officers

BUFFALO, Feb. 15 — Angelo Lanza was elected president of the Buffalo Sewer Authority unit, of Erie County chapter of the Civil Service Employees Assn., at a meeting conducted recently at the North Park Library here.

Other officers elected include Leo Rusinski, vice president; Daniel Tattenbaum, secretary; and Donald Jackson, treasurer.

Elected to the offices of board of directors were Joseph Sperazz, Frank Walters, Alfred Neri, John Britt, Chester Hoiniski, and Al Burke, Jr. Elected sergeant-at-arms was Raymond Kuczanski. The officers will be installed at the Erie chapter annual installation dinner.

Aides' Salaries Proof Of Local Poverty Says Broome Cty. Supervisor

(From Leader Correspondent)

BINGHAMTON, Feb. 15—Supervisor Richard H. Knauf (R-12th Ward) last week declared that Broome County officials seeking evidence of local poverty need look no further than the County salary schedule.

In an apparent reference to Henry M. Baldwin, Board of Supervisors chairman, he said "Some people are saying that poverty is a topic we should not discuss.

"But we've got to face realities. We don't have to look any further than our own Broome County salary schedule to find that we do have people in the poverty classification.

"I think it is ridiculous that in this day and age we are paying people less than \$3,000, which is considered a poverty income for a family."

Urges \$3,000 Minimum Wage

Knauf urged an increase in the minimum wage for County workers to \$3,000 last October during salary deliberations. Other officials argued that the adjustment would necessitate a complete revision of the County salary schedule. They also pointed out that the County work week is less than 40 hours for most employees involved.

James A. Burrows, president of the Broome County chapter of the Civil Service Employees Assn. said there are more than 100 full-time County employees receiving less than \$3,000.

He said the situation was discussed at a membership meeting to plan a salary program for 1966. It was held in the Supreme Court chambers at the courthouse. Patrick Rogers—supervisor of CSEA field representatives, attended the salary discussion meeting.

Last year the County workers had prepared and were about to circulate 5,000 petitions asking taxpayers support in their drive for higher pay when the supervisors granted one of their requests. The result was an increase in the County's contribution to the State retirement plan giving most em-

ployees up to three per cent more take-home pay. Their request for a 12 per cent across-the-board raise was turned down.

Election This Year

Knauf's statement came a few days after Baldwin said he had not seen much evidence of poverty in the County.

"We are increasing the pay of people on the top levels of gov-

ernment, but neglecting those on the bottom," Knauf said. "The employees I am talking about are working full time, although perhaps one or two hours less than the 40-hour week.

"I am going to ask the Employees and Finance Committees to support a \$3,000 minimum wage. This is something that should be done this year."

March 8 Is Last Day For Filing For Six State Promotion Tests

New York State has announced promotional examinations for six positions in various State departments. Unless otherwise indicated, the exam is open only to qualified employees of the department in which the opportunity exists.

Teachers' Retirement System
MORTGAGE INVESTMENT ASSISTANT, exam number 1617. Salary is \$6,180 to \$7,535.

Dept. of Public Works
SENIOR DRAFTSMAN (electrical), exam number 1662. Salary is \$5,200 to \$6,385.

Department of Labor
ASSOCIATE ATTORNEY (compensation claims), exam number 1660. Salary is \$12,500 to \$14,860.

Education Department
ASSOCIATE IN EDUCATIONAL TESTING, exam number 1661. Salary is \$10,640 to \$12,745.

Dept. of Agriculture & Markets
SENIOR HORTICULTURAL INSPECTOR, exam number 1663.

Salary is \$6,920 to \$8,400.
Interdepartmental
ASSOCIATE PERSONNEL ADMINISTRATOR, exam number 1157. Salary is \$10,090 to \$12,110. Open to all qualified employees.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany; 270 Broadway, New York City; the State Office Buildings, Buffalo and Syracuse or any State Employment office.

Closing date for applications is March 8.

Buffalo Police Lower Age Limit For Cadets To 21

BUFFALO, Feb. 15—Cadets in the Buffalo Police Department can become full-fledged officers when they reach 21 under rules adopted last week by the Municipal Civil Service Commission.

The old rules stipulated that a person must be 21 before taking the civil service examination for patrolman.

Cadets can be appointed at age 18.

The Commission amended the rule for cadets after a request from Buffalo Police Commissioner William H. Schneider who wants to encourage cadets to take the exam at an earlier age.

Insurance Dept. Albany Chapter Selects Officers

ALBANY, Feb. 15—Mary Jane Romeo was elected president recently of the State Insurance Department, Albany Chapter of the Civil Service Employees Assn.

Other officers named were: vice president, Doris Riddick; secretary, Diane Lassi; treasurer, Beatrice Verhayden; delegate, Marion Mullahey and alternate Nels Berninger.

of their request for reclassification to the exclusion of the building guards employed in other State buildings and/or institution, then such action must of necessity be considered as being contrary to the stated wishes and desires of the delegates. Indeed, such action can only lead to the splintering of the Association and its ultimate loss of effectiveness.

"It is for these two reasons that this chapter must request in the most urgent manner possible, that the Division of Classification and Compensation immediately reopen this matter. The CSEA should then deal with it in the manner approved by the Delegates, who are the ultimate governing body of the Association.

"A request should also be made to the Director of the Budget to withhold any action until the entire matter is resolved.

"Please be assured of our cooperation with these efforts."



CONSERVATION AWARDS

Employees of the Division of Fish and Game and Lands and Forests, State Conservation Department, are shown above after receiving service pins at the annual Christmas party held by personnel at Stamford headquarters. Awards were made by Albert G. Hall, assistant director of Fish and Game, Albany office, and R. Milton Hick, district director of Lands and Forests, Stamford. Seen from right, front, Mrs. Genevieve Walling, Stamford; James Terpening, Oneonta; Lester

Rosa, Margaretville. Mrs. Leona Borst, Schoharie; Mrs. Doris Cody, Davenport Center. Second row, Walter Sargent, Stamford; Walter Baker, Maplecrest; Marshall MacNaught, Hamden; Francis Sherwood, Davenport; Rupert Menheart, Oneonta. Back row, Harold Wasson, Oneonta; John McPherson Schenectady; Noel Gonyo, Delhi; Harry Dingee, Hancock; Robert Van Benschoten, Margaretville; Harry Crandall, Mt. Vision; Walter Teuber, Hancock; Charles Wolcott, Oneonta, and John D. Gould, Stamford.