

Civil Service LEADER

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Eligible Lists

See Page 14

CSEA Charges:

Employees' Work Contract With State Being Violated By New Rule On Overtime

Governor To Sign Vesting, Other Retirement Bills

(Special to The Leader)

ALBANY, April 29—With representatives of the Civil Service Employees Association in attendance, Governor Rockefeller will sign eight retirement measures that were either sponsored or endorsed by the Employees Association.

Of major importance is a bill that will provide full vesting benefits at age 60 for members of the Retirement System contributing towards retirement under the age 55 plan. Prior to enactment of this measure, the vesting law provided the lesser benefit of the age 60 plan.

Another important measure will eliminate certain inequities in the present law concerning the so-called "death gamble." The new bill guarantees the beneficiaries of a member of the State Retirement System who took a "death-gamble" option and who died after retirement age, the insurance protection on the unpaid portion of a loan made against contributions.

Genesee Opposes Civil Service Status For Welfare Posts

(From Leader Correspondent)

BATAVIA, April 29—The Genesee County Board of Supervisors opposes a plan to place county welfare commissioners under civil service.

The supervisors in this predominantly-rural, upstate area, passed the resolution at a recent meeting.

A Moreland Act Commission, which investigated State welfare operations at the request of Gov. Rockefeller, recommended, in February, that county commissioners be placed under civil service. Most commissioners are now elected and the posts are considered political plums.

Second Wage Boost Due In West Seneca

WEST SENECA, April 29—Salary and wage increases averaging \$200 per employee annually will take effect for West Seneca employees May 3, Alexander T. Burke, president of Erie County chapter, Civil Service Employees Assn., informed The Leader last week.

The increases were approved recently by the Town Board along lines recommended in a Barrington survey finished a year ago. (Continued on Page 14)

ALBANY, April 29—The Civil Service Employees Association has charged that the State intends to break its condition of employment contract with almost 6,700 employees by arbitrarily excluding them from the right to earn overtime credits without giving them an opportunity to protect themselves.

Joseph F. Felly, CSEA president, said new overtime rules, scheduled to go into effect May 1, would exclude 16,000 to 17,000 State employees. Approximately 10,000 of these are not able to earn overtime credits under present State rules.

Postponement Requested

Felly said he had requested the Division of Budget to again postpone the effective date of the rules and said he would meet today with T. Norman Hurd, State Director of the Budget, to urge an equitable solution to the problem.

The rules, promulgated last De-

ember by Hurd, had been scheduled to take effect April 1, but were postponed for one month on March 29. A special committee of CSEA members appointed by Felly had sought the postponement so affected employees would have a minimum opportunity to seek representation and protection for themselves and so departments would be able to in-

(Continued on Page 14)

Health Insurance Panel Makes For Lively Debate At Metro Conf. Workshop

KIAMESHA LAKE, April 29—A lively session on health insurance for public employees was a highlight of the annual Spring Workshop of the Metropolitan Conference of the Civil Service Employees Assn., held here at the Concord Hotel last week.

Featuring what the Conference termed a "Million Dollar Panel of Experts," the all-morning session, which was heavily attended, brought forth a long question-and-answer period on numerous problems concerning health insurance. The consensus was that both the experts and the questioners learned that an education program was needed in order for subscribers to learn more fully what benefits they were entitled to and for administrators of the program to become more aware of the difficulties faced by subscribers in the area of claims, procedures and obtaining correct information.

The Experts

Panel members included Samuel C. Cantor, first deputy superintendent of the State Insurance

Dept.; William Thomas of The Metropolitan Life Insurance Co.; Solomon Bendet, chief of the Complaint Bureau of the State Insurance Dept.; Charles Dunham, of the State Civil Service Dept.; William G. O'Brien, Blue Cross-Blue Shield representative; John

Gottlieb Promoted

ALBANY, April 29 — Joseph J. Gottlieb of Albany has been promoted from his position as a motor carrier referee to hearing examiner with the State Public Service Commission. His new post pays \$12,650 a year to start.

Gottlieb is a graduate of the City College of New York and University Law School. He has been with the PCS for the past ten years.

Power, representing Group Health Insurance (GHI) and Charles Norton, representing Health Insurance Plan (HIP).

An afternoon session dealing with the recent Legislature session was led by Harry W. Albright, Jr., whose full report on the session will appear in The Leader next month. Moderators for this discussion were Raymond G. Castle, CSEA second vice president, and Vernon A. Tapper, CSEA third vice president.

Senator Mitchell Speaks

Principal speaker at the two-day Workshop was Sen. MacNeil Mitchell (R.-New York City) who recounted how, during his 26 years in the Legislature, he had watched the progress of civil

(Continued on Page 14)

Don't
Repeat This!

Only Statewide Race
In '63, Appeals Ct.,
Seen As Barometer

JUDGE Sidney Foster of the Court of Appeals, the State's highest court, will retire from the bench at the end of this year because he has reached the mandatory retirement age of 70. The result is that the need to replace him will bring the only statewide election race this year. The post pays \$36,500 plus \$5,000 in lieu of expenses.

Ordinarily, the contest for a court seat has little of the glamor and receives little of the public attention as does a race for mayor, governor, senator or President of the United States. As the only race this year, however, it will have a significance that doesn't occur during an ordinary election year. Both Republicans and Democrats are reported thinking of the court race

(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1) in terms of voter sentiment toward either party.

Vote Forecast Seen

Ostensibly, judges are selected and voted for on a non-partisan basis. The fact is that both parties will back a candidate and will work hard for his election. GOP "pros" feel that election of their man will mean they have generally weathered current troubles over taxes, increased fees and other difficulties. Democrats figure that a victory for their party will substantiate their criticism of the State GOP and provide an indication of sentiment for the Democrats in the important election year of 1964.

At this writing, John Bailey, National Democratic Committee chairman, and William McKeon, State Democratic Committee chairman, are making their second swing upstate to visit county leaders. The purpose of the visits is to demonstrate not only that McKeon has the strength behind him now but also that party unity exists and even greater party unity is expected. The trip also was designed to extend party planning. Behind-the-doors conferences with party leaders, are reported to deal with such problems as party strategy for 1964, further means of unifying and strengthening the party and other important topics that are strictly political. It is reported that selection of a candidate for the Court of Appeals race is a chief topic in these conversations.

Few Names Now

Right now not too many names are being discussed. Selection of

a candidate will be based on many considerations. It should be pointed out, for instance, that the retirement of Judge Foster, a Republican, from the Third Judicial Department (comprised generally of central New York State) leaves that Department without representation on the Court of Appeals. For that reason, some Democrats are proposing Francis Bergan, presiding judge of the Appellate Division of the Supreme Court in the Third Judicial Department, as candidate. Other possibilities are, if they are interested, Chief Justice of the Appellate Division of the First Judicial Department Bernard Botein as well as senior Supreme Court Justice Saul Streit of Manhattan.

Upstate Republicans are talking a good deal about a candidate and it is reported that a GOP nominee will be one of the first things brought up to Judge Fred A. Young, slated to be named chairman of the State Republican Committee this week. One prominent Republican being talked of for the high court seat is Charles D. Breitel, an associate justice of the Appellate Division of the Supreme Court in the First Judicial Department (New York and Bronx Counties.) Breitel served as counsel to Governor Thomas E. Dewey and was ranked as one of his most influential advisors.

The list of possible candidates will grow in both parties. When the nominations are finally made the stage will be set for an interesting off-year race. This is one court election that the pros in both parties will put unusual emphasis on in terms of winning—and winning big.

Critical of "Systems"

Brookings Expert To Discuss Report At Joint Meeting

The Municipal Personnel Society along with the American Society for Public Administration, the New York Metropolitan chapter of the Public Personnel Association, and the Society for Personnel Administration will hold a joint meeting on Wednesday, May 1, at 7 p.m. to hear a discussion of the Brookings Institution's Study of New York City's manpower problems by David Stanley, the author of the report.

The meeting will take place at the offices of the U.S. Civil Service Commission, Room 506, 220 E 42nd St. James Watson, Executive Director of the National Civil Service League and William McCarthy, Deputy Personnel Director of the Port of New York Authority will also appear on the program as interrogators.

Stanley, who is a senior staff member of the Brookings Institution has served in the Public Health Service, the Atomic Energy Commission, the Department of Defense, the Veterans Administration, Farm Credit Administration and the Department of Health, Education and Welfare.

After hundreds of interviews and twenty months of study, the Brookings Institution turned out a 603-page report recommending higher salaries, more aggressive and imaginative recruitment, improved employee training and wider promotion opportunities keyed to merit. The report emphasized that 6,000 professional jobs, a fifth of such posts in the City government, were vacant and pinpointed the shortage to include lawyers, doctors, nurses, therapists, chemists, social workers, engineers, accountants, and architects, as well as manage-

ment personnel.

The report was critical of the Bureau of the Budget, the Personnel Department and the Civil Service Commission, but it emphasized that the fault was with "systems built up over the years" rather than with "officials who are managing the City." It deplored the control these agencies exert over appointments, salaries, promotions and other personnel relationships without regard for city program needs, individual merit or the going rate in business and other areas of government for comparable talent.

The report found that City employment had little appeal because, while fringe benefits were good, the pay was not competitive

either with private business, the Federal Government, State government, public authorities, or voluntary hospitals and welfare agencies. The slow selection process was also found to be a factor in discouraging potential employees.

In a break with an old Civil Service concept, the report recommended, among other things that there be less reliance on written tests and that appointments not be limited by the "rule of one." Finally, recommendations were made to give wider discretion to administrators in filling jobs and to try and bring in more college graduates by relaxing certain requirements and improving summer and trainee programs.



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Central Islip Sets Nominations; Ejection To Be Held May 9

Nominations for officers for the Central Islip State Hospital chapter, Civil Service Employees Association, have been completed and elections will be held May 9 at Robbins Hall at the hospital. The chapter has rented a voting machine for the election and will hold their annual meeting after the elections.

Those nominated for officers are: president, Thomas Purtell and Larry Martinsen; first vice president, Henry Pearsall and John Amalfitano; second vice president, John Urban and Larry Doyle; recording secretary, Dorothea Militello; corresponding secretary, Bertha Pearson; treasurer, Frank Catalano; and directors, Lawrence Lazarus, Ben Militello, John Amalfitano and Agnes Schultz.

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10-Pt. Recommendation On Oral Exam Use Given By Civil Service Dept.

(Special to The Leader)

ALBANY, April 29—A special tripartite committee, studying the oral examination practices of the State, met last week in Albany and heard a review of a ten point recommendation made by the Department of Civil Service.

The joint committee, comprised of representatives from the Civil Service Employees Association, the Department of Civil Service and the State Personnel Council, was formed last December at the request of the Association when its membership called for positive action to improve the oral examination program of the State. Later, at its annual delegate meeting in March, the CSEA membership passed a resolution calling for abolition of oral examinations as presently constituted.

CSEA To Study Proposals

At last week's joint meeting, the Civil Service Department delegation spelled out its recommendations through which modification of the practice of oral exams might be warranted. After hearing the Department's recommendations, the CSEA representatives said they would study the proposals further and reply, in writing, expressing their views to the Civil Service Department and the delegates from the State Personnel Council.

The CSEA delegation also requested that the Personnel Council make known, in writing, its proposals concerning oral exams. The Council representatives agreed to inform the Association and the Civil Service Department of its recommendations before the next meeting of the joint committee scheduled for early June.

Participants

Included in the CSEA delegation at the meeting were Harry Langworthy, chairman of the Association's Special Committee to Study Oral Exams, Edward Croft, Richard Tollhurst and Alfred Weisbard, committee mem-

bers. William Blom, CSEA research director, and Harry Albright, associate counsel, also attended.

Representing the Civil Service Department were Stanley Kollin, coordinator of Recruitment and Examination; Philip Hagerty, assistant director of Examinations; William J. Murray, administrative director and Bart Carbone, principal engineering examiner.

The State Personnel Council was represented by David Price, personnel director of the State University. Also in attendance was Harry Smith, director of Employment Security Personnel with the Division of Employment.

Prior to the joint meeting, which was held at the State Campus, the CSEA committee met to outline its goals and methods.

Busy Ed Perrot Works Hard To Advance Cause Of Non-Teaching Aides

(From Leader Correspondent)

PLAINEDGE, April 29—Edward Perrott, the first vice president of the Nassau County chapter, Civil Service Employees Association and a young man, living and working in a young suburban community, is one of the real pioneers of the CSEA on Long Island.

Perrott is the chairman of the non-teaching section of the Nassau CSEA. In Long Island, where schools are big business, the need for proper implementation of the merit system and the improvement of school working conditions and wages is all a mighty big job. After seven years as head of the non-teaching unit, Perrott is still going strong.

The 40-year-old former machinist and family man keeps a busy schedule. He is head custodian at the Plainedge elementary school, supervising a staff of five in caring for the 700-pupil building. As chairman of the Nassau non-teaching unit, he is in charge of the 22 formal units (25 members or more) distributed throughout the 58 school districts

in Nassau and the 1,000 non-teaching members in the county altogether.

As first vice president of the Nassau CSEA, Perrott also has heavy organizational duties in aiding Nassau chapter President Irving Flaumenbaum. Then, Perrott goes to school four nights a week to complete a course at the Nassau County Vocational and Educational Extension School which can pave the way for his eventual promotion to the job of superintendent of buildings and grounds in some school district.

"Last year alone," Perrott recalls, "I had 90 different CSEA meetings." He also does CSEA work in an office set up in his

home at 40 Balfour Dr., Plainedge. He and his wife, Delores, have two children, Billy, 11 and Darlene, 6. Perrott was graduated from Andrew Jackson High School St. Albans, served as an infantryman with the U.S. Army's 102nd Division in Europe during World War II, later worked at Republican Aviation in Farmingdale and at a lumber company before going to work in Plainedge nine years ago.

Self - Starter

A self-starter, Perrott not only has worked his way up the ladder in his school, he has done so in the CSEA. Among his "firsts" was the establishment of a Plainedge grievance procedure under the name of a Personal Relations Committee which he and his colleague, head custodian Sture Eklund set up. Two school officials meet regularly with the employee representatives to iron out complaints for the some 100 Plainedge non-teaching workers.

Non-Teaching Ideals

One of Perrott's most valuable projects has been an annual district-by-district survey and comparison of wage rates, vacation schedules, and working conditions in Nassau school districts. The amazing gap between school districts has helped Perrott win better benefits for workers around the county.

Perrott also holds an annual workshop for custodial staffs in the county, to help increase the technical knowledge of the men and to help foster Perrott's belief that "A \$1,000,000 building is worth a \$1,000,000 worth of upkeep." Perrott emphasizes that the day of the old-fashioned "janitor" who knew little, if anything, about mechanics is over.

The men who maintain today's costly buildings must be, he says, experienced, qualified men.

As Perrott's non-teaching section grows, with a potential, he believes, of 8,000 to 10,000 members, he and other CSEA officials are beginning to work to tighten up on the use of merit system rules, many of which are being evaded by school districts.

"There are many people work-

(Continued on Page 14)

Degree In Correction Administration Open To Auburn Prison Aides

(From Leader Correspondent)

AUBURN, April 29—Personnel of Auburn State Prison and others desiring a career in correction work will have available here college courses leading to a two-year degree in Correction Administration.

The new degree program, which is backed by the State Department of Correction and the State Department of Civil Service, was approved last week by the trustees of Auburn Community College.

Dr. Albert T. Skinner, president of the college, said the courses will be given at night and will be open to persons desiring to advance their rating in prison posts or anyone desiring to make correction work a career.

Help Promotion

Benjamin Weinstein, deputy commissioner of correction, said in a letter that the new degree program would provide an "A" list for appointment of correction officers. Persons with two years of college would be placed on this list and considered first for appointments.

Those without the college training would be on a "B" list, which would be used for appointments when the first list is depleted.

Weinstein said present prison

officers could take the courses to increase their competency and allow them to "assume a higher level." The two-year college requirements, he said, would mandate "technical pre-service college training" and advanced training for "professionalism."

Dr. Skinner said that present officers could obtain a higher civil service rating as additional credits are received for courses.

The Department of Correction will pay one-half of the tuition of \$15 a credit hour for present correction officers who take the courses, Dr. Skinner said.

Courses Offered

Courses in the new program will include:

Criminology, three credit hours; institutional treatment of the criminal and delinquent, six; correction law, three; analysis of criminal patterns, three; proba-

(Continued on Page 14)

Attaches' Dinner To Be Held May 14

The annual dinner of the Association of Attaches of the Supreme Court, First Judicial District, New York, will be held at Alex & Henry's Roman Gardens, 161 Street and Cortlandt Avenue, Bronx, on Tuesday, May 14, 1963, at 6 p. m.

Louis Ainsberg, president, states the cost for the dinner is \$6.00 per person to all retired and fully paid-up members. All Justices of the Supreme Court have been invited.

The dinner committee consists of Bill Abraham and James Guarasci, co-chairmen; Florence Butler, Jack Simberg, James Quinlan, Marshall Schwartz, Nat I. Stich, William J. Shea, Al Rosenblatt, Charles Moran, Ethel Abramson, Frank Modena, Arthur Baker, and Joseph G. Gold.

Arthur R. Garrison

(From Leader Correspondent)

POUGHKEEPSIE, April 29 — Arthur R. Garrison, 64, Beacon, died recently at St. Luke's Hospital, Newburgh. An attendant at the Matteawan State Hospital for more than 25 years, he was a member of the Matteawan State Hospital chapter, Civil Service Employees Association.

Survivors are two sons, William R., and Randall J., both of Beacon; two daughters, Mrs. Charles Tichehurst, Newburgh, and Mrs. Loran Martin, Wappingers; a brother, Charles Henry, Poughkeepsie; two sisters, Mrs. Frank Hicks, Poughkeepsie, and Alevia Reid, Nashville, Tenn., 10 grandchildren and several nieces and nephews.

North Hempstead Elects '63 Officers

The town of North Hempstead unit of the Nassau chapter, Civil Service Employees Association, has elected the officers for the 1963-64 year.

The new officers are: Frank Olkusk, president, for his fourth term; John Reeves, first vice president; William Peterson, second vice president; Victor Adesso, Brown, recording secretary; Fred Rogers, treasurer; John Sullivan, sergeant-at-arms; and Elbert Miller, Chris Smith, Ethen Allen, Wilbert Bushaw, and Harold Meister, Board of Directors.

The election was held in the Town Hall, Manhasset, L.I. recently. The officers will be installed at the May meeting of the chapter.



MISS CAREERIST — These attractive State employees are candidates for the "Miss New York State Careerist" crown which will be awarded at the Careerists Annual Dance at the Riverside Plaza Hotel, Grand Ballroom on Friday, May 3. These Miss Careerist contenders are (from left) Vera Caldwell, Labor; Barbara Johnson, Motor Vehicles; Dorothea Raikes and Gloria Nixon, Social Welfare; and Lorraine Vasquez, Education.

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 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

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 Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArelay 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 two 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.

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U.S. Service News Items

By MARY ANN BANKS



THE OLD



THE NEW

OFFICIAL SEAL — The Civil Service Commission has been using an unofficial seal since 1906. Just recently, President Kennedy signed an Executive Order which provided the first official Civil Service Commission seal. The new seal (right) is composed of a four-pointed ridged gold star over a green palm wreath with a gold tie. The heraldic symbolism of the new seal is as follows: the Pole Star (symbol of guidance to man in his search for new ways) and the palms (representing the reward of merit) are combined to depict the aspirations and achievements of the Civil Service Commission.

House and Senate Actions Curtail All Agency Expenditures

The House and Senate actions in the past week will have a tremendous affect on all government agencies, according to all reports. Last Wednesday, the Senate Appropriations Committee ordered Federal agencies to absorb an additional five percent of the cost of last October's employee pay raise, thus agreeing with a previous House order.

The over-all effect of these actions will include restricted hiring of new personnel, a general cut-back of travel expenses, fewer promotions, and a curtailment of purchases and equipment.

The most severely affected agency was the Post Office Department. They received an \$8 million cut and were denied a request for the restoration of \$5 million of that cut. As a result, postal services throughout the country have been greatly reduced. Rumors indicate that the Saturday mail service may be discontinued in some areas.

In the New York area, postal officials have made general announcements concerning the tightening of postal services. Postmaster Robert K. Christenberry of New York City held a press conference which dealt with the general effect of the postal budget cut, late last week.

P.O. Society Holds Annual Breakfast; Awards Scholarships

The 42nd Annual Communion Mass and breakfast of the New York Post Office Holy Name Society was held last Sunday, April 28 at the Hotel Astor. The breakfast followed the Corporate Mass and Communion, which was celebrated at 8 a.m. by His Eminence Francis Cardinal Spellman, in St. Patrick's Cathedral.

Two thousand members assembled at 5th Ave. and 45th St. and marched, in the body, to the Cathedral. Leading the parade was the New York Post Office Band and a Color Guard of uniformed post office carriers.

The Post Office Holy Name Society is an organization of Catholic men in the Bronx and Manhattan Post Office. One of their projects is the annual sponsorship of two four-year high school scholarships, which were awarded to the children of postal employees at the breakfast.

Exceptional Students May Enter Federal Jobs at Higher Level

In conjunction with the accelerated college recruitment program, the Civil Service Commission has established the "quality graduate" program. Those students who can meet the following requirements will enter the Federal service at GS-7 instead of GS-5:

- Graduated with an over-all B average or in the upper 25 percent of their graduating class.
- Maintained a B-plus (or 3.5

point average) average in the major field, where such field is related to the position involved.

Achievement of a suitable score on the Graduate Record Examination. This qualifying examination is available to any college senior.

Students who qualify will be placed in advanced training programs.

Information Course Sponsored By P.O. For Private Industry

The 1963 Postal Information and Training Center was opened last week by Postmaster Robert K. Christenberry of New York City. These sessions, which are sponsored by the Administrative Services Division of the New York Post Office, are held three days a week for four weeks once a year.

The primary purpose of this seminar is to acquaint business mangers with the latest postal procedures and regulations, to suggest ways and means of reducing mailroom costs and improving efficiency, and to aid the post office

to provide better mail service to patrons.

More than 800 employees from some 760 firms are participating in this public service information course.

Thruway Chapter To Install Officers

The newly elected officers of the New York Thruway chapter, Western Division will be installed by Civil Service Employees Association Fifth Vice President Claude Rowell at a dinner meeting which will be held on May 2 at The Carriage Inn, 300 South Fisher Road, West Seneca.

Richard Kubiak has been elected president for the 1963-1964 term. Other officers are Gerald Watson, treasurer; Shirley Lacy, corresponding secretary; and Mary Kennedy, recording secretary.

A dinner, at \$2.50 per person, will be served at 7 p.m. Robert Drake, entertainment chairman, has announced that reservations may be made with Bernice Berchou, Lackawanna.

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This Week's Civil Service Telecast List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

Tuesday, April 30

3:00 p.m.—Department of Hospitals Training Program for Nursing Personnel—with Louis Halpryn.

4:00 p.m.—Around the Clock—Police Dept. Unit Training. This month—Lt. Carey—"Current Topics" and Sgt. Mullins "Summer Problems".

5:00 p.m.—Nutrition and You—With Barbara Premo & guest, Ethel J. Alpenfels.

5:15 p.m.—The Big Picture—

U.S. Army film series,

Wednesday, May 1

3:00 p.m.—Your Lions Share—NYC Public Library. Today: Childrens Division panel—with Augusta Baker.

3:45 p.m.—In Search of Housing—film produced by the Housing Authority.

4:00 p.m.—Around the Clock—Police Dept. Unit Training.

5:00 p.m.—Nutrition and You—Barbara Premo & guest, Ethel J. Alpenfels.

7:30 p.m.—On the Job—Fire Dept. TODAY: "Radiation".

Thursday, May 2

3:00 p.m.—Department of Hos-

pitals Training Program for Nurses—With Louis Halpryn.

4:00 p.m.—Around the Clock—Police Unit Training.

6:00 p.m.—NYC Public Library program.

7:30 p.m.—On the Job—Fire Dept. training course. TODAY: "Pumper Operations".

9:00 p.m.—Purposeful Americans—Sen. Kenneth Keating (R-NY) discusses our national purpose in this State Education Department series.

10:00 p.m.—Dept of Hospitals Course—Repeat of 3 p.m. program.

Friday, May 3

3:45 p.m.—Have Litter, Will

Travel—Sanitation Dept. film.

4:00 p.m.—Around the Clock—Police Dept. unit training.

5:00 p.m.—Nutrition & You—Bureau of Nutrition program.

6:15 p.m.—The Big Picture—U.S. Army film series.

Saturday, May 4

3:30 p.m.—The Big Picture—U.S. Army film series.

7:00 p.m.—Purposeful Americans—Senator Kenneth Keating (R-NY) discusses our national purpose in this State Education Department series.

7:30 p.m.—On the Job—Fire Dept. course.

8:00 p.m.—Citizenship Education—Film lectures in civic studies.

V.A. Plaque

The bronze plaque on the Veterans Administration's headquarters in Washington is inscribed with Abe Lincoln's words: "To Care For Him Who Shall Have Borne The Battle And For His Widow And His Orphan."

Bronx Hospital Seeks Nurses

Positions as head nurses and staff nurses are open at the Bronx State Hospital. Staff nurses receive \$4,800 to \$5,510 annually; head nurses, \$5,000 to \$5,912 annually.

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For further information and application forms write to the Bronx State Hospital, Eastchester Rd. and Haswell St., Bronx 61.

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The New York City Commission on Human Rights is seeking a permanent senior stenographer.

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TUESDAY, APRIL 30, 1963

A Salute To 9.5 Centuries of Service

IN the years before World War I, stick-to-it-iveness was one of the virtues well taught by parents. A man took a job and saw it through to the end. He persevered, minded his work, increased his skills and climbed up the ladder to more responsibility and authority.

From that generation, New York City civil service has retained nineteen men so dedicated to their work that they scorned retirement, so imbued with the job to be done that they stayed on through years of change. Each of them has more than 50 years of service to New York City on his record.

The Leader joins with the City Administration in extending to them a well deserved tribute and a "thank you."

Skirting The Problem

THE Brookings Institution has submitted a 603-page report on the civil service manpower situation in New York City to Mayor Wagner. The report, the result of a 20-month study by a team of experts from this non-profit research organization, is highly critical of some aspects of the City's employment program, citing the 6,000 vacancies in professional positions. The \$285,000 study made many recommendations—some of which we uphold, others with which we are forced to disagree.

The report recommends an intensive, continuing, community-wide campaign to improve the quality and repute of the City service in which community leaders "sell" the advantages of City employment to outstanding young people in professional, technical and management fields, through publicity, meetings with groups and other possible means.

This recommendation, in most part, has already been implemented by the Department of Personnel which has recently completed a pilot program along these lines in the field of police recruiting. This field was chosen because the need for qualified young men to fill the ranks of the Police Department became critical. The plan was exceptionally successful, it must be noted.

The report also recommends transfer of the Budget Director's control over the filling of vacancies to department heads within budget allotments. This is a major point with which we whole-heartedly agree. Too often a job remains vacant or is filled by a person with an active title, for several weeks before action is taken by the Budget Director's office. The agency head must appoint a successor to a retiring employee regardless of any other factor in most cases, and such appointment merely means a change of name on the budget line for the title. A good procedure would be for the agency head to make the appointment and the notify the Budget Director to change the name of employee and payroll records to agree with the department's appointment.

The Budget Director, the report continues, should be eliminated from participation in matters of position classification, salary adjustments, (except in cases of general salary policy and collective bargaining) and civil service examination. This is again a factor where needless red tape hampers action on filling jobs within civil service. Only recently, failure of the Budget Director to approve an examination schedule until the last minute caused the Department of Personnel to withhold job announcements until a few days before filing for these jobs was scheduled to open.

The report also recommended the establishment of personnel management staffs of professional caliber in operating departments. This is fine—but to be realistic, it should

(Continued on Page 12)

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Professor Discusses Recent Manpower Commission Report

Editor, The Leader

In the news column of the April 16 issue of the Civil Service Leader, you carried a report of the April meeting of the Municipal Personnel Society at which the panel discussed the recent study of the Municipal Manpower Commission. While the members of the panel, Deputy Commissioner of Relocation Meyer Kailo, Deputy City Administrator Henry Cohen, and Bernard B. Merger of the City Department of Personnel, are estimable and competent individuals, I believe it is important to correct some of the impressions that may result from the quotation in the newspaper story about the Commission study.

Two concepts were specifically mentioned in your story. One, dealing with the image of the public service, is of tremendous significance and deserves the support of those who are in the service as well as those of us who are outside but concerned with the way in which public management presents itself in the community.

The other item, referred to as a "management-centered personnel management setting," carries a connotation that those of us who are concerned with the public service cannot blithely accept. The implication, even if not spelled out in the report, is to turn back the clock almost one hundred years on the bland assumption that "spoils" is no longer a danger in appointment or promotion of careerists in the public service.

Real Danger

I submit to you that a real danger exists in this municipality and in many others if the safeguards and defenses against political control and interference with public personnel administration are dispensed with. For example, the Municipal Manpower Commission proposed the abolition of the Municipal Civil Service Commission. It suggests that the Chief Executive of the City and the Department heads are sufficiently strong and possessed of broad public support to "fight off" the politicians who might seek to infiltrate the Civil Service through patronage appointments. While reform of the Civil Service Commission and its relationship to the Department of Personnel might be in order, the abolition of the Commission could very well be a disaster for the personnel in career positions employed by the City. The flexibility which City management presently possesses in exempt and non-competitive appointments is sufficiently great to accomplish 99 per cent of what management should have the right to expect.

There are many commendable features in the report of the Municipal Manpower Commission, but on balance I think it would be inadvisable for New York City voters to support the basic contention that management should be given unlimited prerogatives

Your Public Relations IQ

By LFO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.)

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Nine Million Taxpayers

NINE MILLION civilians—one out of every eight persons in the national civilian labor force—today work for some government agency.

OF THIS TOTAL, about six million are employed by state and local governments.

THE INFLUENTIAL publication, "Business Week," calls the nine million employees a "new voting bloc of spenders." The magazine insists that employees of governments, from federal to local, favor big spending and taxing.

"BUSINESS WEEK" says that the thinking of these nine million as citizen-voters is directly affected by the manner in which they earn their living.

WHAT IS MORE interesting to us, is the tremendous public relations impact of the nine million for the good and welfare of their communities and their country.

THESE NINE million like to tax themselves heavily so that they can enjoy such improvements as good schools, better streets, improved sewage systems, more and better park and recreational facilities.

"BUSINESS WEEK" gives the distinct impression that this is bad because it involves spending money.

WE THINK IT'S a tribute to the good senses of government employees generally. They want increased and improved government services in their own communities and they're willing to pay the bill.

THE GOOD PUBLIC relations of government employees is enhanced by their common sense as citizen-voters. It shows a solid sense of responsibility which fellow citizens who do not work for government could do well to follow.

IN GIVING THE government employee side of the picture, "Business Week" says:

Many of the bright young men who are entering government do so, they believe, for reasons of practical altruism. College graduates with strong social conscience are attracted to government as an opportunity to do something socially meaningful—foreign service, welfare programs, air pollution control, conservation, etc. They are less alarmed by 'government interference' than by what they regard as 'do-nothing' government.

The mounting cost of government, they argue, with much backing from the university intellectuals, is less due to the politics of government employment than to the cold war and the scientific revolution. At the state and local level, it's due, they say, to population increase, migration from the farms, rising incomes, and public demand for more and better educational services and other facilities.

WE THINK THIS sounds more like a recruiting poster for government service, than a downgrading of government employees as irresponsibles.

ANOTHER "PLUS" for the government workers is that their actions are dictated by good conscience and good judgment, rather than by political expediency.

CIVIL SERVICE is the very protection which makes it possible for them to act as good citizens rather than as political jobholders with a strong self-interest in self-perpetuation.

over the career service.

Need Realistic Salaries

It is particularly ironic when you consider that such a change would only pit bureaucratic politics against party politics; the agency politicians against the mayoralty politicians; or the management-minded politicians against the trade union politicians. Agency heads who complain about the limitations imposed upon them by the merit system are most often inveighing against the scarcity of skills in the open market that they need in their departments. What we need are realistic salary schedules; not the right to hire a particular individual whose salary demands are in

excess of that which the City is paying at a given moment for that classification of position.

I am particularly appalled at the implications in the newspaper story because I am aware of the pressures which are put upon agency heads and others in the City system to make patronage appointments. I have served as president of the Municipal Personnel Society, of the New York Public Personnel Association and of the New York Society for Personnel Administration, and I think I could produce the evidence to indicate that party politics are joyfully awaiting the increased opportunities that will

(Continued on Page 12)

Salary Survey In Chenango

NORWICH, April 29—A study of all jobs, salaries and administration procedures in Chenango County government is being made by a New York City consulting

firm.

The Board of Supervisors recently awarded the contract for study to Creasap, McCormack & Paget at a cost of \$8,500.

Recommendations made by the consulting firm are likely to have strong bearing on the salaries to paid the county employes next year.

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Bill Prohibiting Mental Illness Inquiry Is Vetoed

ALBANY, April 29—Governor Rockefeller has vetoed legislation which would have prohibited questions about past mental illness on civil service applications.

The bill, sponsored by Assemblyman Orin S. Wilcox, Jefferson County Republican, "could serve to preclude proper inquiry into a condition which may affect the applicant's fitness for a particular position" the Governor held.

Disapproval was recommended by the departments of Mental Hygiene and Civil Service.

In his veto message, Gov. Rockefeller stated: "Under present law and practice, a history of mental illness does not disqualify a person for a civil service position. Each case is determined on its own merits based upon diagnosis, prognosis, the nature of the position and previous employment history. In this regard, over 16,000 persons who have been restored to normal lives following treatment for mental illness have been employed in the civil service."

Gov. Rockefeller added "sound public administration makes it essential that full information regarding all of an employee's characteristics, physical and mental, be made available. Without this information, it may be impossible to place an applicant in a certain position, particularly those in which great

stress is experienced. Both the welfare of the applicant and the good of the civil service make it imperative that his mental condition be known before he is placed in such positions."

Lytle Appointed

Governor Rockefeller recently appointed William E. Lytle, 16 Berkley Place, Buffalo, as a member of the State Probation Commission for a term ending December 31, 1966. The post is unsalaried.

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Med Center Sets Special Lectures

The State University of New York Downstate Medical Center in Brooklyn has announced two special lectures to be held during the month of May.

The third annual student council lecture will take place Monday, May 6, at 4 p.m. Guest lecturer will be Dr. Vernon M. Ingram, professor of biochemistry at Massachusetts Institute of Technology, who will speak on "The Evolution of a Protein."

On Monday, May 17, at 4 p.m., Dr. Giuseppe Moruzzi, professor of physiology at the University of Pisa, Italy, will deliver the annual graduate faculty lecture on "The Historical Development of

the Deafferentation Hypothesis of Sleep From Purkinje to Our Times."

Both lectures, which are open to all interested physicians and to the public, will be held in the first floor lecture hall of the Medical Center's Basic Sciences Building, 450 Clarkson Avenue, Brooklyn.

Army Plans Financial Help For Male Nurses

The Department of Army recently announced plans to expand its student nurse program to provide financial help for male students in approved nursing schools. The reasoning behind this action stems from the rising costs of nursing education and the need for more Army nurses.

Jobs Are Open In Metro Area With Army Engineers

Recruiting for positions in construction and real estate in the U.S. Army Engineer District offices in New York City and Long Island has begun.

These positions are: construction management engineers

(waterways) and construction engineer, (waterways). These positions are in GS-9 and pay \$7,125 per annum to start.

The real estate position, supervisory appraiser, GS-12 pays \$9,475 a year to start.

For further information, contact the Army Corps of Engineers, 111 East 6 St., N. Y. 3, or call Mr. J. Pagliaro, 212-SP-7-4200, Ext. 351.

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6 FLOOR New Yorker Aut. Co. Div. of **SCHNURMACHER CORP.** 1116 First Ave. at 61 St. New York
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Forest Ranger Chapter Elects

Officers of the Forest Ranger chapter, Civil Service Employees Association have been elected for the coming year.

Elected president for a one-year term through April, 1964 is incumbent James Bickford of Saranac Lake. Other officers

electd this month include Gilbert Manley, first vice-president; Francis Hannon, second vice president; Franklyn Borden, third vice president; Gary Buckingham, secretary; Howard Lashway, treasurer; V. D. Schrader, delegate and James Bickford, alternate delegate.

There are more than 230 members represented by the statewide Forest Ranger Chapter.

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 - PATROLMAN — N.Y.P.D.
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THURSDAY, MAY 2
at 1 P.M. or 6:30 P.M.
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Help Wanted
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LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO Attorney General of the State of New York; Charlotte Hastian; Joseph P. Blechman; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Luise Schmidt, also known as Luise Auguste Schmidt, Luise Schmidt & Lise Schmidt, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Luise Schmidt, also known as Luise Auguste Schmidt, Luise Schmidt & Lise Schmidt, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Luise Schmidt, also known as Luise Auguste Schmidt, Luise Schmidt & Lise Schmidt, deceased, who at the time of her death was a resident of 241 East 73rd Street, New York, N.Y.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said 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 7th day of May, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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 S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 11th day of March, in the year of our Lord one thousand nine hundred and sixty-three.

Philip A. Donahue,
Clerk of the Surrogate's Court.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO PEKKA HOLOPAINEN.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 594 in the Hall of Records in the County of New York, New York, on May 29, 1963, at 9:30 A.M., why a certain writing dated February 13, 1949, which has been offered for probate by LEMPI ALLEN, residing at 151 Marietta Avenue, Hawthorne, New York, should not be probated as the last Will and Testament, relating to real and personal property, of SANNI HOLOPAINEN, Deceased, who was at the time of her death a resident of 3985 Lexington Avenue, in the County of New York, New York.

Dated, Attested and Sealed, April 13, 1963
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County
Philip A. Donahue, Clerk

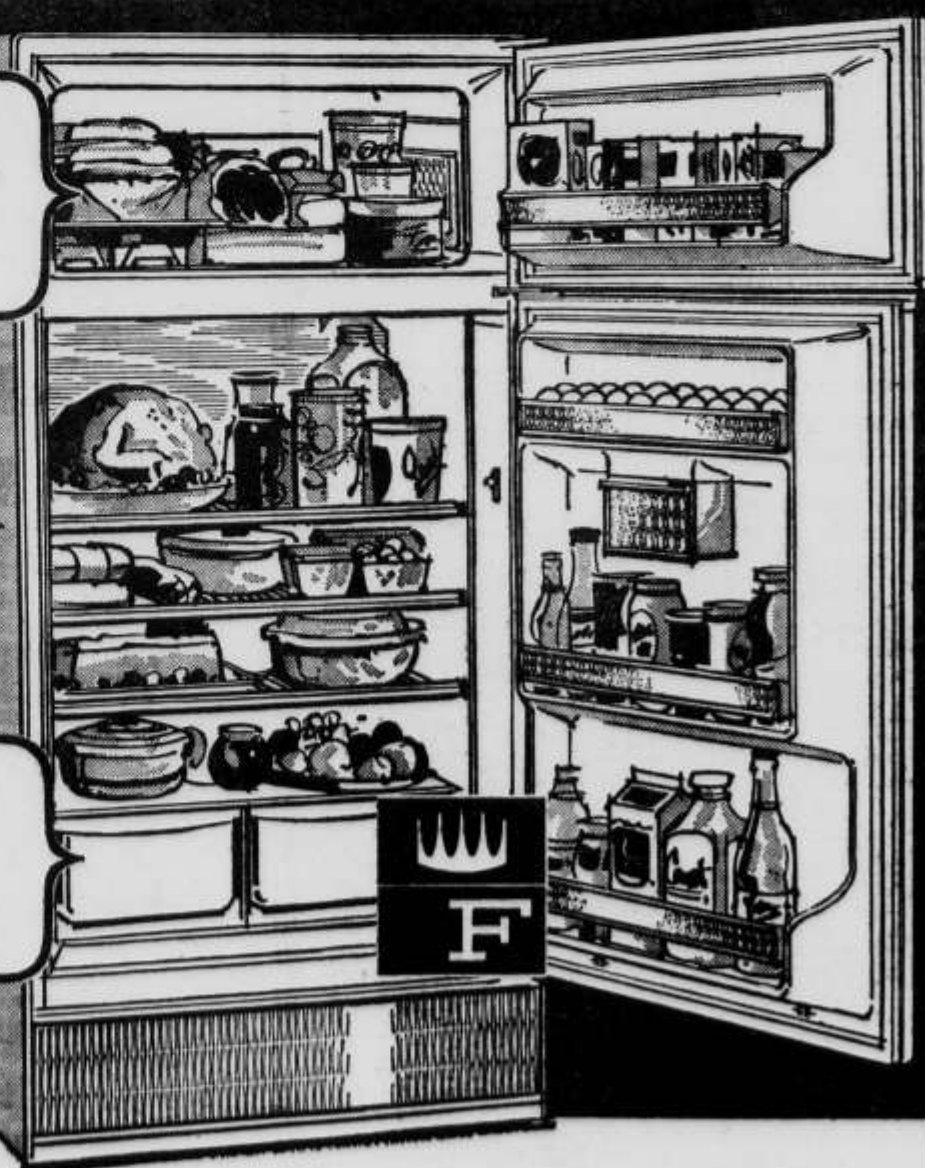
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IV 9-5800

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Farms & Acreages - Ulster Co.
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Brick bungalow, 10 yrs young, all rooms on one floor, semi-finished basement, can be finished into a 2nd apt. Automatic heat. Lots of extras. Garage. Truly a wonderful buy.

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6 1/2 huge rms, massive bedrms, gorgeous knotty-pine fl., basement, 2-tone colored tile baths, futuristic kitchen, garage, patio, 5,000 sq. ft. landscaped plot. A buyer's delight! GI no down payment needed. Very little cash all others.

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SPRINGFIELD GARDENS \$16,990

8 Year Old Brick Ranch, all rooms on 1 floor, plus rentable basement, garage.

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ST. ALBANS \$16,990

DETACHED, 2-FAMILY

2 apartments, 4 and 4, modern kitchens & baths, garage.

IMMEDIATE OCCUPANCY

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OL 8-7510

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DETACHED, Cape Cod style brick and shingle, 4 rooms up, 5 down, oil heat on lovely 40x-115 ft. plot with oversized garage. Lovely income buy at

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IN EXCELLENT condition, 1-family, 6 rooms with economical gas heat for income or small family. Reasonably priced at

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BAISLEY PARK, \$200 cash down payment, 5 large rooms, gas heat. No closing fees. Full price, \$9,000.—Gut-ber, 333-7-3320.

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CUSTOM built split — 7 rooms with den, garage, extra basement room, oil unit, patio, barbecue, wall-to-wall carpet, porch. Completely modern, excellent condition, expansion attic, extra bath in masters bedroom, near transportation, top area. \$3,000 down.

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COLONIAL, 7 rooms and porch, 2 car garage, full basement, 50x125 plot, oil heat, wall to wall carpet, 4 bedrooms. Walk to everything. Extras. Hurry! Won't last. \$600 down.

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SPRINGFIELD GDNS--10 Yr. Old Cape Cod — \$30 wk*
JAMAICA--11 Rooms, Walk to Subway — \$35 wk*
RENT WHILE YOU BUY!
*UNTIL CLOSING

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143-01 HILLSIDE AVE.
JAMAICA

Take 8th Ave. 'E' Train to Sutphin Blvd. Station, OPEN 7 DAYS A WEEK

AX 7-7900

EDITORIAL

(Continued from Page 6)

be noted that the Department of Personnel is already having a difficult time filling personnel positions within their own department, let alone in others.

Perhaps it is bitter medicine for the City Budget Director but, essentially—as the federal government has found—the best, and perhaps the only solution to recruiting highly skilled manpower—is to meet the pay scales and the promotional opportunities offered by private industry.

One danger in the Brookings Report is a recommendation to give department heads authority, within approved fiscal limits and personnel policies, to recruit, participate in examining and classification of certain positions, and to approve merit pay increases and employment at salaries above grade minimums.

This recommendation could undo the basic advantage of the merit system in keeping appointments in civil service truly competitive, and out of the "spoils" system. The Department of Personnel must remain as the central appointing agency. However, in hard to fill areas, the agency heads should have the authority to hire provisionally and to ask the Department of Personnel to administer examinations on a weekly or monthly basis. The department head, after proving difficulties in recruiting should have the power to raise the salaries of all hard to fill positions if, by doing so, the salaries are adjusted to the plane of non-civil service positions.

In general, we see great danger in the suggestion to subjugate the duties or responsibilities of the Department of Personnel, although we agree that a revamping of procedures may be necessary. The Department is, at present, looking into this problem on a limited scale. However, the department and the Civil Service Commission must remain as a watchdog over merit system and its intent.

State Dept. Jobs Open Overseas

The State Department is offering jobs in over 300 locations in foreign countries to both men and women.

The requirements for these positions are that the applicant be between the ages of 21 and 44, single, have no dependents, be American citizens and be in good general health.

Additional Information

Further information may be obtained by writing to Miss Adele Lee, State Department recruiting officer at the U. S. Civil Service Commission, 220 East 42 St., New

York City. Miss Lee will also interview applicants at this office. For appointments or further information call YUkon 6-2626, ext. 827.

Whiz At Quiz

ONEONTA, April 29—City Engineer S. Lawrence Baldwin is a whiz in a quiz.

He recently took a Civil Service examination to qualify for permanent appointment to his \$9,000 a-year job in Oneonta.

Baldwin, the only person taking the competitive examination, was given four hours to complete 100 multiple choice questions.

He finished in 90 minutes.

TO BUY, RENT OR
REAL ESTATE — PAGE 11

LETTERS TO THE EDITOR

(Continued from Page 6)

result from the adoption of the principles found in the Municipal Manpower Commission reports. Even those who think they will enjoy the freedom of movement and the opportunity to exercise managerial discretion are going to be aghast at the results if and when we make departmental personnel administration and the central personnel agency the handmaiden of the political executive.

MARTIN B. DWORKIS
Professor of Public Administration, New York University

FOR TV LISTINGS—
SEE PAGE 5

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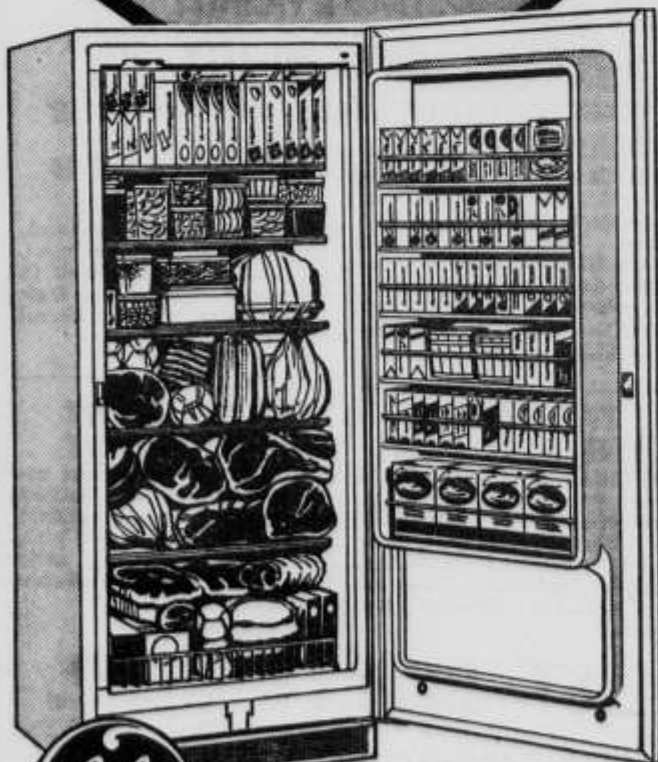
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"Book-Shelf" FREEZER

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Fireman Eligible List

(Continued from previous issues)

2791-2820
Joseph A. Lopez, James J. Corcoran, Joseph H. Grandstaff, Denis Luby, William F. Boudreau, James F. Reitz, John E. Bracken, Jon W. Thomas, Michael J. Knaup, Gerald F. Moran, Walter P. Wright, Thomas J. Foran Jr., Edward J. Malone, John C. Salig, Charles J. O'Connell, John M. Ryan, Kenneth G. Baumeister, Kevin P. Galvin, Joseph M. Gltzner, Patrick J. Daly, Edmund B. Furlong, Arthur E. McCarthy, Frank T. Ardizzone, William J. Sullivan, Charles R. Young, Pelthy L. Jones, Michael J. Griffin, William J. Earle, Stephen Feckete Jr. and Thomas J. Farr.
2821-2850
Robert E. Demarest, Charles T.

Lanner, Robert W. Walford, James B. Finnegan, Edward J. Shields, John P. Sheehan, Walter O. Zoeller, Eugene J. Daley, Donald M. Bub, Gerard F. Hoeler, Edward A. Callahan, William A. Riley, Charles W. Ryan, Norman G. Tyler, Ernest C. Clayton Jr., Frederic J. Raymond, George R. Waller, Arcangelo Chirico, Roger Dooley, Richard J. Pirola, Joseph P. Gallagher, William D. Kelleher, John V. Anderson, William Smiley, Alfred Lombardi, Robert J. Brandt, Ivans A. Collazo, Allan H. Moll, Joseph F. Walden and Gerald A. Eichner.

2851-2880
Millard F. Pugh, Daniel J. Sullivan, Jack C. Reith, Walter E. McKenna, Charles M. Messemmer, John J. Coleman, William M. Peters, George L. Nevins, Edmund J. Dwyer, Rudolph P. Viola Jr., Henry M. Schultz, Richard M. McLiverty, Martin K. Fitzpatrick, Edward R. Langan Jr., John R. Dipace, John P. O'Donnell, Peter V. McEnerney, John P. McKay, John D. Incledon, Nicholas M. Bilotti, Howard G. Powell, Bruce D. Weston, Joseph Pecoraro, Eriberto Gonzalez, Dennis M. Conlon, James D. Coughlin, Charles E. Martin, Harold Delmar, James T. Savage and Arsene M. Kasparian.

2881-2910
John E. Hart, Thomas W. Burger, Richard Settducati, Ron-

LEGAL NOTICE

FILE No. P1179, 1963. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To ELISABETH ROSKILL, DORIS TALEOTT, DORA FRYDA, DODI BARNE, INEKE VAN DEN BERGH, JAMES VAN DEN BERGH, DIANA VAN DEN BERGH, JEROME SPANJAARD, OTTO KANN, COBUS KANN, JUDITH KANN ZRIHEN, JEANNE VAN DEN BERGH, ROBERT VAN CLEEF, NICK FRANK, STEVEN FRANK, CARL FRANK.

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 May 14, 1963, at 10 A.M., why a certain writing dated July 6th, 1960, which has been offered for probate by Morzan Guaranty Trust Company of New York with principal offices 140 Broadway, New York City, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of ELISABETH ANDRIESSE, Deceased, who was at the time of her death a resident of 465 Park Avenue, in the County of New York, New York, Dated, Attested and Sealed, March 28, 1963.

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

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Muriel Eliza Paul, Edna Marion Holland, Walter Telfer, Muriel Telfer Rodger, Jonat Co., Thomas G. Arkyros, New York Telephone Company, Gabrielle P. Hannan, William Holland, being the persons interested as creditors, distributees, legatees or otherwise in the estate of Grant Lorenza Paul, also known as Grant L. Paul, Grant Paul and G. L. Paul, deceased, who at the time of his death was a resident of 155 East 98th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 209, Borough of Manhattan, City and County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said 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 21st day of May, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, Hon. S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 25th day of March, in the year of our Lord one thousand nine hundred and sixty-three.
PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

ald A. Schnatter, Richard P. Jarvis, George W. Fleming, John P. Carey, William A. Moran, Gerald J. Hauptert, Robert H. Wadkins, Gerald N. Arkenbout, Thomas J. Dowd, Raymond R. Klodt, James J. Welsh, Vincent E. Brennan, Edward W. Glendon, Michael Cox, John J. McCann, Thomas H. Rasmussen, Edward A. Sefershayan, James J. McKiernan, Michael F. Sicignano, Matthew F. Moore, William J. Latham, Robert A. Blair, James T. Reddan, Thomas J. Ginty, Benjamin J. Modeste, William J. Lovejoy and Willie J. Floyd.

2911-2940
Arnold M. Jespergard, John H. Hunt, Thomas M. Dougherty, Albert W. Wildeman, Drew C.

Kelly, John H. Johnson, Robert Scheddin, James P. McKenna, Robert B. Ratchford, Ronald P. Thielo, John Schatz, Joseph F. Minogue, Ralph J. Pace, Raymond Winkworth, Samuel J. Dotson, Anthony J. Luisi, Michael J. Marro, Carlo Nicolosi, Robert J. Maloy, Daniel S. Hannigan Jr., Peter J. Hurley, Henry F. Gallo, John J. Rhatigan, Marty Caldarulo, George E. Daus, John F. Roddy, James Healy, Lawrence M. Lynch Jr., Ronald Stone and Joseph D. Ebert.

2941-2970
Robert F. Schroeder, Thomas F. Henriques, Daniel L. Rey, John D. Miller, Michael Bosco, Thomas P. Slevin, William T. O'Brien, Thomas Fitzpatrick, John M. Kennedy, Raymond M. Heuser, Anthony M. DeSantis, John V. Crilly, Arthur K. Magnani, Louis Sarro Jr., Gustave A. Peterson, James J. Healy, Richard C. Stahl, Robert Marvilli, Francis B. Con-

nolly, Dennis W. Abrams, Casper J. Twedt, Louis S. Guarino, David Braunfeld, Charles T. Karpells Jr., John C. Mahoney, Arthur E. Matzel, Robert M. Callahan, Vincent B. Daquino and Kevin F. Hanratty.

2971-3000
Franklin D. Vines, Raymond E. Paprocky, Jeffrey F. Kessell, Robert A. Halpern, Donald Quinn, Robert J. Delfino, Harold M. Melnichuk, John J. Nardo, James P. Winberry, James M. Higgins Jr., Eugene A. Sawicki, Joaquin Garcia, Joseph P. Greco, Michael J. Moran, Edward M. Murphy, Peter Quinones, Thomas F. Lynch, Patrick A. Walsh, Robert R. Lindsay, John J. Glennon Jr., William J. Thorp, John W. Hill, Louis F. Woessner, Joseph J. Murphy, Joseph B. Lydon, Joseph Milazzo, Thomas Corley, Arthur M. Sargent, William A. Stenger and Gerard A. Peukert.
(To be continued)

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CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Muriel Eliza Paul, Edna Marion Holland, Walter Telfer, Muriel Telfer Rodger, Jonat Co., Thomas G. Arkyros, New York Telephone Company, Gabrielle P. Hannan, William Holland, being the persons interested as creditors, distributees, legatees or otherwise in the estate of Grant Lorenza Paul, also known as Grant L. Paul, Grant Paul and G. L. Paul, deceased, who at the time of his death was a resident of 155 East 98th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 209, Borough of Manhattan, City and County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said 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 21st day of May, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as temporary administrator and as administrator c.t.a. of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
(Seal) WITNESS, Hon. S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 25th day of March, in the year of our Lord one thousand nine hundred and sixty-three.
PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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Assn. Attacks Rules On State Overtime

(Continued from Page 1)
form their employees of the pending change in their status.

Feily said that as of April 25, the majority of affected employees still had not been notified by their departments or, in some cases where they had, it was done late and with no time made available for employees to act in their own behalf. Feily cited the Department of Public Works which, he said, the Association had been informed, had waited until April 22 to notify their district offices of the pending changes, allowing only two days for advice back to the main office as to changes which should be considered.

Work-For-Nothing

The special CSEA committee studying the situation charged on Thursday at a meeting in Albany that "the new rules are a direct violation of the work contract between most of the affected employees and the State"

Ed Perrott

(Continued from Page 3)

ing out of title, such as with cleaners doing work as custodians," Perrott reports. "Since the cleaner is an exempt position, if he complains he can be easily fired." This, he says, is just one example of the type of violation which the CSEA has asked the Nassau Civil Service Commission to halt. One problem facing the commission, he notes, is the fact that all schools must have grievance procedures for all civil service employees by Oct. 1.

It looks as though the job ahead in Nassau school districts will keep Perrott busy for quite while to come.

and that the Budget Director "has gone far beyond his power under Section 134 of the Civil Service Law in promulgating the rules." The committee said the rules "amount to nothing more than a 'work-for-nothing' policy and are an attempt to scuttle the State's maximum 40-hour work law."

The Association's full Board of Directors, at its regular monthly meeting last Thursday in Albany, voted unanimous support of the actions of the committee.

The committee also said that, should the rules go into effect May 1 as presently constituted, the State "would show an absence of good faith with its employees and would be knowingly changing conditions of employment without any consideration of its employees' rights."

Under the rules, the committee said, "an affected employee could be forced to work any number of hours a week, including Saturdays, Sundays and holidays without one hour compensatory time off." As an example, the committee pointed out, "It is possible that an employee who is excluded from the right to earn overtime credits could be required to work until 2 or 3 a.m. during an emergency and then be docked an hour's pay if he showed up for work 15 minutes late that morning."

New Trustee

ALBANY, April 29 — Carl R. Gitlitz of Binghamton has been named a member of the Board of Trustees of the Broome Technical Community College for a term ending June 30, 1963.

He succeeds Bernard Chernin of Binghamton, who resigned.

Rochester State To Hear Feily At Annual Dinner

The Rochester State Hospital chapter of the Civil Service Employees Association will hold its 13th annual dinner at the Towne House Motor Inn, May 11 at 7 p.m. in Rochester. The guest speaker for the event will be Joseph Feily, president of the CSEA. Paul Kyer, editor of The Leader, will serve as toastmaster for the evening. Other CSEA officials will include Dr. and Mrs. Theodore Wenzl, the CSEA treasurer; and Mr. and Mrs. Vernon Tapper, third vice president.

Courses

(Continued from Page 3)

tion and parole, three; understanding the juvenile offender, three; non-institutional treatment of the juvenile offender, three; abnormal psychology, three; and institutional treatment of the juvenile offender, three.

Dr. Skinner said a degree would require five years if a student took the maximum of six credit hours each semester, but some courses may be given during proposed summer evening classes.

Admittance to the courses would require a high school or equivalency diploma.

Some courses will be taught by local educators or professionals, while teachers will be brought in for others, he said.

The degree program is similar to those set up at the Orange and Dutchess counties community colleges.

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- 4 Pearl, E., Nassau 843

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- 2 Easton, W., New Rochelle 859
- 3 Willet, R., Hamburg 852
- 4 Snyder, F., Liverpool 842
- 5 Cleary, T., Delmar 780

BUILDING SPACE ANALYST—OFFICE OF GENERAL SERVICES

- 1 Callier, J., Albany 980
- 2 Fealey, T., Albany 895
- 3 Shefrin, W., Pittsfield, Mass. 895
- 4 Winkler, J., Brooklyn 896
- 5 Kelly, P., Albany 796

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- 1 Saitz, G., Flushing 920
- 2 Ames, A., Troy 901
- 3 Demoon, R., Perrysburg 901
- 4 Brown, M., Albany 890
- 5 Barnes, R., Albany 880
- 6 Leventhal, R., Albany 879
- 7 McCabe, M., Ravona 874
- 8 Conry, H., Schenectady 873
- 9 McGill, J., Cohoes 860
- 10 Stewart, P., Schenectady 867
- 11 Pritchard, T., Mt Morris 865
- 12 Campbell, J., Syracuse 860
- 13 Towey, C., Rotterdam 853
- 14 Wood, C., Tonawanda 851
- 15 North, W., Grahamsville 846
- 16 Konan, J., Troy 845
- 17 Dennis, W., Loudonville 844
- 18 Ryan, H., Troy 843
- 19 Wilson, D., Albany 842
- 20 Grathams, W., Wappinger 840
- 21 Raneh, J., Queens Vic 840
- 22 O'Connor, E., Albany 840
- 23 Marsburn, H., Albany 840
- 24 Ginsburg, M., NYC 839
- 25 Schiavino, A., Hauppauge 838
- 26 Gardner, K., Endicott 831
- 27 Harby, T., Albany 830
- 28 Lambert, J., Saratoga 828
- 29 Benoit, R., Cohoes 828
- 30 Leaban, J., Amsterdam 828
- 31 Scanzinanni, M., Islip 827
- 32 Myers, C., Albany 825
- 33 Jones, R., Albany 821
- 34 Hughes, R., Albany 821
- 35 Curtis, J., Waterford 820
- 36 Davenport, R., Albany 819
- 37 Walsh, G., Troy 816
- 38 Alford, W., Guildford 816
- 39 Rice, G., Sonoma 815
- 40 Rivers, H., Schenectady 815
- 41 Grant, M., Millbrook 811
- 42 Keyane, J., Comstock 810
- 43 Nemper, W., Albany 810
- 44 Baker, L., Rochester 810
- 45 Barry, M., Rome 810
- 46 Douscher, P., Elizaville 809
- 47 Finer, E., Albany 808
- 48 Malinowski, E., Albany 808
- 49 Conley, R., Spring Vly 805
- 50 Maloney, D., Cohoes 802
- 51 Mann, J., Albany 800
- 52 Bank, H., Ctr Islip 800
- 53 Larcway, E., Albany 800
- 54 Gehman, M., Albany 798
- 55 Wallstadt, R., Middletown 798
- 56 Boice, E., Albany 794
- 57 Brady, R., Troy 792
- 58 Whitmore, Delmar 792
- 59 Roehlinger, R., Albany 791
- 60 Geaton, S., Albany 790
- 61 Vanzetta, B., Tioletta 790
- 62 Panch, P., Staten Island 790
- 63 Springer, H., Albany 789
- 64 Callander, M., Green Isla 788
- 65 Terano, T., West Babylon 785
- 66 Kincl, B., Watervliet 782
- 67 Becker, W., Hudson 779
- 68 Delaney, T., Staten Isl 779
- 69 Taylor, H., Liverpool 776
- 70 Flosser, B., Albany 774

CHIEF STEAM ENGINEER—DIV. OF BUILDINGS—DEPT. OF PUBLIC WORKS—ERIE COUNTY

- 1 Bruso, R., Kenmore 891
- 2 Peltowa, D., Elma 824

PRINCIPAL FISH BATCHERY FOREMAN—CONSERVATION—EXCL. OF DIV. OF PARKS

- 1 Freeman, R., Bath 755

PRINCIPAL STATE ACCOUNTS AUDITOR—INTERDEPARTMENTAL

- 1 Francis, F., NYC 895
- 2 Miller, H., Vly Stream 889
- 3 Vanhampen, P., Latham 888
- 4 Frick, E., Schenectady 860
- 5 Nash, A., Little Fal 855
- 6 Polzin, S., Albany 850
- 7 Silverman, L., Vly Stream 818
- 8 Roppenhaagen, T., Baldwinsville 812
- 9 Karel, L., Albany 812
- 10 Melix, H., Rochester 804
- 11 Quinn, J., Loudonville 783

Insurance Panel

(Continued from Page 1)

service employees "toward their proper place in the sun." Much of this progress, he declared, was due to the Civil Service Employees Assn. which has "worked with a sense of responsibility rather than from a demand of privileges as have some other organizations."

Senator Mitchell described his participation in the development of legislation on grievance machinery and said this CSEA proposal was indicative of the type of legislation which served both the public and the public employee.

Samuel Emmett, president of the New York City chapter, was toastmaster for the dinner at which Senator Mitchell spoke.

CORRECTION CORNER

By CHARLES LAMB

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

More Pay Comparisons

A CORRECTION Officer in California the first year receives \$5,556, 15 days' vacation with increases up to 30 days, 12 days' sick leave—and accumulation is unlimited—11 holidays plus all the other benefits now received in New York State.

FEDERAL CORRECTION Officers in GS-6 the first year receive \$5,035 and \$6,055 after five years. They are then eligible for Correction Officer in GS-7 to a maximum of \$7,205 plus 10 percent additional compensation for night work; time and a half for overtime; double time for holiday work and meals at 35 cents. Employees are eligible to retire at age 50 after 20 years of service; get term life insurance at 25c per \$1,000 bi-weekly and medical care coverage to which the Government also contributes.

WITH ALL OF the above still fresh in your mind, let's take a look at a first year New York State Correction Officer's check stub and make a comparison. He receives a gross bi-weekly check of \$191.78, his deductions are as follows: retirement, \$7.39; health insurance, \$1.71 (with a 15% increase coming); Social Security \$6.95; state tax \$3.46; federal tax, \$29.84 for a total of \$49.60, leaving a net take home pay of \$142.18 bi-weekly or \$71.09 per week. Further deduct loan payments starting next pay period of some \$9 at which time he will have the magnificent sum of \$62.09 per week. Room, board and laundry absorbs \$50 of this sum, leaving a grand total of \$12.09 per week for this employee to operate and maintain an automobile, which is necessary for use in getting to and from work as most prisons are in areas where normal travel accommodations are not available.

PURPOSELY omitted was recreation and entertainment, as such luxury items are out of the question on a balance of \$12.09. Not that it should be omitted, as these items, an accepted reward in most forms of employment, are more important to an officer confined in the abnormal tense environment of a prison day after day. To be sure most officers with the blessings of the Administration earn additional funds moon-lighting to meet their obligations but under this supplementation of State salaries, does the State feel they actually receive proper value from employees working sixteen or more hours a day?

CERTAINLY not an encouraging picture for a young man starting out in the correctional field. Many, after expensive training, leave for more productive positions with other agencies.

THIS BRINGS us to a letter received by a Correction Officer from the Budget Director in reference to his disapproval of R-12 in which he states "when we had completed our work, it appeared to me that the available information did not justify the recommendation which had been made and for that reason, I was not able to approve it."

THE CORRECTION Officers are well aware of the legality of the Budget Director's action and responsibilities under the present law and have no complaints in this area. They feel much of the pertinent information related to the matter was presented orally at the hearings before the Division of Classification and Compensation and on appeal before the Civil Service Commission and not available for review. If as further stated in the Budget Director's letter "it was apparent that this recommendation was of major importance because it dealt with salaries of 3,900 Correction Officers and for this reason we spent many weeks, reviewing all pertinent information related to this subject" then we say, Mr. Budget Director in all fairness would your decision possibly be different if you had available the thoughts and ideas presented orally by the many interested speakers at the hearings.

Well, Boys, I guess you will just have to convince them more effectively next time or change some laws.

Wage Boost

(Continued from Page 1)

Erie chapter waged a long fight for these increases.

Supervisor William E. Doering said the current boost is the second of five increments that would put all workers at the top pay in their grade over a five-year period.

The cost of this round of increments was fixed at \$15,000, which Councilman John Kirchnerberger said would come from the town's contingency fund. The first increases based on the Barrington report were granted on June 1, 1962.

Legislation

(Continued from Page 1)

employees who die while on authorized leave of absence.

Another bill will reopen the 55 year plan.

Another bill will credit public authority in State employment, on a reciprocal basis towards eligibility for the survivor's benefit.

The last two measures affect members of the State Teacher's Retirement Systems. They extend interest and increase ordinary death benefits.

TO BUY, RENT OR SELL A HOME—PAGE 11

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Paul Silver Named Chief of Ogdensburg Fire Department

Paul Silver, the only candidate to pass the civil service test for Fire Chief, has been appointed to the position of Fire Chief of the City of Ogdensburg. The Leader learned last week.

The Leader offers sincere apology to Mayor Edward J. Keenan of Ogdensburg for an inadvertency in its columns of April 23. It carried an article from its staff correspondent, written for the Leader late in February, but not reaching the city desk through the mail until last week.

The article had to do with the Mayor's refusal to endorse for appointment Ogdensburg's Assistant Fire Chief, Paul Silver, who was the only candidate to pass the civil service test for the post. When the matter was concluded by the Ogdensburg Common Council in March, Mayor Keenan supported Silver who is now serving a probationary period as Fire Chief.

Craig Colony Sets Installation Dinner

An installation dinner will be held on Saturday, May 4, at the Dansville Hotel by the Craig Colony and Hospital chapter of the Civil Service Employees' Association.

Officers who will be installed are Chris Dromazos, president; Lester Wilcox, first vice president; Howard Quaitt, second vice president; Irene Hally, secretary; John Cipolla, treasurer; Sam Cipolla, CSEA delegate; Everrett Scott, alternate; Ben Hoagland, M.H.E.A. delegate; and Samuel Seltzer, alternate.

'Municipal Police Holidays Protected Now'—Rockefeller

ALBANY, April 29—Governor Rockefeller says no further legislation is needed at present to protect the rights of municipal police forced to work on a regular holiday.

In vetoing a bill by Assemblyman Edward P. Crawford of Oswego, Gov. Rockefeller declared: "Under a law enacted last year, municipalities are required to grant policemen additional compensation or equivalent time off for work actually performed on any six specified holidays. The objective of that law was to provide appropriate compensation to policemen required to work on those holidays traditionally enjoyed by other municipal employees.

"Apart from technical deficiency, this bill, in endeavoring to mandate compensated holidays

whether or not work was actually performed on those days, would distort the purpose for which last year's statute was enacted."

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FOR THE BEST IN
IN ALL SECTIONS — PAGE 11

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WORKSHOP IN ACTION — Top photo shows panel members of the health insurance debate, a feature of the Spring Workshop of the CSEA Metropolitan Conference, in action last week at The Concord Hotel. At

the microphone is Samuel C. Cantor, answering a question from the interested audience, seen in bottom photo. Seen in second row, from top, are guests registering. At right, CSEA Vice Presidents Charles E. Lamb, left, and Vernon A. Tapper, center, confer with Paul Kyer, editor of The

Leader. State Sen. MacNeil Mitchell, center photo and at right, was speaker at the main dinner. At left, Harry W. Albright, Jr., CSEA counsel, makes a point while discussing the 1963 legislative session.

(Montage by Fred Romagnolo)