# Civil Service 

# EATER 

America's Largest Weekly for Public Employees
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## Grien....es vara muts Wall Duty As A Form Of Guard Punishment

ALBANY, Aug, 10 - No state correction officer should be "punished" by being assigned to "wall duty," the state Grievance Board has ruled.

The board comments, signed by William J. Isaacson and Samuel R. Pierce Jr., referred
to a complaint lodged by Roger Bell, a correction officer formerly working at Clinton Prison.
"We consider that assignment o wall duty for punishment pur

Senator Hubert Hum39 percent of the votes for the vice presidential candidacy in the recent Leader poll of 228 New York Slate Democratic delegates and delegates-at-large to the
Democratic National Convention which will be held in Atlantic City August 24. The poll had a 0 percent return
Fourteen candidates were sugegested as vice presidential ma ferial. The following candidates Humphrey; Mayor Robert F Wagner: Minnesota Senator Eugene F. McCarthy; Ambassador at Stevenson: Attorn

## Kelly OKs Upgradings, Promotions In Motor Vehicle, Other Depts.

ALBANY, Aug, 10 - Eleven career employees of the State Motor Vehicle Department are now earning $\$ 1,600$ more a year, thanks to job upgrading approved by J. Earl Kelly, state director of classification and compensation. The employees also have been given noncompetitive promotions
to the newly created position of to the newly created position of
district director of motor vehicles. Minimum for the new job is $\$ 11$ OB a year, with a maximum, after five years of $\$ 13,210$.
But, beginning in October when all state salaries will be raised, the 11 district directors will receive another $\mathbf{s 7 6 0 - a}$-year salary hike.

Those Affected
and now titles are
John D. Condom, Albany: Joseph L. MoDonough, Syracuse Francis W, Darling, Utica; Herman Sector, Buffalo; Sheldon R Weaver, Manhattan; Joseph P. Shea, Bronx; Francis J. McKen-
ka, Binghamton: Lawrence Epavein, Mineola: Morris Climpelson Queens: Nathan Rogers, White Plains and Lawrence J. Meighan, Brooklyn.

Other recent noncompetitive appointmenta, approved by Civil Service, Include:
Frank R. Watson, assistant deputy clerk, Appellate Division. and Department: Hyman Forstener, assistant commissioner for planning, Mental Hygiene: Arthur Mertms, associate chemist, Labor: Elton Shaver, associate in adult education, Education; Joseph

## Flaumenbaum Cites Gains

## Oyster Bay Sanitation Workers Urged To Keep Successful CSEA Tactics

(From Leader Correspondent)

OYSTER BAY, Aug. 10 - Oyster Bay Town sanitation workers were urged today to continue their negotiations with town officials for improved working conditions in line with the successful and time-proven methods of the Civil Service Employees' Assn.
This declaration came from Nossat County Chapter president Irving Flaumenbaum, in comminting on a dispute which ha workers and the town board. dispute has become intertwine
with a union's effort to wig recfor the workers. The town off i dials, on the grounds of State law, have declined to negotiate with
the union's representative on the employee problem
Flaumenbaum, noting the long record of employee accomplishment through the county and town units of the CSEA, stated "There is no need for a union for any Nassau County public employee. We have managed over
the years to negotiate our prob
lems and grievances with all o the public officials to the satis faction of both sides. And we have (Continued on Page 3)
poses is improper," the board held, adding:

## Ulterior Motives

"While it is, of course, neces sary for a warden to have freedom to make assignments to insure the security of his prison (which would include the assignment of high quality personnel to wal duty), such freedom should not be used for ulterior motives
Bell notified the board after he had applied for a transfer from Clinton to Dannemora State Hosvital, he was given wall duty. Prior to his seeking the transfer, he had been serving in an inside prison post.
He contended he was being punished for seeking a transfer Back to the Wall
After receiving the transfer, an economy move sent him back to Clinton, where he once again was placed on wall duty, he told the board.
In its decision, the board noted that Bell had again been transfired to Dannemora and so it (Continued on Page 16)

## Group Life Plan Conversion Right Deadline Sept. 1

Any actively employed insured member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after Janury 1, 1964, or whose 50th birthday is during 1964, may convert $\$ 1000$ or $\$ 2000$ of this group life insurance to a permanent form of individual life in-
surance which contains cash and paid-up values, without medical examination.
Group Insurance would be reduce by the amount converted. and the payroll deductions for such Insurance would be reduced accordingly. The amount of insur-
ane an insured members is entitled to in the future under the group plan would be reduced by waiver and double indemnity for the same amounts of insurance may also be obtained for an additional cos

Sept. 1 Deadline
Request for this conversion, on forms furnished by The Civil Service Employees Assn., must be received by the Associa-


TROPHY HUNTER Building 95 A softball team at Central Istip State Hospital is shown Building 95 A softball team at Central sip State Hospital is shown
receiving a trophy on behalf of his undefeated championship team. Presenting the trophy is Joseph C. Sykora, publicity chairman of the Central slip State Hospital Chapter of the Civil Service Employees Assn, The Chapter has donated the trophies to bo presented to to league champions at the Hospital.

Lion at lis headquarters, 8 Elk
St., Albany. New York prior St., Albany, New York prior to date of the converted insurance will be November 1, 1964, consingint on premium payments for the rte insurance to be made (Continued on Page 3 )

- John Grotty, left. manager of the


## Loyalty Oath Law Challenged By 5

## (From Leader Correspondent)

buffalo, Aug. 10 - The State Civil Service Commitsion is a defendant in a court action here that ultimately will test the constitutionality of loyalty oath procedures in New York State's Feinberg Law.

Under the Weinberg Law, in effect since 1949, signing a loyalty oath is a condition of employment for teachers and many other state employees. Many are members of the Civil Service Employees Assn.

## Supreme Court Cited

The Buffalo case involves five present or former State University of Buffalo faculty members who have questioned the legality of the Felinberg Law
They fled suit in Federal Court here, pelting a decision by the U.S. Supreme Court on June 1 that ruled against two WashIngton Continued on Page 16)

## Chapter Birthday

Watertown. Aug. 10 -The Watertown Chapter, CSEA, will observe its eighth birthday in October.
The chapter, composed of stats employees in Jefferson and Lewis counties, was organized in Cot. 1956. It has a membership of mors than 600.

## The

## Veteran's Counselor

The Department of Veterans Affairs, Ottawa, Canada, has supplied us with the following resume of benefits of its Veterans Charter which apply to veterans of the Canadian Armed Forces residing outside of Canada:
Pension Act. The Pension Act gives the Canadian Pension Commission authority to pay pensions for disabilities. Including aggravation of pre-enlistment disabilttles, or deaths which were incurred on or are attributable to military service in time of war Awards under the Act are paid to those concerned frrespective of heir place of residence.
War Veterans and Civilian Allowances. The War Veterans Allowance Act and Part XI of the Civilian War Pensions and Allowances Act provide for the payment of allowances to Canadian veterans and certain civillans whose war service and financial circumstances meet the requirements of one of the Acts and to the dependants of such persons. These allowances may be paid outside Canada provided that (a) the reciplent had lived in Canada for the 12 months immediately prior to his leaving to reside in enother country, and (b) the recipient had been in receipt of an allowanc

## DON'T REPEAT THIS

(Continued from Page 1) General Robert F. Kennedy; Connecticut Senator Abraham Ribicoff; Peace Corps Director Sargent Shriver; Chief Justice Earl Warren; Secretary of Defense Robert S. McNamara; Main Senator Edmund S. Muskle; Alabama Senator John J. Sparkman; Arkansas Senator J. W. Fulbright; Callfornia Governor Edmund G. (Pat) Brown; and Rhode Island Senator John 0 Pastore
The delegates were also asked who they considered to be the convention favorite for vice president, and Senator Humphrey again polled extremely well, receiving 70 percent of the votes cast. It must be remembered, however, that President Lyndon B. Johnson excluded members of his cabinet-including New York's favorites Kennedy and Stevenson -just as this poll wis mailed to the New York delegates for the vice presidential nomination. Wagner Second
Running second among New York delegates was Mayor Wagner, wtih Senator McCarthy taking third place as the favorite for the vice presidency. Of the remaining names mentioned, no individual received more than four votes. Senator Humphrey also pulled well as second and third choice of delegates who named someone else as their first selection. Surprisingly, some of the delegates felt themselves compelled to explain their choices.

Treatment Regulations. Veter-
ans to whom pension entitlement
has been granted under the Canahas been granted under the Canathe authorization of the Department of Veterans Affairs, treatment for their pensionable disabilities at any time, regardless of where they live.
Under certain conditions of service and financial circumstances, Canadian veterans may receive treatment for non-pensioned con-
ditions in a Departmental hospital ditions in a

Education Assistance for Children of War Dead. Education assistance beyond the secondary school levels, for the children of those who have died as a result of military service is not avallable outside Canada. However, such children may receive this assistsnce if they undertake suitable


> Conflict of Interest Booklet Distributed To Local Officials

"Conflicts of Interest," a booklet designed to brief officers and employees of local government on a new statute which becomes effective September 1, was distributed to appropriate officials in 1,600 municipalities and 2,000 districts, State Comptroller Arthur Levitt has announced.
"A greater degree of conform-
ance than occured under previous law should result from a definite awareness of what constitutes prohibited conflicts of interest," Levitt said.
The new law, prepared under Comptroller Levitt's direction with the assistance of a citizens committee he had appointed, culminated several years of research by the Comptroller and his staff into numerous conflict of interest violations under an old law. Dis-
closures revealed in audits of muclosures revealed in audits of mu-
nicipalities conducted by the Comptroller's Division of Municlpal Affairs led to the study

First Uniform Statute
The new law is the first unlform statute on the subject and applies to units of government

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Please send me information and application blanks for
the examination. If this not avall-
able at the present time, please keep me informed on future tests. Thank you.

Name
Address
City ..................

Zone
and officers and employees that heretofore were not affected by statute law. It defines conflict of interest in municipal contincts
and reforms existing law by conand reforms existing law by con-
solidating 78 provisions into a solidating 78 provisions into n
single law. It also requires public disclosure of interests and authorizes local codes of ethics and boards of ethies
Speoific penalties are imposed
(Continued on Page 10)

## HIGH SCHOOL DIPLOMA



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Among comments on the Vice for nomination for United States Presidential nominees included on Senator from New York were: the ballots were such statements Robert F. Wagner, Mayor of New as follows:
"I believe Wagner would bring more votes to the ticket than Humphrey and certainly more than McCarthy, as McCarthy would be an obvious choice of the Catholic issue, while Wagner would not be-although a Cathoifc. It would also be considered unfair by many to take McCarthy over Humphrey.
"I feel the vice president should be a seasoned, level-headed gentleman experlenced in our government and world affairs. Someone that can assist the President and, if necessary, carry part of the load of government should Johnson need his help. It is well known Johnson has heart condition, and I believe Humphrey the best qualified to carry on should the need ariseas did LB.J
For United States Senator from New York, the poll revealed upstate Congressman Samuel S. Stratton enjoyed the support of 56 percent of those voting.
It must be remembered however that Attorney General Robert F Kennedy at this time indicated he was not a candidate for the United States Senate.
If it is also true that if Kennedy does run for the Senate he will get strong support from Stratton

## ackers.

Others who recelved more than fust mention were Mayor Wagner and District Attorney Frank Hogan,
who received 13 percent of the votes cast each. No other candidate the ballots cast
Stratton's showing reaffirms support shown for him in a Leader poll conducted last May on the choice of Democrats for
the US. Senate race. Speculation on Robert F. Kennedy as a candidate for the post caused some prognosticators to rule Stratton

Among the people getting vote

York: Otis Pike, Suffolk Congressman; Attorney General Robert F. Kennedy; Howard F. Samuels, Buffalo industrialist; FrankIn D. Roosevelt, Jr., Undersecretary of Commerce: Arthur Levitt, State Comptroller; Hugh Carey, Brooklyn Congressman; James A. Farley, former Postmaster General; W. Averill Harriman, State Department official; Paul O'Dwyer, New York City Councilman-at-Large; Edward $F$. Cavanaugh, Jr., Deputy Mayor of New York City; Victor Anfuso, Supreme Court Justice; Peter Strauss, WMCA Radio head; former Ambassador Anthony Akers; Louis Nizer, attorney; Paul Screvane, president of the New York City Council; and William H. McKeon, ohairman, New York State Democratic Sommittee.
Following is a comment offered by a delegate who voted for Hogan: "I respect the fact that Robert Kennedy has announced he is not a candidate for the Senate-thus my vote. However, I belleve he should be drafted by the Democratic leaders which would make it easier for him to run. He'd make a fine candidate and a great United States Senator. He has worked and lived in New York as much as any other place." The poll was conducted in secrecy and delegates were not asked to sign their ballots or way.

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## <montauk Yachiclub

MONTAUK, LONG ISLAND, NEW YORK


CERTIFICATED - Thomas R. Reminstion, teft, restional attorney for the Western New York Conference of the New York
State Civif Service Employes Assn., received a framed Citation for Merit this week from two CSEA officials. William Rossiter, center Western Conference president, and Claude Rowell, right, fourth state vice president, elted Remington for "outstanding service" In making the presentation. Remington is leaving Rochester for St, Louis, Mo. where he will become vice president and general counsel of the General Steel Industries Inc.

## Pay Raise For Onondaga Aides, First In 4 Years, To Take Effect On Jan. 1

## CSEA Group Life Plan Members May Now Use Conversion Privileges

(Continued from Page 1) Travelers Insurance Company,

Any insured member intereated ahould secure information and the required form for conversion from CSEA.

Listed below are the ourrent premiums being oharged by the Travelers Insurance Company at certain ages for those whose oc-
oupatlons do not require extra

 $\begin{array}{llllll}50 & \$ 46.20 & \$ & 92.40 & \$ 11.97 & \$ 23.94\end{array}$ $\begin{array}{lrrrr}35 & 62.33 & 124.68 & 16.07 & 32.14\end{array}$ $24.27 \quad 48.5$
premiums. These premiums are
for a plan of individual life insurance which will be paid up at age 70. Conversion to other forms of permanent insurance will be allowed and information ooncernIng cost at particular ages will be furnished any insured member who requests same. Premiums for the converted insurance must be paid on at least a quarterly basis.

CSEA Group Life Insurance Plan who on or after January 1, 1965 reaches 50,55 or 60 , may, during the calendar year in which he attains such age, convert the same amounts of insurance, $\$ 1000$ or \$2000, by filing a request form prior to September 1 of such year with the Assoclation. The conerted policy would become effecve as of November 1 of such ${ }_{81009}^{\substack{\text { Annual } \\ \$ 2069}}$ 81000 \$2060 guartert
51000
 $\begin{array}{llll}\$ 42.95 & \$ 85.90 & \$ 11.15 & \$ 22.30\end{array}$ $\begin{array}{llll}58.10 & 116.20 & 15.00 & 30.00\end{array}$ $\begin{array}{llll}88.29 & 176.58 & 82.86 & 45.32\end{array}$ B8, year. Accordingly, the amount of
insurance the member is entitled to under the group plan is reduced by the amount of insurance converted.
During the 25 years the CSEA Group Life Plan has operated it has been underwritten by the Travelers Insurance Company, Hartford, Connecticut and the agent has been Ter Bush and

## Keep Up Negotiation, Flamenbaum Urges

(Continued from Page 1) done it in a responsible way without any strike threat hanging over the public offichals Our public policy renounces the use of the strike

Flaumenbaum said that 162 of the 177 employees were members of the town hall unit and enjoyed these benefits won by the CSEA In the last fow years:

- A five percent pay increase installed in July
- An eight percent reduction In retirement costa
- Increased vacation and siek leave benefits.
- A heatth frwuranee and social
aecurity program.
- Payroll deducation of due permitting low cost life in surance.
- Grievance machinery

The main issue In the ourren dispute is the sanitation workers demand for a 40 -hour week based on the old 48 -hour pay scale. The town suggested a five-day, 40 hour week with 44 houre pay. The workers have turned down this affer.
Flaumenbaum, who already has attended several sessions to talk with workers and town officials has urged the men to continu to negotiate with the town, with the aid of CSEA officials, to seek an amicable solution to the problem.

Powel, Itic. The plan has grown o cover more than 66.000 CSEA nemberes. Thirty percent additonal insurance has been provided whout increase in cost-premium costs have been reduceddouble indernity for accidental death has been added-and a premium waiver in the event of total disability prior to age 60 has also been added-without addtional coat
Insured members interested in this new oonversion privilege should write to CSEA Headquar ers promptly to secure the necesary information and request orms which they can use to apply for the converted insurance. Re-nember-such request forms mus be fued with the Assoclation's Al bany Headquarters prior to Sepember 1, 1964, for the converted insurance to take effect on the ollowing November 1
(From Leader Correspondent)
SYRACUSE, Aug. 10 - All of Onondaga County's approximately 2,200 employees are due for a ralse next January 1 -even though in some cases the pay increase could be as iittle as $\$ 18$.

A new salary plan-the county's first $m$ ajor salary revision in four years-was unanimously adopted last week by the Board of Superevisors. Even Democrats who sought, but falled. to delay final action until Septemtme for balloting came.

The $\$ 230,000 \mathrm{in}$ salary hikes in the new plan, plus another \$130,000 in regular annual increments also due on January 1, 1985, in effeet, grants partly a recommendation for a general pay boost made by the Onondaga Chapter Civil Service Employees Assn. earller this year.

County Executive John H. Mulroy turned down the ohapter's re commended 10 percent pay in
crease for all county workers. But the smallest increases- $\$ 26$ for almost immediately after he an- 1965 nounced plans for the new salary schedule, which gives employees raise, plus annual increazes of our percent on each of the five subsequent January firsts.
A similar salary plan, whioh provided annual boosts of five percent, was turned dowa by th county in 1963.
Salary boosts under the plan range from the $\$ 18$ for a sanitary engineer in the final step of his top grade (the new pay range is $\$ 8,944$ to $\$ 10,868$ compared to $\$ 9$. 850 to $\$ 10,850$ in the present salary plan) to more than $\$ 300$ (a top-grade civil engineer in the
final step, for example reoeives $\$ 602$ more- $\$ 8.606$ to $\$ 10,432$ và $\$ 8,850$ to $\$ 9,850$ in the present plan.)
However, most of the pay increases run in the $\$ 200$ to $\$ 500$ range.

Some examples: (pressent salary range in parentheses)
Caseworker- $\$ 4,963$ to $\$ 6,058$
( $\$ 4,975-\$ 5,575$ ),
Account clerk- 53.814 to $\mathbf{\$ 4 . 4 2 0}$ ( $83.730-\$ 4,190$ )
Bookkeeping machine operator $-\$ 3,770$ to $\$ 4,602$ ( $53,980-\$ 4,439$ )
Correction officer- $\mathbf{\$ 4 , 8 0 2}$ to
35,592 ( $\$ 4,575-85,075$ ).
Court clerk- $\$ 5.590$
36,025-86,625)
Housekeeper- $\mathbf{\$ 5 , 3 8 2}$ to $\mathbf{\$ 3 . 5 5 2}$

## 5725-86.325

Laboratory Technician - $\$ 4.238$ $\$ 5.174$ ( $\$ 4,200-34,700$ )
Maintenance Man- $\$ 4,420$ to 84,966 ( $\$ 4,325-84,825$ )
Office machine operator- $\$ 3.770$ 84.602 ( $83.960-54.420$ )

Principal clerk- $\$ 4,233$ to $\$ 5.174$ \$4.325-\$4.825)
Senior Cashier- $\mathbf{4 4 , 7 8 4}$ to $\$ 5,824$ new position).
Stenographer- $\$ 3,434$ to $\$ 4,233$

## \$3,900

Clerks and elevator oparators in
Clop arade

## Up and Down

As the examples show, the starting salary in almost all of the 330 ob titles (reduced from nearly 600) has been reduced, the range and top salary increased.
This was done, county personnel officials said, to attempt to retain workers longer by more attractive annual boosts to higher top alaries.
The new plan does not include any of the county's top executive posts, most of which are filled by appointment or election.
The plan also was designed to bring the county's salarles more in line with those of other municipalities and private industry in the area.

## Wassaic Unit Member Dies

Harry W. Hosier, 69, a member of the Wassaic State School Chapter of the Civil Service Employees Assn., and for 30 years a shop clerk at the school, died recently of a heart attack.
His home for the past four years was in Pleasant Valley, N.Y Barore that he lived in Dove Plains for many years. He was a nember of the Dover Plains Methodist Chureh.
Born in the Town of Amenia on March 10, 1895, Hosier was the son of the late Peter and Minnie Wheeler Hosler. His wife, Mrs Nallie Benson Hosier, died in 1957 Survivors include three cousins, Mrs. Helen Rozelle, Dover Plains, Mrs. Florence Herring, Wassalc and Clarence Wheeler, Pleasant Valley.
Burial was in the Valley View Cemetery, Dover Plains.


CAPPING \& CHEVRON TIME Student nurses from Cralg Colony \& Hospital who were honared at a recent capping and chevron sxercise are, at Shat jostitution, left to rizht, hottoon row: Lída A. Day, Margaret T. Hofmann,

Mra, Rosemarie Dekose (instructor), Caroline E, Bump, Nasiey J. Duteher, Dorothy A. Hill. Top raw: Thomas L. Nelsoa, Leon F, Deisering, Donald L. Broecker, Betty L. Fladie, Jule Bonicave, Claudia 1. Kelsey, Julis m. Bill. Beverly Blakeley, Donald D. Hageas, James R. Dodd, Lawrence L. Kaymond.

## U.S. Service News Items

## Pay Bill Grants Aides \$207 Million Increase

The controversial and much-delayed Federal pay ralse bill has at long last become a law. It will provide $\$ 207$ million additional pay for all military aides, a 5.6 percent raise for postal workers, and 4.3 more for civil service employeese.
Final Congresslonal salaries a compromise between the Senate and House proposals-were justifled by President Johnson as "the best to attract and retain topfilght personnel in government." The bill will boost Congressional salaries from $\$ 22,500$ to $\$ 30,000$ snnually, and the pay of Cabinet members from $\$ 25,000$ to $\$ 35,000$ Federal court judges will be granted a raise of $\$ 7,500$ per year

## Military Boosts

The 2.5 percent increase wili affect all military officers, warrant officers and enlisted personnel with more than two years of service. Because their last pay hike was in 1952, commissioned and warant officers with lese than two years' service will receive an 8.5 percent increase.

Although Congressmen will have to wait untll January, 1965 for their increases, all other ralses are retroactive to July 1 of this year. Examples of increases in the upper echelon of the government appear like thls: level 2 which includes Secretaries administrators and chairman, will pay $\$ 30,000$

## Seminar Center <br> To Be Reviewed

John W. Macy, Jr., chairman of the Civil Service Commission, has named a Committee of Visitors to review and evaluate the Federal government's Executive Seminar Center at Kings Point, New York
Robert K. Greenleaf, director of management research for the American Telephone and Telegraph Co. has been appointed chatrman of the committee; Dr. Paul P. Van Riper, professor of administration, Graduate School of Business, Cornell University; and Dr. Richard E. McArdle, executive director, National Institute of Public Affairs have agreed to serve as members of the committee.
Opened last fall by the CSC, the Executive Seminar Center is a government-wide interagency training facility, offering career executives in all Federal agenciea an opportunity to increase their understanding of government re-
sponsibility and operation. Since then, it has conducted 15 twoweek seminars for 555 particlpants from 44 Federal depart ments.

The Deputy Attorney and Postmaster Generals, and most Under Secretaries in level 3 will recelve $\$ 28,500$; the assistant secretarles and deputy administrators in level 4 will now be paid $\$ 27,000$; and those in the associate titles and smaller agencles, Included in level 4, are entitled to $\$ 26,000$
The bill also grants the Prestdent authority to add 60 more executives to levels 4 and 5 .

## Some Disapprove

There was objection to points of the Morrison Bill from several corners, however. Representative Robert L. Sikes (D-Fla.) issued a statement repeating the cry that the pay ralse was "too small."
And Representative Robert W Kastenmier (D-Wisc.) accused Congress of "a glaring error" in omitting raises for draftees and newly enlisted men.
But the bill now has the Pres!dent's blessing. Listed in full on the right are the new comparative salary rates for Federal grades from one to 18. The revised rate for postal employees appears on page 15.

## Appeal System <br> Called 'Unfair'

The District of Columbia Ber Assn. recently announced an urent need for complete rennovation of the dismissal appeal sys em in the Federal government President of the association Oliver Gasch accused the government of sometimes firing Federal employees on the basis of concealed evidence.
A former U.S. attorney for the District of Columiba, Gasch has announced that the Bar Assn. plans to appoint a special committee to study government appeal procedures and recommend mprovements.
During his years as a government counsel, Gasch stated, he found that appeal procedures were hardly "fair and adequate." Sald the president, employees can e fired on the basis of informa Ion which they have no opporunity to refute
The National Federation of Government Employees Jolned Gasch's protest, calling the appeal system "stacked against the employee" since agencles bring charges and rule only on the employee's reply to them.


COUPARISON OF GEEMAL SCREDULE MTES PROPOSED IN SENATE DILL WITH PRESENT SCHEDULE II RATES



Because you can't tell when you'll be sick or have an accident, it's well to be protected in advance.

Enrollment in the CSEA Accident \& Sickness Insurance Plan is open to eligible members of the Civil Service Employees Association, Inc. in locations where payroll deduction is available.

The program includes coverage for total disability resulting from occupational and non-occupational accidental injuries, or sickness, plus other important benefits. Coverage is world-wide and the cost is low because of the large number of members $(40,000)$ participating in this plan.

If you have not yet enrolled, call your Ter Bush \& Powell representative for full details now.

## Protection-Personified

This is the fifth in a series of six articles on "How the City Handles Emergencies and Disasters." This weeks' article concerns the Department of Markets.

AOULTERATED hamburgers to glass dlamonds is a growIng and vast Industry in the City of New York, and throughout the United States for that matter, but there is a department in New York City that is devoted to putting a stop to such matters, and they are succeeding alarmingly well. Let's travel the route of one Willam Ratteray, who is an inspector in the weights and measures bureau of the Department of Markets. Just what is his job?

He's the man that walks around to supermarkets, dells, small stores, confectionaries and the like carrying a little leather case which contains various weights. He goes into a store, checks out the scales and makes a report.
"There are so many ways that a scale can be doctored that it takes constant study to keep up with these types of people," Ratteray sald.
"We're trying to stay ahead them, but it is a close race."
One of the other problems facing this dedicated department is the checking of gas at stations to make sure it is the real thing.
The inspetcor has a series bottles which he carries with him. He takes a sample from a pump. matches it with the actual gas and, if there is a difference in oolor, the sample is sent to the oil company's lab to check to see if tt has been doctored.
If it has, It's off to court for the gas station operaor
Now let's talk Jewelry with Esther E. Hendler, female supervisting inspector. This is the


IS THIS GAS THE REAL THING? An inspector for the Department of Markets checks two bottles of gasoline to see that they match. If they don't, then an investigation is taken and a determination as to whether the gasoline was doctored Is made.

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Such things as nylon stockings for 55 cents, which aren't nylon, paint brushes that claim to made of horse hair, and aren't, and containers of orange drink that olaim to be pure, which turn out to be 40 percent water are only some of the findings this devoted civil ser-


IS IT OR ISN'T IT? ing inspector for the Department of Markets, ohecks over stones to make sure that they are the genuine thing. She is constantly finding colored glass that looks like many types of precious gems. Also shown Is the pieture is a paint brush that was supposed to be made of horse hair but wasn't and containers of orange Juice which contained mostly water.
vice worker diseovers.
Charging for fuel oll not received which has been written up in the newspapers throughout the years with regard to loading tanks. has Just about been halted thanks to the extended efforts of the Department of Markets.
The department has sedans equipped with material which can detect what a truck has in its tank and what it actually deposits at a house. If there is any difference. It's off to court for the fuel oil man.
Fuel oil trucks are trailed to make sure that the sales sllp offered to the customer corresponds to the number of gallons injected Into the Involved syatem.
With the tremendous load that is put on the department, it seems rather silly that there are only 92 inspectors to cover the thousands of commercial outlets in this vast elty of New York.
Being one of the smallest department in the city government, it is constantly ohallenged with the necessity of versatility.
Therefore, every inspector is equipped to interchange with another so that all facets of inspecthon are covered.
It must also be remembered that Inspecting is not the only operation that the Department of Markets controls.
It supervises the Hcensing of all push carts and itinerant sellers; It operates seven retall markets across the elty.
It operates its own markets in Brooklyn, the Bronx and Manhat$\tan$.
It operates the Fulton Fish Market.
It is building the largest market

## City DPW Sets Annual Clambake

The Cuatodian'a Aasociation of the New York City Department of Publio Works has oompleted ar rangement for their 21st annual outing and clam bake at Kruoker's Pionia Grove, Ladentown, on Saturday, Soptember 12 Bernard Kennedy, committee ohairman, reports many interestIng aotivities have been arranged for a most enjoyable day,
Meyer F. Wiles, Deputy Commissioner and Ceneral Manager of the DPW aocompanted by hls official staff, will aot as the recepthon committee to greet the rettred members and thetr guests as they arrive on speclal buses from Manhattath at 11 am.

In the world up in the Bronx near Hunt's Point.
In addition, a function is that of making sure that food atuffs advertised as Kosher are actually kosher and the Jewish olients are getting what they bargained for
In the event of a national crists or a disaster the Department of Markets has control over the rationing of food.
Commissioner Albert S. Pacetta and his entire staff have done a top job for the City. They are a dedicated group, trying like all City departments to make the City a good place to live
Next Week: Conclusion of six
part serles.

## Heads Fund Drive

Lou V. Tempera, Suffolk Couny Commissloner of Labor has been appointed chairman of the Long Island Fund's Suffolk Counts Government Bmployees' fund ralsing drive

## City Aides Offered

 Course in Test-TakingA oourse entitled "Developlng Your Ability to Take a Civil Servloe Examination" will be available to City employees in the Fall, 1964 City College Municipal Personnel Program, Clty Personnel Director Dr. Theodore H. Lang, has announced.
Louls Alper, chief of training of the New York City Housing Authority will be the instructor for this course which has consistently been one of the most popular offerings in the evening voluntary program.

Costs are just as important here as they are in your own home. Why not suggest a saving for the City and profit from your Idea,-CITY EMPLOYEES' SUGGESTION PROGRAM, 55 Thomas St., N.Y., N.Y. 10018.

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## Duty As Punishment

SOME months ago we paid a compliment here to the State Grievance Board for its awareness of the coffee break as an instrument of good employee morale. We are pleased to report that the members of that board also have an eye for improper punishment.

State Correction Officer Roger Bell filed a grievance with the State unit charging that when he sought a transfer from Clinton Prison to Dannemora State Prison he was taken off his inside duties and given wall guard duty. Bell said he got his transfer, but, because of an economy measure, had to go back to Clinton Prison to work-and was immediately assigned to wall duty.

Although Bell is back at Dannemora again, the Grievance Board felt the wall duty assignment was so obviously a form of punishment that it wanted to go on record citing such punishment as improper. The Board statement sald that "while it is, of course, necessary for a (prison) warden to have freedom to make assignments to insure the security of his prison, such freedom should not be used for ulterior motives."

## Well put, we say

## The U.S. Pay Raise

POST Office and other Federal employees, as well as members of the Congress and the Judiciary, will soon be receiving salary increases now that these hikes have been approved by Congress and signed by President Johnson.

Most U.S. workers will be breathing easier now, because the salary legislation had bogged down last year when Congressmen refused to vote themselves a raise and, therefore killed an earlier pay measure. It was largely due to efforts from the White House that the salary issue was revived.

Still of concern to many Federal employees, however, is the effect the increase will have on promotion opportunities. It is customary for U.S. agencies to absorb such increases to some degree by departmental budget reductions. Economy of operation in Government is justifiable and desirable but, once again, we urge that these economles not be efferted by sacrificiog the future of employees.

## Career Rewarded

FORTY years after he chose civil service as his career, Martin Scott last week became the Commissioner of the vorld's largest fire department.

From a job which started at $\$ 1,800$ a year, Scott progressed through the ranks by competitive examinations to the position of chief fire marshal. He has now been appointed to the leadership of the department at a salary of $\$ 25,000$.

We congratulate Commissioner Scott on his appointment and for the example he sets for other civil service employees. He exemplifies the civil service merit system operating at Its best.

## Books In <br> Review

JOB HORIZONS FOR COLLEGE WOMEN IN THE 1860 s. Published by the U.S. Department of Lathor, Women's Bureai.
pages, booklet. 30 cents.
Published by the Women's Bureau of the U.S. Department of Labor, this extensive booklet states as its purpose the brief description of the nature of various careers open to college women, the Indication of educational and training requirements for these positions, and the enumeration of several sources for further study of these major fields. It eccomplishes its aim well.
The publication encompasses ell of business - Rovernmental and private. Touching briefly on primary occupations from accounting writing, it discusses the demand for labor, the qualifications demanded, present salary ranges. and the opportunities for advancement within the field.
But there are factors to be considered within particular jobs as well. The booklet urges the prospective employee to consider related opportunitles within the held, and fringe benefits such as retirement systems, job recurity provisions and health plans.
But to secure a position - in private industry as well as in government service - one must first know where to apply. The booklet discusses, therefore, entrance examinations and lists six pages of sources of employment throughout the country, complete with addresses, for every prime field of work
of special concern to the college student is a penetrating chapter on fellowships and loans, listing the women's orgenizations which offer the most extensive scholarships. The benefits open for post-graduate students are studied, and the brochure offers suggestions for sources of further Information on the subject
Finally, the reader is offered a comparison of rates in wages for women since 1950 , mentioning the advances made in the areas of salary and number of employed. Education is important, it concludes, and college an invaluable asset for the woman in businese. Although limited in size, this Labor Department publication covers a remarkable ares thoroughly in brief space. Ite liste of employment sources will save the job-hunter much time in searchIng for home offices, and the job possibility sugrestions it makes with wisdom and foresight may well determine quite a few doubtful futures.
$-R . V$

## Social Security Questions Answered

Below are questions on Secial the metel in the winter. Since I
Sceurity problems sent in by ear earn ever s480e each year I have readers and answered by a legal expert in the field. Anyone with question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New Yerk 7, N. Y.
Q. I am over 65 and have operated a motel for over 15 years.
Each winter my wife and I go to
Florida since we do not operate
tarn ever $\$ 4800$ each year I have never tried to colleet social security benefits, My friends say I can. Are they right?
A. Your friends are correct. Since there are months of the year in which you do not work in your business, you can be pald social security benefits for these monthe, no matter ho wmuch you earn $n$ other parts of the year. Altheugh you did net mention
your wife's age, she may also be entitled to receive monthly benefits if she is 62 years old. You should call at the nearest social security office without deley.
Q. When I enter cellege thls fall, I will work part time for the college. Will my work be covered under the Social Security Act? A. No, If you are
the college and are reral iy attending classes, such work is not

## Your Public Relations IQ <br> by lfo 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 Adjunet Professor of Public Relations in New York University's Graduate School of Public Administration.

## Civil Service IS Professional

NO BETTER tangible proof exists that civil service is professional than the high quality of the "Civil Service Journal," official quarterly of the U.S. Civil Service Commission.

NOW BEGINNING its fifth year of publication, the "Journal" reflects an image of the civil servant as a professional of outstanding quality. From this angle alone, it contributes immeasurably to the good public relations of civil service.

THE WORTH of a profession can usually be determined by the quality of the professional publications it generates, The "Journal" is of such superior quality that there can be no question of civil service's professional status.

IN FACE of the "Journal's" professional eloquence, only an ignoramus would voice those old and ridiculous chestnuts that eivil servants are "pencil-pushers," "paper shumliers," or "unproductive feeders at the public trough."

NEXT TIME some stupid oaf pitches us one of those curves, we'll ask him: "Do you know that the U.S. Government employs 2,532 professional mathematicians, many of them with Ph. D's?

THE CURVE pitcher won't know that, or even what a mathematician is. At that point, we'll dig him a hole into which to crawl. We urgently suggest the same treatment for any similar ignoramus you may meet. The important point is to answer every silly attack on civil service with solid, irrefutable facts such as you would find in the "Journal."

WE ENJOYED all the articles in a recent issue of the "Journal," but the one we liked best was written by John D. Roth. As Director of the Federal Incentive Awards of the U.S. Civil Service Commlssion, he discusses "How Awards Relate to Behavorial Science."

ALTHOUGH the text is scholarly, it makes exciting reading because every civil servant will understand himself better after studying the article. He will discover what motivations make him tick, and this alone will make him a more valuable civil servant.

FOR EXAMPLE; did you know your motivations are divided into five broad categories: (1) Self-fulfilment; (2) Ego needs; (3) Social needs; (4) Safety needs; and (5) Physiological needs?

THE AWARDS incentive program comes under the selffulfillment category, because, writes Mr. Roth
"THE AWARDS system makes a positive contribution to the self-fulfilment needs by providing an organized system in which the employee is encouraged to utilize creative talents, initiative, and drive beyond the immediate requirements of his job.'
"THE CHANGING Federal Civil Service" is a fascinating report in "The Journal" by Civil Service Commissioner Robert E. Hampton. He says that today's civil servant is a trained technician, rather than a member of "the army of clerks.

## Letters to the Editor

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be ne longer than 300 words and we reserve the right to edit published letters as seemu appropriate. Address all letters to: ${ }^{97}$ Duane 8 t ., N.Y. 7, N.Y.

Editor, The Leader:
While the Federal governatent is giving money to New York State for my unemployment insurance check, I have been asking the post office to reinstate me stnce March 1.
If 1 am writing this, it is obvious I would much sather work for the money.

Wht-kind of cconomie with-

JAYSON FEINBERG Broeklyn, N. Y.

## TA Holy Name

 Society Retreat SetThe Monsignor Martin $J$. O'Donnell Retreat Club of the Holy Name Soclety of New York City Transit Authority-Independent Division will hold its 24th Annual Retreat on Friday through Sunday, August 21, 22 and 23, at the San Alfonso Retreat House, West End, Long Branch, New Jersey, under the direction of the Redemptorist Fathers. The Rev, John F. Fleming is moderator, and William G. MeMurrer and Thomas J. Donovan are co-captains.

## Thruway Offers Repair Jobs In Spring Valley

Toll equipment repairman positions are now open in the Spring Valley area for work with the New York State Thruway Authority. Until August 24, qualifled applicants may fle for the September 12 exam. The position will offer $\$ 100$ weekly with five annual increments to $\$ 122$

Candidates must have three years of experience in the maintenance or repair of tabulating equipment, telephone switchboards, or similar equipment. The Authority will not accept experience as a radio or television repairman, telephone installer or lineman, or similar occupations.
The toll equipment repairman is expected to maintain complex electromechanical toll collection equipment, requisition supplies and prepare reports. In addition to his regular maintenance, schedule, he is subject to 24 -hour call in emergencies.

Detailed information and applications may be obtained from


Recruitment Unit 17 of the New York State Department of Civil bany, New York 12226.

Seeks Nurses
The Veterans Hospital In and practical licensed registered for registered nurses is from \$5.235 to $\$ 6,090$; for practicals from $\$ 3,880$ to $\$ 4,215$, depending upon qualifications.

## Interest Conflict

(Continued from Page 2) under the new statute in that prohibited conflict of interest nulliffes and voids a contract and makes in unenforceable. It also defines as a misdemeanor the willful and knowing act of a local public official or employee in becoming party to a prohibited contract, or if he willfully and knowingly fails to disclose an interest in a contract.
Comptroller Levitt also commented: "The law is fair and realistic, but most significantly, authority for its administration is placed where it belongs-squarely with local public officials.
FREE BOOKLET by U.S. Govonly. Leader, 97 Duane Street, New York 7, N. Y.
ernment on Social Security. Mall

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Twin vegetable Hydrators LOW hold nearly ** bushel. PRICE Roomy storage door, too.

## Second To Income Tax

## Cigarettes, Gasoline, Whiskey And The Ponies Keep State's Misc. Tax Dept. In The Millions

(Special to The Leader)
albany, Aug. 10 - A little publicized state agency, whose civil service staff last year collected a record $\$ 762$ million in miscellaneous taxes, has some 770 employees.

Pro-rated, this averages out to about $\$ 1$ million per employee.
The man in charge of the State Tax Department's Miscellaneous Tax Bureau is $G$. E. Rowley, a deputy commissioner. and he oredits this smoothrunning operation to:
"The fact that we have a lot of experts on the staff, a lot of excellent technicians, who have come up through the ranks and they know their Job."
He adds: "We're very happy with our personnel.

Imported Talent
Rowley, a New York tmport from Massachusetts, has held numerous state jobs since he first was appointed asslstant director of the Veterans' Bonus Bureau in 1947. He was named to his present post in 1959.
At various times, he has served as it deputy State Rent Administrator, director of the Truck Mileage Tax Bureau and as Executive Secretary to the Joint Legislative Committee for the Revision of Corporation Laws.
His two top assistants are John J. Purcell and John W. Ryan, both deputs directors of the bureau.

Where the 85 Are
The Bureau employees are oharged with colleeting such state taxes as these: cigarette, alcoholic beverage, estate, motor fuel, stock transfer, truck mileage, highway use, mortgage and pari-mutuel.

Pari-mutuel is considered our glamor tax," Rowley commented. "The job of being a pari-mutuel examiner at one of the big tracks is one of the state's most popular

Each and everyone of you has a part in making the City of New York the best eity in the world. The ideas and creative thinking of every emplayee are needed if we are to remain the best in the world.-CITY EMPLOYEES SUGGESTION PROGRAM, 55 Thomas St. N.X., N.Y. 10013.

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## WHITE MOUNTAINS




HILLTOP ACRES
 Purce
There's still another civil servio Ide to the Bureau. Joseph $\mathbf{F}$ Felly, president of the Civil Ser vice Employees Assn. is a member of the staff.
As one Capitol wag put it the other day, "If the Miscellaneous Tax Bureau doesn't get you during your lifetime for cigarette or alco hol taxes, It gets you in the end with lts estate tax.

## OXFORD PIMES RESORT

Oxford, Maine

G. E. ROWLEY
appointments. There's always a large number of applicants for the civil service examination, but few vacancies."
Andrew Feeney is the director of pari-mutuel revenue for the bureau. which includes both harness and thoroughbred racing.

Only 10 years ago, the bureau collected a total of $\$ 370$ million. It's most recent "take" of $\$ 76$ million is an indication of the rapid growth of the bureau and the importance of Its work in the state's tax setup.

Second Highest Income
In faot, today, as Rowley points out, the bureau is second in total income only to the State Income Tax Bureau. At one time, corporation taxes exceeded miscellaneous tax collections but no longer. At one time, the Bureau was headed by Mary Coode Krone, who now is president of the State Civil Service Commission. During the Harriman administration,

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## 21 Positions Open In New York State

iling is open for 21 positions in various titles for work in counties throughout the State, the New York State Civil Service Com mission has announced. Applications for the following September 26 examinations will be accepted until August 24.

Director of health service nursing. exam no. 2603: requires a license to practice as a registered nurse in the State: graduation from an approved school of nursIng: five years of nursing experience, two years of which must have been in a responsible capacity, Work is in Albany.
Health service nurse, exam no. 2604: requires a license to practice as a registered nurse in the State: graduation from an approved school of nursing: and one year of responsible nursing experience in a supervisory of teachIng capacity, or graduation from collese with a bachelor's degree in nursing: and one year's rest deney in the State. Work is in Albany and Syracuse.
Resional public health nurse exam no. 8861; requires a license to practice in the State as a registered nurse: graduation from an accredited school of nursing, with a bachelor's degree; three years of responsible public health nursing. and four years of public health nursing experience with two year of supervision of such nurses.
District supervising public health nurse. exam no. 8862: requires same as that of regtonal public health nurse except additional three years of responsible nursthree.

Law-Mediation
Labor medlator, exam no. 2501. Senior attorney (realty), exam no. 2566: requires admission to the State Bar, and five years of experience in law practice, two years of which must have been with real property in New York. Work is In Albany.

## - Shoppers Service Guide

exam no. 2573: requires admis-
sion to the State Bar, and four
S years of experience in law practice, two years of which muoh have concerned the financing of businesses. Work is in New York City.

Maintenance
Highway light maintenance foreman, exam no. 2563.
Parkway foreman, exam no. 2564 : requires two years of experlencée in construction or maintenance of paved highways
Road maintenance foreman; exam no. 2568; requires two years of experience in construction and maintenance of roads, and completion of grade school or equivalent; and four months' residency in the State. Work is in Chautauqua

Superintendent of maintenance and construction; exam no. 2508 C; requires graduation from high school or equivalent with seven years of responsible experience in road and sewer construction or maintenance: or graduation from a two-year college with an associate's degree in engineering with five years of experience in the above field; or graduation from college with a bachelor's degree In civil engineering with three years of experience in the above field. Work is in Rye.

Medical Records
Medical records librarian, exam no. 8751.
Assistant medical record libraran, exam no. 2541-C; requires raduation from high school and ne of the following: graduation from college with a major in medical records or equivalent; or two years of medical records library expertence with completion of two

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[^0]years of an accredited college course; or four years of experience in the preparation and maintenance of medical records. Work is in E. J. Meyer Memorlal Hospital.

## Radio-Physies

Senior radio-physicist, exam no. 2567: requires graduation from college with a bachelor's degree in physical science or engineering: and two years of experlence in that field with laboratory experience with radioactive isotopes, radiation equipment, and or electronles. Work is in New York City. Hearing reporter, exam no. 2592: requires one year's residency In the State.

## Transportation

Associate transportation analyst, exam no. 8883: requires a bachelor's degree from an accredited college, a master's degree in transportation or traffic engineerIng with four years of eivil or transportation engineering experlence tncluding two years in reaearch or planning, or a suitable combination of experience and training
Senior transportation analyst, exam no. 8882; requires a master's degree in transportation or traffic engineering with two years of experience in clvil or transporta-
tion engineering including one year in research or planning.

Transportation analyst, exam no. B881; requires a master's degree in the above fields. or one year of highway planning experiand oxperience. Won of trainitle is in Albany.

## Various

Assistant director (alcoholism division), exam no. 2573: requires a master's degree in education, public health, administration, or social work, and six years of experience in public health, mental health, education, social work or a related field. Work is in Albany. Personnel technician, exam no 2569-C; requires graduation from high school or equivalent, one year of technical personnel work in position classification, and one of the following: a bachelor's degree and two years of experience In technical personnel work, or a master's degree with a major in political science or public or business administration and one year of experience in technical personnel work; or elght years of business experience including two years of experience in personnel

## work.

Senlor vocational evaluator, exam no. 8872-C; requires gradu ation from college with a bachelor's degree in ocoupational therapy, vocational guidance or rehabilitation counseling: three years of experience in sheltered workshop, guldance of the phys-
leally handicapped, vocational counseling or placement: or other combinations of schooling and experience.
Vocational evaluator, exam no. 8871-C: requires a bachelor's degree in those fields as senior voeational evaluator, one year of expertence in the same fields as those of the senior evaluator, or a satisfactory combination of training and experience.


## The Job Market

## A Survey of Opporfunifies <br> In Private Industry <br> By V. RAIDER WEXLER

Experlenced legal stenogRAPHERS are wanted in downtown and midtown Manhattan. Legal experience and good work history are essentlals. Salaries range from $\$ 90$ to $\$ 115$ a week There are also part-time openings at $\$ 2.76$ to $\$ 3$ an hour for women with legal experience, good skills and references, and temporary openings at $\mathbf{3 2 3}$ a day . at the Office Personnel Placement Center, 376 Lexington Ave., Manhattan.
Wanted In Queens are MACHINISTS with five years of jobbing shop experience. They will work from blueprints, set up and operate all basio machine toots to make alroraft or machinery parts to close toleranoes. The pay is $\$ 2.25$ to $\$ 2.75$ an hour, day or night shifts . . . Apply at the Queens Industrial office, Chase Manhattan Bank Building, Long Island City.

A dental technician with two years experience making dentures from gold, acrylle or porce-lain-orthodontic work-is wanted In Brooklya. The pay is 380 to \$125 a week . . . ORNAMENTAL IRONWORKERS, preterably with wrought fron furniture experience. will get 52 to $\$ 2.50$ an hour Appl yat the Brooklyn Industrial Office, 590 Fulton St.
Men and women will get $\$ 55$ to $\$ 75$ a week as Soldererrs. They will do hard or soft soldering on white metal or brass, rhinestone chain, costume Jewerry, using gas torch. Saveral openings require applicanta to hava own tools.

Ald are men and women as Jewelers. They will earn $\$ 60$ to $\$ 150$ a week to file, solder Jewelry, Complete line open Apply at the Manhattan Industrial Office, 255 West 54th St. Experienced able-bodied men are wanted for all types of heavy agricultural work. Most Jobs call for a 6-day week at 90 cents to $\$ 1$ an hour, or prevailing plecework rates, depending on the crop. Inspected housing is furnished free. Transportation to and from the job is at applicant's expense. Jobs usually last two or more months . . . Apply at the Farm Unit of the Service Industries Otfice, 247 West 34th Street.
Experienced MANICURISTs. preferably able to do pedicures and leg waxing are needed in Manhattan, Bronx and Queens. They will earn $\$ 1.45$ an hour and up for both full-time and parttime . . A mature man with good work record and some supervisory experience is wanted as MANAGER for bicycle riding concession in Manhattan. The salary is 385 plus commission for a 6 day week, including weekends Apply at the Service Office, 247 West 54 h Street. Manhattan.

The Employees' Suggestion Program is a channel through which you can convert your ideas into aetual use and at the same time earn extra money and recognition. -CITY Employees' suggesTION PROGRAM, 55 Thomas St. N.Y., N.Y. 10013.

## Where fo Apply for Public Jobs

The following directions tell
where to apply for public johs where how to reach destinations in New York City on the transit system.
NEW YORK OFTY-The Applications Seotion of the New York City Department of Personnel is located at 48 Thomas St., New York 7, N.Y. (Manhattan), It is hree blocks north of City Hall one block west of Broadway.

Houry are 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, elf-addressed business-size envelope and must be received by he Personnel Department at least live days before the closing dat or the filing of applications.
Completed application forms which are filed by mall must be sent to the Personnel Department and must be postmarked no later han twelve o'clock midnight on the day following the last day of receipt of applications.
The Applloations Section of he Personnel Department is near the Chambers Streat stop of the main subway lines that go through the area. These are the IRT 7th Avenus Line and the IND 8th Avenus Lina. The IRT Lexington Avenue Litie stop to use is the Worth Streat stop and the BMT Brighton looal's stop is City Hall Both lines have exits to Duane Street, a short walk from the Personnel Department.

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 Bullding, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).
Any of these addresses may be ised for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need ot include return envelopes.
Candidates may obtain applications for state jobs from local offices of the New York State Employment Service.

FEDERAL - Second U.S. Civll Service Region Office, News Bullding, 220 East 42 nd Street (at 2nd Ave.), New York 17, N.Y.4 Just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk

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## 23 Promotions Scheduled For State Civil Service

Filing for 23 promotional examinations has been opened and will continue through August 24, the New York State Department of Civil Service has announced. September 26 is the date of all examinations.

Conservation
(Excluding Div. Parks)
Assistant forest surveyor, exam no. 1413; requires one year of permanent competitive service in one of the following titles: draftsman, engineering technician, forestry alde, forest pest control foreman, forest pest control technician, forest ranger, or Junior forest surveyor.
Forest surveyor, exam no. 1416: requires one year of permanent compatitive service in a position allocated to grade 11 or higher and a State land surveyor's ileense.

$$
\begin{aligned}
& \text { Education } \\
& \text { (xeluding School for } \\
& \text { Blind - Batavial) }
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Assistant in school financial aid, exam no. 1337; requires on

 THE PEOPLE OF THE STATE OF NE 200


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 -7.an, Hurite \& Oriflia, Altaraeys for
service as an education aide.
Associate rehabilitation counse10r, exam no. 9521; requires one year of permanent competitive service as a senfor rehabilitation counselor.

Associate rehabilitation counselor (mental handicaps), exam no 9522; requires same as associate rehabilitation counselor.

Labor
Workmen's Compensation Board Senior workmen's compensation rehabilitation representative, exam no. 1313; requires permanent competitive service as a workmen's compensation rehabiltation represenative.
Associate workmen's compensation rehabilitation representative, exam no. 1437; requires six months of permanent competitive servica as a senior workmen's compensation rehabilltation representative.
Motor Vehicles
Motor vehicles program man-

Exam no, 0401; requires one year permanent competitive servlee in a position allocated to grade 14 or higher. Position at grade 20 Exam no. 9402; requires one year permanent competitive service in a position allocated to grade 17 or higher. Position at grade 21-24.

Exam no. 9403; requires one year permanent competitive service in a position allocated to grade 20 or higher. Position at grade 25-27.

## Public Works

Assistant plumbing engineer, exam no. 1340; requires one year of permanent competitive service In an engineering position allocated to grade 15 or higher.
Deputy chiel engineer (highways and waterways), exam no. 1399; requires two years of permanent competitive service in an engineering position allocated to
to practice as a profesaional onglneer in the state.
Administrative officer (public works district), exam no. 1411; requires one year of permanent oompetitive servioe in an administrative, business management, account keeping, or clerical position allocated to grade 18 or higher.
Assistant olvil engineer, exam no. 1412: requires one year of permanent competitive service in an engineering position allooated to grade 15 or higher.
Senlor plumbing engineer, exam no. 1417: requires two yeara of permanent competitive service either as an assistant plumbing engineer, or In an engineering position allocated to grade 19 or higher.

Hydro-electric operator, exam no. 9501: requires one year of permanent competitive service as a juntor hydro-electrío operator or canal structure operator.

Senior hydro-electric operator exam no. 9502; requires aither six months of permanent competitive service as hydro-electric operator or chlef look operator, or one year of such service as junior hydroelectric operator or canal structure operator.

## Social Welfare

(Exclusive of institutions)
Sentor rehabilitation counselor
exam no. 1418; requires one year
of permanent competitive servioa as a rehabilitation counselor.

Supervising welfare acoounts examiner, exam no. 9461; requires ohree months of permanent competitive service as senlor welfare cooounts examiner.

Assoclate welfare accounts examiner, exam no. 9462; requires six months of permanent compelitive service as supervising wele are accounts examiner

Assistant director of welfare finance and accounts, exam no. 9463: requires one year of per manent competitive service as senior accountant, associate welfare accounts examiner, or supervising welfare accounts examiner. Taxation and Finance
Associate attorney (taxation), exam no. 1415: requires six months of permanent competitive service as senior attorney or senior attorney (taxation).

## State Police Fełed

albany, Aus. 10-Lt. Charles p. Curtth and Sgt. George Cowburn of the state Pollice were honored recently by more than 200 associates and friends at a dinner in Cortland Both men retlied from Troop ' $D$ ' earlier thls year. State Liquor Authority Commissioner William H. Morgan wa toastmaster at the affair.

# City Offers Positions With Little Experience, Study Requirements 

faciliues, change and collect adparking areas.

## Seasonal Parkman

This position requires the use of powered and hand mowers and other equipment, the oleaning of various structures, and loading and unloading of supplies and equipment.

Candidates need have no formal education or experience requirements. However, the job requires extradidinary physical effort.

## Cleaner (Men)

No formal education or experience requirements are necessary for this grade No. 7 position. However, it requires extraordinary physical effort.
The cleaner must wash walls with an electric machine or by hand, scrub floors with a maohine, remove and clean blinds, dust high walls, polish furniture and metal work, wash electric fix tures, attend a low-pressure heating plant, operate an elevator. move furniture or act as watohman, and do related work as required.

Cleaner (Women)
Under close supervision, the clenner will sweep and mop office floors and other assigned floor areas, clean wash basins and other fachlities, polish furnture and metalwork, clean mirrors and glass doors, and do related work There are no formal education or experience requirements for this grade No. 5 position.

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vision, serve meals, help feed petients, change linen and make beds, assist with physical care of selected patients, keep wards, utility and treatment rooms in orderby condition, maintain therapy equipment and supplies, handle

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storage and dispensing of blood, Laboratory Helper (Men) and to related work as required.

## Diefary Aide

Under immediate supervision, the dietary alde will olean kitareas: load and unload, dispatch and store supplies: organize servIng areas and participate in food The
No. 5 , and all candidates must be sble to read and write English and understand and carry out instructions.

## Homemaker

Under superviston, the homemaker will perform homemaking services in homes during the ab-
sence or illness of mothers, or for sick, disabled or aged persons. She will care for chiludren, plan and dren to clinics, schools and other places. If necessary, she will, with the help of the case worker, train management and take responsibility for training in hyglene and

## sanitation.

Although there are no specific alary ens postion in must be able to read and write understand instructions, and de tect symptoms which might re immediate medical care

## School Cressing Guard

 With a maximum salary of 82.00 guard will regulate traffic at assigned crossings, stop traffic to permit safe crossing, and repor assigned locations.All candidates must be elementay school graduates.

School Lunch Helper In salary grade No. 4, this poehecking food delliveries makin sandwiches and preparing other foodstuffs, preparing sohool cafeing simple reports of food sold total purchases, and performing minor clerical work
Applicants must demonstrate an ability to read and write English instructions.

## School Aide

With a selary of $\$ 1.75$ per hour the school aide is required to relieve teachers of yard, hall and other monitorial and patrol duties. He must cheok reports, notes, library lista; act as assistant to the school treasurer: collect funds: receive monles and recordn from teachers: transmit luneh orders: prepare weekly reports: and assist with elassroom clerical work. Also, he may direct the sohool service squad in cheokine deliveries, in maintaining order in the lunchroom, and in overseeing the return of dishes and
Graduation or elementary school or a satisfactory equivalent mandatory for all applicants.

## Laundry Worke

Offering a promotion to Senior Laundry Worker, this grade No. 6 position demands an ability to read and write English and to understand and execute instructions.

The laundry worker will sort weigh and count laundry ttems, mark them, work at troner and other laundry appliances, prepare work for, receive and fold linen at a flat-work troner, and fold, count and pack olothes and laundry for delivery to wards.

## Messenger

The messenger may progrese from this grade No. 6 title to that of sentor elerk. There are no formal educational or experience requirements.
He must make interoffice delive eries and collections, sign or request items collected, take mali to the post office, make bank deposits. He may also make daily trips for deliveries or collections to central eity offices throughout the five boroughs, make checke on the progress of payrolle through the Civil Service Commission and other departments,
(Continued on Page 15)

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## State and County Eligible Lists



## Experience Not For Some City <br> Required Positions

(Continued from Page 18) and perform clerical, reception and office machine work

## Watchman

In salary grade No, 6, this position requires no formal education or experience requirements Under supervision, the watchman will make periodic inspection tours through buildings to exmine equipment watch for prowlers and other hazards, punch time olocks at prescribed stations.

discourage loitering, prevent trespass, maintain order, clean and sweep assigned areas, answer telephones, operate heating equipment and perhaps operate eleators.

## Assistant Stockman

Offering a promotion to stockhan, this position is in salary erade No. 9 and requires element ary sohool graduation and and handling stock or storing materals: or a satisfactory equivalen of these.
The assistant stockman must eceive, store and distribute sup plies and equipment; pack, count weigh and measure materials; cheek materials against invoices and note breakages; pick supplies from shelves to fill requisitions operate skids, electric transports and lift trucks; keep storage fa cilities and materials clean orderly, and care for stock.

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Civil Service Arithmetic \& Vocabulary ...s.a.......... $\$ 2.00$
Cashier (New York City) .$\$ 3.00$
Civil Service Handbook
Clerk G.S. 1-4 $\$ 1.00$

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Federal Service Entrance Examinations
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High School Diploma Test
Home Study Course for Civil Service Jobs
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## SCHOOL DIRECTORY




SHOPPING FOR LAND OR HOMES LOOK AT PAGE 11 FOR LISTINGS

## 3 Reappointed

 albany, Aug 11 - Governo Rockefeller has announced the recess reappointment of thre members of the Saratoga Springs Commission, all for terms to expire June 30,1969 . The three reappointed are: Richard E. Berlin William L Marcy and L. Bentley Williams
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# n- <br> CIVIL SERVICE LEADER <br> New L. I. Conference, XBeacon Police Seek Like Texas, Enjoying Feeling Of Its Bigness <br> <br> Pay Raise, Right To <br> <br> Pay Raise, Right To Live Outside City Live Outside City <br> (From Leader Correspondent) <br> \section*{(From Leader Correspondent)} 

WEST BRENTWOOD, Aug. 10 - On Long Island, which gave birth to the suburban boom, bigness has become a way of life. And Long Islanders have become used to thinking and dealing with superlatives.

Thus, it will be no surprise that Julla E. Dufty of West Islip will go to Albany for the next meeting of the board of Employees Assn, as: Employees Assn, as: newly-formed Long Island the ference which, with 23.000 mem bers, claims to be the largest conference in the state.
2. As first vice president of a Conference which has the largest county employee membership (in) the Nassau and Suffolk chapters as well as the largest Mental Hy giene Department membership of any conterence in the state.
3. As president of the CSEA unit at Pllgrim State Hospital, which with 4,100 employees, is the largest world.

Julia Duffy, a head nurse at the Edgewood Division of Pllgrim Hospital, also will be able to speak some of the problems of the total of 10,000 state employees at Pilgrim State, Central Islip and Kings Park State Hospitals. It will be the first time that these Suffolk County Mental Hygiene Department workers will have had one of their own members on the state CSEA board of directors.
She also will represent simultaneously, the interests of the
other elght county and state chapters in the Long Island Conference. Indeed, she noted, the cooperation between state and county CSEA memberships in the
Nassau-Suffolk area is both unusual and highly-productive.

Working Together
"When the county workers were seeking a pay increase," she rethem all the help they could. And

## Grievance Board

(Continued from Page 1) any specific action with respect to his grievance.
The board commented: oonsider it important, however, to make certain comments," It was then the board went on record of punishment for employees.

## Relax At Sea

(Continued from Page 1)
fered to passengers aboard ship. Ports-of-Call
Other ports of call will include Cassablanca, Majorca. Sielly, Naples and Capri, with side trips available to Florence, Rome and or the Riveria.
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JULIA E. DUFFY
then when the state employees wanted higher pay, the county their behalf:" The Long Isiand Conference will hold its first meeting in September and, at that time, conference officers are likely to suggest toples for her to disof directors.
Recentiy elected president of the Pilgrim unit, Julia Duffy also a previous tour of duty at the hospital. With many years of nursing experience, she also has room at Mercy Hospltal in Rockville Centre.
She has watched the Pilgrim Chapter grow, during the years between her terma as president. from 1,000 to 3,400 members. She

## Loyalty Oath Challenged

(Continued from Page 1)
State laws, requiring that all sta employees take loyalty oatha.
The applicants lost the first round last week when Federal Judge John O. Henderson turned Injunction that would have halted enforcement of the New York loyalty oath requirement pending a final court decision.
Judge Henderson reserved dacision on another motion, asking that a three-judge Federal Court panel be convened to hear the case.

## States View

One party to the suit is George E, Starbuck, a University of Buffalo library specialist, who took tssue with a loyalty oath require-
ment in a state ment in a State Civil Serviee Commisslon questlonnaire.
There is "no substantial Federal question ${ }^{\prime \prime}$ Involved, Judge Henderson was told by Mrs. Kesoler Tooh, assistant state solicitor general who represented the Oivil Sorvioe Commission at the hearing.
The State Univeraity of Buffalo is the old University of Buffalo. It became part of the Stata University in 1962.

## believes that CSEA members find

 that their chapter membership is productive in employee benefits "I think most people feel that the CSEA membership is a goodthing." she says. In addition to her other Jobs, she also has served on the state-wide membership committee.

## Dr. Stanley Davies In New MH Post

albany, Aug. $10-\mathrm{Dr}$. Stanley P. Davies is the new deputy director of planning for mental retar-
dation in the State Department of Mental Hyglene at a salary of $\$ 18,000$ a year.
Dr. Davies will be working with Hyman N. Forstenzer, the newly appointed commissioner for menlal health
planning.
In recent years, Dr. Davies has been director of special studies for the New York State Association for Mental Health and is the author of numerous articles and studies.
S. Whlcox, R., Theresa, for an
While Senator Wise has openly voiced his disapproval of the civil service system in New York state, civll service the mainstream of hts political career for the last 15 years as ohalrman of the lower house oivil service committee
Wise took a calculated political risk at the June primary election and lost.
Senator Wise, politically an irch conservative, felt he stood a good ohance of winning the Republican nomination as representative of the 31st congressional district. He had long been touted as the potential successor to Rep. Ciarence E. Kilburn, R., Malone but the party voters decreed otherwise in the primary.

## Big Turnout

Senator Wise, retiring from the senate contest in favor of H . Douglas Barclay, Oswego county Republican, was beaten for congress by State Senator Robert C MoEwen. R., Ogdensburg, by lopsided vote in a campaign which brought out more than half the registered Republicans in the fiveoounty distriot.
Assembiyman Wilcox, on the other hand, is an active candidate for gubernatorial appointment to the New York State Oivil Service Commission. If he wins the nod.

BEACON, Aug. 10 - Two petitions, one protesting a plan that would allow Beacon policemen to live outside of the city and the other which seeks a referendum be placed on the November 3rd ballot seeking starting police pay at

35,400 and moving up ary of $\$ 6,800$ after five years, were presented to the Beacon City Council at a meeting August 3rd. Aoting Mayor Robillard tabled discussion "until all members of the council are present." Robillard is Beacon Commissioner of Accounts.
At the present time, policemen must live within Beacon city limits. Paul J. Hawks, 510 Main St., protested against any change
in this rule. In presenting the petition containing 160 names he said, "It's not right for taxpayers to pay wages to out-of-town men." He sald that this applied to all municipal amployees.

## Pay Petition

The other petition, containing 633 names, asked to up the present starting pay of $\$ 4,800$ to the for-
merly Histed figures. Acting Mayor Robillard said he wanted to wait until Mayor Odell Commissionet of Finance Council session. Both are on vacation and while Commissioner Ma honey will be baok for the Aug

17 meeting, Mayor Odell will not be present at a meeting until Sept.

## Police Strength

Beacon's police department has a mandated strength of 30 men. but is down to 26 and a Civil Service list has been exhausted. In a new development, Robllard announced that there are 13 applicants for the examination for Beacon patrolman and 16 of them are residents of Beacon. He added that, although the proposed ordinance would allow Beacon policemen to live as far away as the Town of North East, about 45 miles, Beacon Police Chtef Wood has told him he wants his men to live at least within 20 miles of Beacon.

Sgt. Hansen Retires

Albany. Aug. 10-Sgt. Thomas retired after almost 36 years of service. He took his oath at Malone on May 1, 1929.

## Politics Downs Sen. Wise, Civil Service Foe; Keeps Friend Wilcox In Office

WATERT (From Leader Correspondent) Watertown, drops out of the political picture at midnight December 31 and the Civil Service Employees Assn. loses an arch foe while it will have the continued support of a longtime friend-Assemblyman Orin S. Wilcox, R., Theresa, for another two year term.
bly. It he does not, he plana to
serve for the next two yeara; then retire aftar 22 years of servica. Willoox enjoys the unique dis tinction of being that only oandi-


PODIUM AWARD General C.V.R. Schuyler, Commissioner of General Services presents a $\$ 25.00$ susgestion a ward with key ease and certificate to Anthony M. Caputo, State Capitol Building guard, for his sugsestion to place a podium in the Red Room for the Governor's use during pross conferencta.
date on the general election ballot for assembly. He is not opposed by the Democrats, Liberals or Conservatives. He recelved an offer of endorsement by the Conservative party but rejected it.
Barclay, expected to be elected by an overwhelming majority in the heavily Republican Jefferson Lewis-Oswego senatorial distriet, is friendly to the alms of civil service. Recently he impressed north CSEA ohapter leaders when he attended a recent olvil service outing at Alexandria Bay.

## UPGRADINGS

(Continued from Page 1)
Varela, Industrial hygiene engineer, Labor: John Szabol, senior industrial hygiene engineer, Labor: Victor Appio, statistical drafts* man, Commerce.
Paul E. Goodstat, supervisor of electronic data processing. Mental Hyglene: Dorothy C. Tipple, supervisor of school nursing, Educatlon: Sidney W. Berks, motor vehicle referee, Motor Vehicles: Morris Pike, principal actuary, Insurance; Dorothy C. Smith. senior library aupervisor, Education: Elmer R. Hunter, senior research analyst, State University; Estelle Ferentz, princlpal atenographer, Judicial Conference.


[^0]:    ## Appliance Services

    

