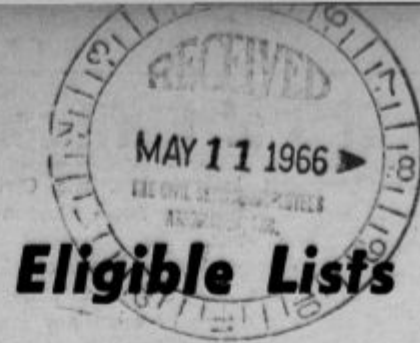


Civil Service LEADER

America's Largest Weekly for Pub...

Vol. XXVIII, No. 36 Tuesday, May 10, 1966



See Page 14

CSEA BOARD APPROVAL SOUGHT ON GOVERNOR'S LABOR RELATIONS BILL

Rockefeller Vetoed Measure

Levitt Asks Bipartisan Action To Revive Bill On Supplemental Pensions

State Comptroller Arthur Levitt last week called upon the Legislature to pass before it adjourns, "a bill which would provide automatic cost-of-living adjustments in retirement benefits" for government employees.

Responding to the Governor's veto of the Lifset-Lentol-Lent bill, Levitt declared: "the present inflationary surge makes the need for a practical device to protect retirement incomes imperative for senior citizen families now caught between inadequate pension benefits and



ARTHUR LEVITT

rising living costs." Levitt urged, "an immediate conference of the legal staff representing the legislative leaders, the Administration and Comptroller's office to eliminate what the veto message termed, 'technical defects' in the bill passed by overwhelming bi-partisan vote of both houses."

The Comptroller asserted, "to leave this issue unresolved this year would be callous disregard of the thousands of families throughout our State now struggling to survive on pension benefits peg-

ged to living costs of 10, 20 and 30 years ago."

The bill vetoed by the Governor was proposed by Comptroller Levitt on the basis of benefits and living costs studies he ordered by actuaries of the New York State Employees Retirement System.

It would provide automatic adjustments in retirement benefits based upon changes in the U.S. Bureau of Labor Statistics cost of living index. Adjustments would be calculated annually from the (Continued on Page 16)

Nassau Chapter Requests Sole Bargaining Rights From County Supervisors

MINEOLA—Irving Flaumenbaum, president of the 12,000-member Nassau chapter, Civil Service Employees Assn. last week formally requested designation as sole bargaining agent for the county's 8,300 employees.

The request was made during the regular meeting of the County Board of Supervisors. Further, Flaumenbaum urged the county ruling body to forbid strikes among its employees and substitute compulsory arbitration and mediation instead.

County Executive Eugene Nickerson accepted one of Flaumenbaum's request — for a committee to study employer-employee relations and assigned the Rev. Edward Odom, Jr., head of the county's bureau of career planning and development, to study the matter of setting up the committee.

Legislation Required

The chapter leader noted that his requests to Nickerson would probably require legislation by the Board of Supervisors but, he noted, the designation would amount to nothing more than a formalization of existing informal practices. As for the no-strike clause, Flaumenbaum contended that this is nothing new for the

CSEA members. "It is in our constitution and that is 56 years old. We don't believe a public employee or taxpayers should be subjected to the consequences of a strike.

"Our members have wanted this formalization and we have wanted it. There may be other organizations who may go on strike in the county. Why should they have the right to strike?" Flaumenbaum continued that there should be penalties for illegal strikes but these should be left up to the county committee.

As for the CSEA being designated the sole bargaining agent for the employees, Flaumenbaum noted, "The board can pass a rule that the representative association is the one with the most paid members. Right now, we are that association. But," he continued, "the right to bargain should (Continued on Page 16)

(Special To The Leader)

ALBANY—Joseph F. Feily, president of the Civil Service Employees Assn., and Henry Shemin, chairman of its Committee on Employer-Employee Relations in Public Service, today announced they will urge CSEA's board of directors to throw the full weight of the CSEA's 137,000 members behind the Rockefeller bill which implements the report of the Governor's Committee on Public Employee Relations.

A special session of the Employees Association board has been called for May 10.

The legislation implementing

the recommendations of the Governor's special task force was introduced late last week in the Legislature.

Statement Issued

In a joint statement, Feily and Shemin declared: "The Employees Association represents more public employees in the State of New York than any other single organization. We have a vital stake in assuring that public employees are guaranteed, as proposed in the Taylor report (named after the chairman of the committee) and the bill, the right of organization and representation for collective negotiations. Our Association is on record for repeal of the Condon-Wadlin Law as unworkable, and this repeal is implemented by the bill now before the Legislature.

"We have not only a vested interest in workable machinery for the settlement of disputes between employers and employees in the public service, but we have an even deeper commitment to a bill which is designed to provide continued and uninterrupted governmental services which the public has a right to expect and demand. This means a no-strike pledge.

"The Employees Association supports the bill implementing the Taylor Report because it recog-

(Continued on Page 16)

CSEA Pushing For Power Plant Series Upgrading

ALBANY—The Civil Service Employees Assn. has made a strong request to the Civil Service Commission to spur long-awaited action on CSEA's appeal for the upgrading of State power plant titles, pending since October 1965.

A mid-February notification from Mary Goode Krone, Civil Service Commissioner, anticipated consideration of the appeal at the Commission's March meeting.

"Needless to say," stated CSEA president Joseph F. Feily, in CSEA's new request to Miss Krone, "they were neither considered at the March meeting nor the April meeting of the Civil Service Commission."

"Our members in these titles were informed of your communication of Feb. 11 and now justifiably feel that a decision is long over-due," he added.

Pressing for early action, Feily said, "I strongly and urgently request that a favorable decision be rendered on these appeals at the May meeting of the Civil Service Commission."

Metro D of E Meets May 17

The Metropolitan Division of Employment Chapter, Civil Service Employees Assn., will meet on May 17 at 6 p.m. in Room 1102, 11 Park Place, it was announced last week.

Major event of the session will be a report of the recent election of chapter officers, who will serve a two-year term, and their installation by Ben Sherman, OSEA field representative.

The meeting is open to the general membership of the chapter.

FDR, Jr., Speaker For Testimonial To Joseph Feily

Franklin D. Roosevelt, Jr., has accepted an invitation to speak at the annual Spring Workshop of the Metro-Southern Conference of the Civil Service Employees Assn., it was learned at Leader press time.

The event, to be held May 22 and 23, will be in the Concord Hotel.

Roosevelt will speak on the evening of May 22 at a dinner which will be a testimonial to Joseph F. Feily, president of the Employees Assn.

Joseph Murphy, State Tax Commissioner, will make a special presentation to Feily that night.

Roosevelt is chairman of the President's Equal Employment Opportunity Commission.

Don't Repeat This!

Lindsay Can't Hope For LBJ'S Success On Wage Guide Lines

ONE of President Lyndon B. Johnson's most ardent admirers may well be Mayor John V. Lindsay, at least in the area of dealing with public employee wage legislation and negotiations. The admiration would be silent, of course, but certainly the Mayor must wish he possessed the same political foresight of LBJ, who set a level for Federal pay increases at 3.3 per cent and has managed to keep it there despite enormous pressures

(Continued on Page 7)

Reallocation Of D of E Titles Set For Court

ALBANY—The State Court of Appeals will hear arguments May 31 as to whether the title of employment counselor in the Division of Employment should be given to all em-

ployment interviewers, the Civil Service Employees Assn. announced last week. Two lower courts have upheld arguments by CSEA attorneys that the duties of counselor and interviewer, including the senior rank in both titles, are the same and that interviewers should be reallocated to the higher-paying rank of counselor.

The appellant in the case is the State Civil Service Department. The Federal Government also has asked permission of the Court to file a brief supporting the argu-

ments of the Civil Service Department. Last August, the Appellate Division of the Supreme Court, in a unanimous decision, upheld a ruling by the Supreme Court on the CSEA contention that the duties of the two D of E titles were substantially the same. That decision also affirmed the lower court's instruction to the Civil Service Department to reclassify all interviewers and senior interviewers to the titles of counselor and senior counselor.

The appellant in the case is the State Civil Service Department. The Federal Government also has asked permission of the Court to file a brief supporting the argu-

Rockland County Shelter Officer

Rockland County is accepting applications until May 18 for an examination for shelter officer (half-time). Salary in the position is \$2,457 to start.

For further information contact the Rockland County Personnel Office, New City.

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Your Public Relations IQ

By LEO J. MARGOLIN



Community Relations

COMMUNITY RELATIONS for a government agency or for civil service people adds up to being a good citizen.

COMMUNITY RELATIONS is as important an element of good public relations as relations with the press, employees, other government agencies, legislators, vendors, the taxpayers, and the publics served by a government agency.

PRIVATE CORPORATIONS have been hard at work building good community relations for years.

WITH FEW exceptions government agencies have not given

community relations the same serious attention and effort.

IF FOR this reason alone, it was heartening to see Albany area civil service employees themselves take the lead to build a strong bridge of community relations between their ranks and the communities in which they work and live.

THE FIRST giant step forward was taken last week when the Capital District Conference of the Civil Service Employees Assn. met with community leaders for an informal exchange of ideas with the focus on building good community relations between the two groups.

THE MEETING was unique from one significant standpoint: the civil service employees took the initiative rather than the government agencies by which they are employed. In private industry, it is usually the other way around.

IN GOVERNMENT, the outstanding exception to a lack of community relations between government agencies and the communities in which they are located have been the armed services. The Army, Navy and Air Force have developed some very excellent techniques in generating good community relations.

BUT THESE techniques do not always work for a huge complex of government agencies such as are based in Albany's Capital District. The Army-Navy-Air Force technique works fine where there one installation in one community.

IN AN area such as Albany, a highly respected, all-encompassing employee organization such as the CSEA should take the lead, and it did.

COMMUNITY RELATIONS can do a lot of things for a private corporation. Good community relations draws good employees to a company. Good community relations can contribute to a company's success by winning the cooperation of local government in the area.

GOVERNMENT AGENCIES and their employees need cooperation, too. They need understanding of their role in the highly complicated process of providing specific services for all citizens of the State.

COMMUNITY RELATIONS plans are launched to convince the people of a specific community that the organization—government agency or company—is an integral part of the community. Effective community relations is a continuing process on a long-range basis. It is too late to wait until a crisis arises.

THE CAPITAL District Conference should be congratulated for inaugurating a community relations program now.

HOME... FAMILY... JOB... HEALTH

These are the things men work to get and then work to preserve. All of them, once they are attained, present the breadwinner with the "hostages to fortune" that the poet spoke of.

When they are threatened by illness, say, many things may be needed to restore the family's balance—a doctor's understanding, a surgeon's skill, perhaps, and money.

Money is not the least of these. Money is where GHI comes in. GHI pays the doctor bills.

We pay for home calls right from the very beginning. Office visits, too. We pay for doctor care that is needed when the head of the family or another member falls ill.

We don't tell you what doctor to go to. You choose. We don't say that you must pay 20 per cent of his bill and we'll pay the other 80 per cent. Instead, we have what we call Participating Doctors through whom many bills are paid in full.

For your own sake—if you are a Civil Service employee about to choose a health insurer—we urge you to examine all the possibilities carefully. All in all, we believe GHI can do the job best.



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HEAD GROUNDSMAN RETIRES — Robert F. Fountaine, Potsdam, center, head groundsman at the State University College at Potsdam since July 16, 1957, retired recently. Fountaine, who was appointed cleaner on April 11, 1957, had almost a perfect record for work attendance. Also shown from left to right are James Doyle, senior financial secretary, the State University College; Harold Champney, maintenance foreman; Fountaine, Robert Mero, president of Civil Service Employees Assn. chapter, and Dr. Frederick W. Crumb, president of the college.

Liberalized Correction Officer 25-Year Half-Pay Retirement Bill Is Signed By Gov. Rockefeller

ALBANY—A bill sponsored by the Civil Service Employees Assn. which liberalizes the State correction officers' 25-year half-pay retirement plan, was signed into law last week by Governor Rockefeller.

Several other important CSEA-sponsored measures also were approved by both houses of the Legislature. These were bills that would provide State troopers with a 20-year, half-pay retirement plan; require the State Civil Service Commission to announce, in advance, agenda of all of its

More Correction Titles Upgraded

ALBANY—Salary reallocations recently won for State correction officers by the Civil Service Employees Assn. have led directly to the approval of similar upgradings for eight more Correction Department titles.

In a letter to CSEA President Joseph F. Feily, Civil Service Commissioner Mary Goode Krone disclosed that "as a result of the reallocation of correction officer, correction hospital officer, and correction youth camp officer from Grade 11 to Grade 12," the Budget Director has approved effective April 7 one-grade hikes for correction hospital titles of staff nurse, officer (TBS), senior officer, senior officer (TBS), charge officer, head nurse, charge officer (TBS) and supervising officer.

Also approved were upward reallocations of two grades for several positions engaged in the conduct of hearings in various State agencies, effective April 1. Titles affected are motor vehicles referee, unemployment insurance referee, and motor carrier referee, reallocated to Grade 25; senior unemployment insurance referee, supervising motor carrier referee, and trial examiner, to Grade 27; supervising unemployment insurance referee, and supervising trial examiner, to Grade 29.

Additional reallocations are anticipated in succeeding months, according to Miss Krone, as the Division of Classification and Compensation pursues its studies of various occupational areas in State employment.

meetings; authorizes cash advances for State employees while traveling on State business.

The correction bill was introduced by Attorney-General Louis Lefkowitz as a result of CSEA negotiations and sponsored by Senator Watson Pomeroy (R-35) and Assemblyman Willis H. Stephens (R-107).

The measure reopens through next Sept. 1 the correction officers' 25-year retirement plan won last year by CSEA and extends full credit in computing the 25 years of needed service for military service after World War I. It also provides that service rendered in the Department of Correction as a non-uniformed member shall be credited in computing additional pension equal to the pension for creditable service if the member has reached age 60 and has not completed 25 years of service.

The State troopers' 20-year retirement measure received final legislative authorization late last week from the Senate and now goes to the Governor for his action.

The bill requiring the Civil Service Commission to publish an advance agenda of all of its meetings also goes to the Governor for his disposition, following final Senate approval. The Employees Association long has fought for such a requirement, contending that it would guarantee an opportunity to interested parties to bring forth information and facts which might be useful in the rendering of a determination by the Commission.

Reappointed

Governor Rockefeller has announced the reappointment of Dr. Henry F. Albrecht, Jr. of Troy, as a member of the Mental Hygiene Council, for a term ending December 31, 1970. Members of the Mental Hygiene Council receive \$1,500 annually.

CSEA Wins Long Fight On Overtime For Nurses In Mental Hygiene Dept.

(Special to The Leader)

ALBANY—Authorization for overtime for nurses employed in State Mental Hygiene Department institutions, long fought for by the Civil Service Employees Assn., has been approved by the State Division of the Budget.

Dr. Alan D. Miller, commissioner of mental hygiene, last week told CSEA President

Joseph F. Feily, that he had "received firm verbal approval from the Division of the Budget on the subject of overtime for nurses . . ."

The Budget Division also approved overtime pay for attendants in one or two State schools where a recruitment problem exists," Dr. Miller reported to the Employees Association.

Dr. Miller also has informed institution heads of the approval and said the department would issue detailed instructions within a short time as to how the overtime would be handled. He told

Feily that, in addition to regulations on the subject, CSEA would be furnished with a listing of the initial number of hours approved per institution.

Dr. Miller cautioned institution heads to "give careful attention to the use of overtime for nurses so that we can provide additional manpower for patient care and so that we can demonstrate the ability of the department of Mental Hygiene to take advantage of this long awaited benefit."

Nurse Shortage

In acknowledging the victory, Feily thanked Dr. Miller for his department's efforts in accomplishing the overtime authorization, and pointed out that it should help "alleviate the present acute shortage" of nursing help.

In pressing the Budget Division several months ago for reconsideration of its continued denial of the nurses overtime work authorization, the CSEA had said that ". . . our proposal is in the best interests of the patients of these institutions, as well as a

more orderly arrangement for nurses on State payrolls who are willing to perform overtime work."

CSEA had hit as "not efficient" the State policy which allowed the institutions to hire, on a temporary basis, nurses employed by private institutions, while at the same time forcing State nurses who are willing to work overtime to arrange for part-time work in outside employment."

Erie Welfare CSEA Unit Program Set

BUFFALO — John J. Ray, the new president of the Erie County chapter of the Civil Service Employees Assn., last week announced a five-point benefit program which the unit will seek for Welfare Department employees.

Included in the program are full payment by the County for health plan coverage; five days personal leave; continued support for the graduate training salary increases for titles covered under State law; longevity increments after 15, 20 and 25 years service, and equitable pay adjustments for lower salaried employees.

Ray, who is also secretary of the Erie chapter and chairman of its county-wide Salary Committee, said the unit will continue to enlist the aid of the 8,000 Erie County CSEA members, regardless of the government they are employed by, to aid the unit in obtaining its program.

The new president of the unit was elected recently along with Thomas B. Christy, vice president; Joanne Adinolfi, secretary, and Ronald Griffin, treasurer.

Gowanda Psychiatric Aide Award Presented To Robert Coudrey

GOWANDA—Robert Coudrey, a member of the Gowanda State Hospital chapter, Civil Service Employees Assn., has received the Mental Health Psychiatric Aide Achievement Award for 1965.

The award was presented at a ceremony and open house held in conjunction with Mental Health Week.

The award citation mentions outstanding service, skill, initiative, imagination, kindness and devotion to patients, courtesy and consideration of families and visitors and use of training opportunities.

Vito Ferro president of the Gowanda chapter participated in the award ceremony.

Action Promised On Vacancies At Rockland State

ALBANY — Rockland State Hospital's director has reassured the Civil Service Employees Assn., that all possible efforts are being made to fill continuing vacancies among the institution's ward personnel.

Answering CSEA's inquiry into reports of inadequate staffing, Dr. Alfred M. Stanley indicated that the apparent cause is simply a shortage of available manpower. Recruiting efforts have met with little success, he said. He cited a sustained advertising campaign "in papers from Pennsylvania to Ogdensburg and . . . on local radio." "You cannot get bodies when they aren't available," he added.

Stanley flatly denied reports that assigning ward employees to out-of-title work outside the wards was a contributing factor in the staff shortage. Such out-of-title assignment has not occurred for over a year and a half, he said, since the hospital eliminated the need by adding full-time positions in formerly deficient areas.

Vacancies currently exist at Rockland in about 50 positions for male employees, according to Dr. Stanley, who added that "we will be happy to employ" people who will work as attendants and are able to read and write.

Niagara Chapter Selects Chairmen

LOCKPORT—Niagara County chapter, Civil Service Employees Assn., named 1966 committee chairmen recently at the chapter's annual dinner-dance in Gratiwick Fire Hall, North Tonawanda.

Chairmen are:

Program, Ann Eckhardt; Membership, Gladys Weber; Salary, William Doyle; Legislative, Marianna Paonessa; Auditing, Elsie Chapman; Publicity, Carl Costantino, and Ways & Means Forest Maxwell.

Mrs. Ruth Heacox is the chapter chairman.

Western Conference Installation Set For Buffalo Meeting June 4

BUFFALO—The spring meeting of the Western New York Conference, Civil Service Employees Assn. will be held Saturday, June 4 in the Hallmark Manor Motor Court, 2704 Main St., Buffalo.

Rosewell Park Memorial Institute chapter, CSEA, will be host to the meeting, expected to attract delegates from about 60 CSEA chapters in the Western New York area.

As part of the day-long meeting, the 1966-67 officers of the Western Conference will be installed, and in another ceremony there will be an installation of the Roswell Park chapter officers.

A county workshop session, at 10:30 a.m., will open the meeting. A business meeting is scheduled from 1 p.m. to 5 p.m.

Dinner is listed for 7 p.m. and dancing begins at 9 p.m. The cost is \$5.25 per ticket.

Dinner reservations must be made by May 28 and reservations by mail, with check or money order are being accepted by Mrs.

Genevieve Clark, 29 Hamilton Blvd., Kenmore, N.Y. 14217.

Western Conference officers, to be installed at the June 4 meeting in Buffalo, will be elected May 21 at a meeting in the Treadway Inn, Batavia.

Melba Binn of Rochester, incumbent president, is a candidate for re-election against Raymond Walker and Joseph Kinney.

Candidates for other offices are:

First vice-president — Pauline Fitchpatrick and Calvin Rosenbaum;

Second vice-president — Lawrence Barning and Albert Gallant;

Third vice-president—Virginia Halbert and Ruth Heacox;

Treasurer—Kenyon Ticen and Frederick Maenza; and

Recording secretary—Andrew Hertz and Mary Converse.

U.S. Service News Items

By JAMES F. O'HANLON

Senate Winds Up Public Hearings On Pay Raise

The Senate may be writing its version of the pay bill right now, as it ended the testimony of Federal employee spokesman last week, but it's likely to be the end of May before any final word on Congressionally-approved legislation is made public. After the Senate announces its compensation bill, a joint committee of House and Senate Post Office and Civil Service committeemen will have to meet to iron out the differences in their respective bills. And there are bound to be differences.

In any case the final result will be no bargain.

It has been suggested however, that the President is lending a favorable ear to the strong suggestion of many employee representatives who have appeared before the Senate committee in the last weeks that the final bill call for a 2.9 across-the-board increase. Administration spokesmen had, up to now, strongly advocated a sliding scale of 1 percent to five percent. The across-the-board increase would affect all employees up to grade 15. Those employees in the three super-grades would receive a two per cent raise.

Present likelihood also points to the Administration's acceptance of a July 1, 1966 effective date for the coming legislation. The final bill should be before the President by the middle of June.

It is not known how the Senate will act on the Johnson-backed proposal for involuntary retirement of Federal employees at age

55 after 30 years service. The option to retire at 55-30 should be awarded to Federal employees, however, as it is in the House bill.

Johnson's Modernizing Methods Hit N.Y.

A modernization of the U.S. Civil Service Commission's staffing methods that was announced by President Johnson last November is the basis for local changes, effective last week.

Visitors to the Information Office, Room 304 in the News Building, 220 East 42d Street, in Manhattan, may note that "Inter-agency Board of U.S. Civil Service Examiners" now appears on the door, indicating that the new Board has taken over the dispensing of Federal civil service information and applications, a function previously performed by the Commission's Regional Office at the same location.

The shift is much more extensive than is apparent from this outward sign.

The new Interagency Board for the New York area will absorb immediately the information and examining functions now performed by seven different offices scattered at as many locations in Manhattan, Brooklyn and Queens.

None of these offices or "establishment boards" ever has been in a position to provide the complete "one-stop" service that now will be available to the public.

Eventually, 21 other boards in the five boroughs and nearby counties will transfer their work to the new Interagency Board for New York. On a nationwide basis, more than 600 Boards of U.S. Civil Service Examiners, excluding postal boards, will be consolidate into 85 Interagency Boards strategically located in principal metropolitan centers.

Miss Virginia M. Armstrong of Manhattan will head the Inter-agency Board as Executive Officer. She has been a career Federal employee since 1951 and comes to the Board from the post of Regional Employee Development Officer for the Commission, a position she has held since July 1963. She is a graduate of Trinity College, Washington, D.C.

Manpower Shortage To Influence U.S. Hiring

A new drive may soon get under way in the personnel offices of the U.S. Government to hire teenagers, married women with children, members of minority groups, and elderly persons simply because they are becoming vital to future plans for maintaining an effective civil service workforce.

Civil Service Commission has outlined a comprehensive plan to help Federal agencies to meet present skill shortages under conditions close to full employment in today's manpower market.

Designated "Operation MUST"—Maximum Utilization of Skills and Training—the plan urges agencies to seek out all potential sources of manpower in recruiting and to make more use of job redesign, training, and other techniques for employee development and utilization.

Anticipating that competition for needed skills will intensify, the Commission told agencies that normal hiring practices will be "markedly less productive

in the future and that "Federal officials at all levels and in all locales will soon find it necessary to use considerable ingenuity in manpower acquisition and utilization if they are to keep their agencies staffed adequately."

The Commission suggested that special efforts be made to recruit among four groups representing relatively untapped reservoirs of potential recruits—young workers in the 16-21 age group, minority groups (whose unemployment rate is about double that of others), women with grown children, and older workers.

Better utilization of present employees as also cited as a major means of meeting requirements for scarce skills. Agencies are urged to inventory the talents of all employees to discover those who have been underutilized and provide for their reassignment or retraining for more responsible work.

Job redesign is recommended as a valuable technique for making more effective use of skills of new recruits and present employees. Pointing out that employees in many professional and other scarce-skill occupations often spend a disproportionate amount of time on tasks that do not utilize their specialized training and talents, the Commission suggested that agencies:

- (1) Weed out nonprofessional tasks from professional jobs so that a smaller number of college-trained employees can do the same volume of highly skilled tasks.
- (2) Establish new clerk and technician positions to take over tasks removed from the professionals.
- (3) Strip routine tasks from technical, office, and blue-collar job so that a smaller number of employees can do the same amount of skilled work in these areas.
- (4) Establish new helper, assistant, and clerk positions to take over the tasks removed from more highly skilled office and blue-collar jobs.

Where to Apply For Public Jobs

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

CITY

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720

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

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

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

STATE

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

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

FEDERAL

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

Hours are 8:30 a.m. to 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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Last Week To File For Stockroom Worker Jobs

Filing will remain open for one more week for the New York State examination for stockroom worker. Salary in this position is \$65 per week. There are no educational or experience requirements for this job. Applications will be accepted until May 16.

Stockroom workers are eligible for positions as clothing clerk, stores clerk, mail and supply clerk and mechanical stores clerk.

These are not white collar positions and require standing and lifting.

There are vacancies in these jobs throughout the State.

Tests

The written test will have questions concerning recognizing and counting names, numbers, clothing, tools and on following directions.

The written examination is scheduled for Saturday, June 18 at various locations throughout New York State.

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

Draftsman Test Is Open Continually

The New York City Department of Personnel is accepting applications on a continual basis for an examination for civil engineering draftsman.

Salary in this position is \$7,100.

The written test is expected to be held in December of this year.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

Earn While Learning

Applications Being Accepted For Work-Study Program At U.S. Applied Science Lab.

The U.S. Naval Applied Science Laboratory is offering a special undergraduate work-study program designed to provide student trainees with valuable diversified experience in the following fields:

Electrical engineering, electronic engineering, mechanical engineering, metallurgy, chemistry and chemistry (biochemistry specialization).

The program consists of 5 years of planned work experience and related academic study in an undergraduate curriculum at a participating accredited college or university. The first year will include summer employment at the Laboratory followed by two semesters of full time college study beginning in September 1966. The second, third and fourth years will provide for alternate periods of full time work and full time college study. The fifth and final year will be devoted to full time college study and completion of all the requirements for a Bachelor's degree.

Tuition and related fees for the first and fifth years of full time school attendance will be provided by the laboratory. A Student Trainee will be able to pay tuition and related fees for the second, third and fourth years of school attendance by means of the salary earned during periods of employment.

Candidates should submit Application Form 57 to the following address:

Civilian Personnel Office (Code 161)
U.S. Naval Applied Science Laboratory
Flushing and Washington Aves.
Brooklyn, New York 11251
These applications may be obtained at the
New York Region, U.S. Civil Service Commission
News Building, 220 East 42nd Street
New York, New York 10017

or by calling the Student Trainee Placement Coordinator of the U.S. Naval Applied Science Laboratory at MAin 5-4300, Ext. 481 or 384. Brochures containing all the features of this program will be mailed upon request.

File Continually For Steno And Typist Jobs With U.S. Government

Applications are being accepted on a continual basis for examinations for stenographers and typists with the United States Government. These positions are in the Washington, D.C. and New York City areas.

Salary to start is \$70.80 to \$86 per week.

Graduation from high school is a requirement. From six months to one year of experience is also required.

Minimum age for these jobs is 18 years, however this requirement may be waived for high school graduates who may be appointed when they reach the age of 16.

For further information and applications contact the United States Civil Service Commission, New York Region, News Building, 220 East 42nd Street, New York City.

Caseworker Jobs Throughout NYS

Applications for caseworkers in the various counties and cities of the State are being accepted on a continual basis by the State Department of Civil Service.

Minimum salaries are \$4,500, but there are some areas where the starting salary is as high as \$6,500.

The exam is open to college graduates and college seniors who expect to graduate in the near future.

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

Police Sergeant Walk-In Exam

The New York City Department of Personnel has announced a walk-in test for promotion to sergeant in the New York City Police Department.

Starting salary in this position is \$9,344. No prior filing is necessary to take this examination.

This test is open only to qualified candidates who are employed by the Police Department. The exam is scheduled for July 16.

For further information contact the New York City Department of Personnel, Applications Section, 49 Thomas Street.

No Closing Date For Hospital Care Investigator Trainee Jobs

Applications are being accepted by the New York City Department of Personnel, on a continual basis, for an examination for hospital care investigator trainee.

This a trainee class of positions with a one-year term. At the end of that time, those persons who meet all of the requirements will be given a regular appointment as a hospital care investigator.

Trainees will receive a salary based on \$5,750 per year for the first six months and then will receive a salary based on \$6,050 until the end of the training period.

When appointed to the regular position, candidates will receive a salary of \$6,400 with annual increments to \$8,200.

Candidates will be summoned for the written test in order of their filing and separate eligible lists will be established for each group.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

Dental Hygienist

Applications are being accepted by the New York City Department of Personnel until further notice for an examination for dental hygienist.

Salary to start is \$5,150.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

Clerical Jobs In Wash., D.C.

The United States Civil Service Commission is accepting applications for an examination for the position of office assistant in the Washington, D.C. area. The position entails clerical and office machine operation. It does not include stenographic or typing work.

The jobs may be filled in grade GS-1 through GS-4 with a starting salary of \$3,507 to \$4,641 a year. Closing date for applications is May 2, 1966. A written test will be given June 4, 1966.

A high school diploma or graduating degrees of experience is required for appointment.

Minimum age for appointment is 18.

For further information and applications write to the New York Region Office, United States Civil Service Commission 220 East 42nd Street, New York City, New York.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

Salary is \$3.40 to \$3.6350 per hour.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

For further information and applications write to the New York Region Office, United States Civil Service Commission 220 East 42nd Street, New York City, New York.

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For further information and applications write to the New York Region Office, United States Civil Service Commission 220 East 42nd Street, New York City, New York.

Signal Maintainer Promotion Exam Set

Applications will be accepted by the New York City Department of Personnel from May 4 through May 24 for an examination for promotion to signal maintainer in the City Transit Authority.

This exam is open only to qualified employees of the Transit Authority.

Salary is \$3.40 to \$3.6350 per hour.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

Apply For Radio Announcer Jobs

The United States Information Agency has openings for radio announcers in the Washington, D.C. area. Openings are available in grade GS-9 through grade GS-12 at starting salaries of \$7,479 through \$10,619 a year. Applicants must be willing to accept a schedule of shifting work hours. Duties include voicing and producing of news features, documentaries, dramas and special features for broadcast by the Voice of America, the radio arm of the U.S. Information Agency.

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TUESDAY, MAY 10, 1966



Levitt's Call

COMPTROLLER Arthur Levitt last week called on the Legislature and the Rockefeller Administration to create a bipartisan team that would write and pass legislation insuring automatic cost-of-living increases in the pensions of persons already retired from State employment. The Legislature had already passed such a measure but it was vetoed by Governor Rockefeller for what were termed technical faults.

Levitt rightly calls the need for such legislation one of the most important acts to be performed before the Legislature adjourns. As he noted, there was not only a human comes of retired persons were too low, government eventually was forced to pay the differences for living, medical and other expenses through welfare and other grants. He cited the fact that keeping the income standards of these deserving persons up to some kind of par was, in the long run, less expensive.

We believe this is true. We also believe that non-partisan action all around is called for and at once. The issue at hand is decent, humane action—not politics.

The Reigelman Report

THE Leader is pleased to note that many recommendations in the report of the Mayor's Task Force on City Personnel are along lines of programs advocated by this newspaper for over a decade.

Chief among these are definite programs to promote creative talent from among the ranks of city employees to the highest executive positions and for City Hall to lend a hand in helping create a better image for the civil service.

In addition, the recommendations call for thorough revision of the present Career and Salary Plan and the Classification plan. The task force, headed by Harold Reigelman, advocated many other programs and the report will appear in full in next week's issue of The Leader.

This newspaper has, for many years, firmly urged government on all levels to take note of the demoralizing lack of promotions in the civil service. In order to enhance the public image of the civil service, it staged two successive "Civil Service Days" at the recent New York World's Fair and created a Gold Medal Awards program for outstanding civil service. With its great resources, the City of New York can do all this and more.

We sincerely hope that Mayor Lindsay will act swiftly on the recommendations of his own committee. They have performed a worthy and much-needed task which should not be ignored.

SOCIAL SECURITY

Questions and Answers

What is the social security wage base and contribution rate for 1966?

The wage will be \$6,600. The employee's and employer's contribution rate will be 4.2 percent and self-employed persons will pay 6.2 percent in 1966.

I am 68 years old and have been receiving social security for several years. Because of an injury I had to quit my part-time job. Can I receive disability benefits?

No. Disability insurance benefits are not paid after 65.

Is my 63-year-old mother, who receives wife's benefits, eligible for hospital insurance benefits?

No. Hospital insurance benefits start at age 65.

Civil Service Television

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

Sunday, May 15

2:30 p.m.—Courts and Lawyers at Work—Survey of the American Legal System with Prof. David Kochery; "Education of Lawyers."

10:30 p.m.—Viewpoint on Mental Health—"Treatment Programs For Children; The Day Nursey."

Monday, May 16

4:00 p.m.—Around the Clock—New York City Police Training Program. "Stop and Frisk."

7:30 p.m.—On the Job—New York City Fire Department Training Program. "Safety."

Tuesday, May 17

4:00 p.m.—Around the Clock—New York City Police Department Training Program. "Stop and Frisk."

7:00 p.m.—Viewpoint on Mental Health—"Mental Health Services in a Municipal Welfare Organization."

7:00 p.m.—Human Rights Forum.

9:00 p.m.—Televised Clinical Science Seminar. "Angina Pectoris."

Wednesday, May 18

1:00 p.m.—College Humanities—"Goethe's Faust II," Dr. Didier Graneffe.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Karl Easton, Health Board Director of Psychiatry on "Mental Health Services in a Municipal Welfare Organization."

4:00 p.m.—Around the Clock—New York City Police Dept. program. "Stop and Frisk."

7:30 p.m.—On the Job—New York City Fire Department training program. "Safety."

10:00 p.m.—International Interview—United Nations Representatives are interviewed by newsmen.

Thursday, May 19

4:00 p.m.—Around the Clock—New York City Police Department program. "Stop and Frisk."

7:30 p.m.—On the Job—New York City Fire Department training program. "Con Edison Distribution Facilities."

9:30 p.m.—City Close-up—Patricia Marks interviews Fire Commissioner Robert Lowery.

Friday, May 20

3:30 p.m.—College Humanities—"Contemporary Music."

4:00 p.m.—Around the Clock—New York City Police Department training program. "Stop and Frisk."

9:00 p.m.—Courts and Lawyers at Work—"Professional Ethics, Part I."

Saturday, May 21

7:00 p.m.—Community Action—"Bringing City Hall Closer to Neighborhood and People."

7:30 p.m.—On the Job—New York City Fire Department Training Program. "Con Edison Distribution Facilities."

Civil Service Law & You

By WILLIAM GOFFEN



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

Penalties Other Than Dismissal

IN PENALIZING employees found guilty on charges of incompetency or misconduct, Commissioners seem sometimes to be unaware that there are available penalties other than dismissal from the civil service. Alternative penalties include a reprimand, a fine up to \$100, suspension up to two months, and demotion in grade and title. In a recent series of cases, the Courts have forced such alternatives to their attention.

IN THE Mendoza case, the Commissioner of Hospitals of the City of New York dismissed the petitioners after a hearing on charges of an attempt to burglarize the Snack Bar at Bellevue Hospital. The proof did not establish burglary or attempted burglary, but it did establish a wrongful entry at 3:45 a.m. through a window by use of a ladder placed against the outside of the building. As the petitioners' conduct at the hearing was fully explored, the Court did not deem it necessary that the charges be amended and a new hearing held. However, the Commissioner's determination dismissing the petitioners was found "so disproportionate to such misconduct as to be shocking to one's sense of fairness." Accordingly, the matter was remitted to the Commissioner for imposition of a lighter penalty.

THE WANSART case sought judicial review of a dismissal from a Civil Service position on the staff of the New York State West Seneca State School. The petitioner was charged with three episodes of misconduct. A supervisor asked him to go to another Ward to obtain certain medicines. Instead he sat down and read a book. Ultimately, the supervisor procured the medicines himself. A subsequent episode involved the petitioner's refusal to take the children to Protestant Church services. It was this episode causing children to miss important religious services that the Court regarded as the "one serious episode of inexcusable insubordination incapable of any rational explanation."

THE FINAL episode involved the petitioner's refusal to sign out upon suspension pending investigation of the charges.

THE COURT collated the legal precedents. In commenting upon the Mendoza case, the Court noted the fact of illegal entry into the Snack Bar and that nevertheless dismissal was held to be disproportionate to the misconduct. As a conclusion from its review of the authorities, the Court reasoned that if the employee's work has been basically good, "no matter how long the term," dismissal is excessive punishment.

THE NEW YORK Law Journal of April 27, 1966 reports the case of Rappole v. O'Grady, which was decided on the authority of the Mendoza and Wansart cases. The case has special interest because petitioner, having been dismissed from his position as a probationary Transit Patrolman, had not yet acquired tenure. The Transit Authority terminated his services for having twice been late and, in addition, because of his failure to have made even one arrest during his nine months of employment.

THE FACT that the petitioner had met all the requirements for the position of Transit Patrolman was conceded. Following his appointment he purchased a uniform and other necessary equipment at an approximate expense of \$500 toward which he received a uniform allowance of \$185.

WHILE THE record established the two instances of lateness, the Court determined that the other charge was inaccurate. The petitioner had actually made two arrests during his probationary period, both on the southbound platform of the 174th Street Station of the IRT. Indeed, the Transit Authority did concede its error in originally stating that the petitioner had made no arrests.

CONCLUDING THAT the instances of lateness did not warrant the penalty of dismissal, the Court followed the reasoning that a penalty which is so disproportionate to the infractions as to be shocking to one's sense of fairness is arbitrary. Consequently, the matter was remanded to the Transit Authority for reconsideration of the penalty.

AS THE penalty of dismissal from any job may have dire economic consequences to an employee, and as dismissal has even harsher consequences when it further entails termination of a Civil Service career, it is hoped that the Courts' repeated admonitions may bring certain Commissioners to the realization that lighter punishment may be more appropriate to the offense.

DON'T REPEAT THIS

(Continued from Page 1)

from Federal employee groups and their spokesmen in Congress.

Lindsay did try to promote the acceptance of LBJ's reasonings for a similar, low rate of increase among city employees and used many of the same arguments—inflation, other strong budgetary needs, etc. At last week's hearings in City Hall on the proposed new budget, however, the leading labor organizations showed that the Mayor seemingly lacks the President's powers of persuasion.

Homework Lacking

Spokesmen for the police and fire line organizations, the Sanitationmen's Union and others condemned the proposed budget and argued fiercely for larger pay increases. What emerged from a good many of the presentations was the impression that Lindsay had apparently failed to do his homework with the leading labor leaders. For instance, when asked in an earlier press conference if he had sought and got strong civil service support for his tax programs—which would provide the financing for pay raises—Lindsay claimed labor leaders were largely behind him on the issue. At the City Hall session, most of the important leaders said they had not given such support.

After a long line of Democratic mayors who dealt liberally with City employees, union chiefs were suspicious of Lindsay and sought reassurances that the liberal philosophy would continue. If Lindsay felt he had conveyed his sympathies in this area to the

civil service such feelings must have been quickly dispelled when one organization spokesman, John DeLury of the Sanitationmen's Union, publicly warned the Mayor to tell his aides "not to try and take on the unions."

Labor's Guidelines

Another important reason why, as negotiations continue between City Hall and the employee organizations, Lindsay will fail to find any wide acceptance of a minimum wage guideline is the subway strike settlement—which the unions are taking as their guideline. The Mayor appears to have tried to counteract this at-

titude by stating that there could be a large number of layoffs in city employment if his tax programs aren't approved and if the unions ask too much for their members. This type of persuasion, too, does not appear to be working.

In fairness to Lindsay, it must be noted that he lacks an important leverage that the President not only has but uses with great skill—a good deal of control of the legislative branch of government. Lindsay, of course, does not have control of City Council and can expect little, if any, support from them on his dealings with

Dietitian Jobs Open Continually

The United States Civil Service Commission is accepting applications on a continual basis for an examination for dietitian. Salaries range from \$4,690 to \$7,690 a year.

These positions are at Veterans Administration Hospitals and out-City civil service.

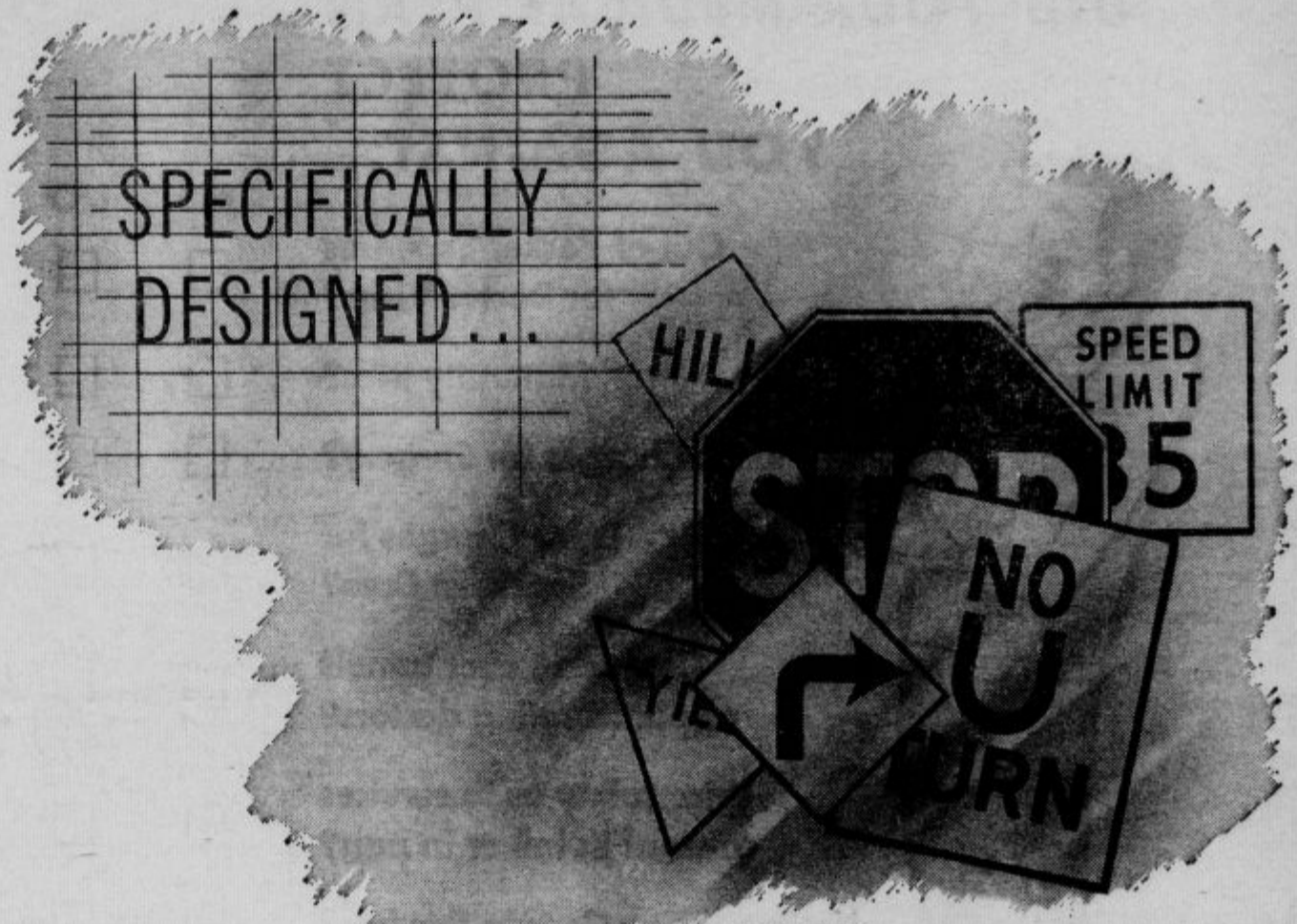
If Mayor Lindsay has any formula for holding the line on pay increases it isn't obvious now. Perhaps he is looking up some new ideas in Washington. They will be needed—and quickly—if he wants to emulate even a small part of President Johnson's success.

patient clinics throughout the United States.

For further information and applications contact the Executive Secretary, Central Board of U.S. Civil Service Examiners, Veterans Administration, Washington, D.C., and ask for announcement number 221 B.

Sr. Radio Operator

The New York City Department of Personnel established an eligible list April 12 for promotion to senior radio operator (Municipal Broadcasting System) with 16 names.



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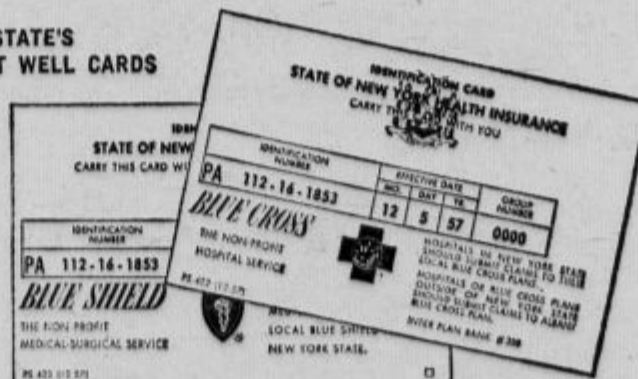
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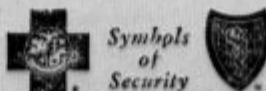
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Sr. Clerk-Typist In Rockland County

Applications are being accepted until May 18 by Rockland County for a promotion examination for senior statistical clerk-typist. Salary is \$3,952 to start. For further information contact

the Rockland County Personnel Office, New City.

Mr. Zip says—ZIP code is for everyone. Use is for both business and personal letters.

Operating Engineer In Federal Prisons Test Is Now Open

The United States Civil Service Commission is accepting applications for an examination for operating engineer. Duty is in Federal Penal and Correction Institutions.

Starting salary for this position is \$3.00 to \$3.85 per hour. Appointments will be made on the basis of experience.

There is no written test. Appointments will be made according to position on final eligible list and aptness of residence to area of job vacancy.

For further information and applications, write to the Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth Kansas.

TRY THIS QUIZ!

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Out-of-Pocket Expenses for Doctor Visits?	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Bills?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



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Capital District Puerto Rico Tour — \$245

ALBANY—With Velma Lewis of the Department of Mental Hygiene and Linda Tuttle of the Department of Public Works as tour directors, the Capital District Conference is offering a tour to Puerto Rico to members of the conference, their families and friends at the special price of only \$245. The trip will start from Albany on June 24, and will return to Albany on July 5.

The price announced includes the round trip charter bus transportation via special bus from Albany to Kennedy International Airport, round trip by Eastern Airlines to San Juan, double room accommodations at the Hilton San Jeronimo Hotel, continental breakfast daily, one dinner, two cocktail parties, tips and taxes. Reservations will close on June 10, and must be made directly to the Glavin Travel Agency, 113 State St., Albany, accompanied by a deposit of \$30. A budget plan is available for those who wish to "go now; pay later" and payments may be arranged to fit three, six, nine, or 12 month plans.

Members who wish to visit St. Thomas must make all necessary arrangements with the Glavin Travel Agency prior to departure from Albany.

Statistical Conf. Set For May 17

The 13th Annual Conference on Statistics of the Albany chapter of the American Statistical Association will be held May 17 at the Schine-Ten Eyck Hotel in Albany.

Dr. Jack Sable of the New York State Office of Economic Opportunity will be the keynote speaker.

Chautauqua County Public Health Nurses; Salary From \$5,308

Chautauqua County is accepting applications on a continuous basis for public health nurses. Salaries presently range from \$5,308 to \$6,194 with four intervening steps and annual increments of \$176. It is hoped that salaries may be revised upward in the near future.

Inquiries should be directed to the Commissioner of Health, Mayville, New York.

Vari-Type Operators Are Needed By State

New York State is accepting applications on a continual basis for an examination for vari-type operators. These positions are mainly in the New York City and Albany areas.

Salary to start is \$3,915. For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, Buffalo, New York City and Syracuse.

For Ideas On Streamlining Operations

27 State Aides Share \$735 From Suggestion Award Program

ALBANY — Twenty-seven State employees earned \$735 this month for suggesting ways to streamline State government operations, Mary Goode Krone, president of the State Civil Service Commission, has announced.

The awards were granted by the Commission at its April meeting, as part of the New York State Employee Suggestion Program. Eight other employees received certificates of merit without cash grants.

Two \$100 awards topped the list. One was earned by Mildred Ryan of Scotia, a senior key-punch operator in the Department of Taxation and Finance. She proposed using an "end of record" symbol on income tax returns that saved one key stroke on each of about six million cards prepared for 1965 tax returns. Adoption of the suggestion resulted in an estimated first-year savings of more than \$3,000.

Another \$100 award went to Seymour Abel of Long Beach, a senior license investigator in the Department of State. He designed a form for reporting investigations of barber and cosmetology applicants that replaced a long-hand report of investigators. The new form reduces typing time and has improved the quality of reports. Abel also suggested a procedural change which makes possible more efficient scheduling of investigators time and permits them to spend a maximum amount of time in the field.

There were three \$50 awards during the month. A joint award went to two employees of the Wassaic State School, Raymond Sullivan, a chief stationary engineer and Dolan White, a plumber/steamfitter. They designed a machine to bend rods for making bed springs. The machine produces a uniform product and is five times faster than the hand job used previously.

Harvey Chase of Pine Bush, senior industrial vocation instructor at the Eastern Correction Institution in Napanoch won a \$50 award for suggesting a better way to manufacture playpens for Willowbrook State School.

Another \$50 award went jointly to two employees of the Workmen's Compensation Board, Frank Kirby, assistant workmen's compensation examiner, and Michael Pomodoro, both of Albany, senior workmen's compensation examiner. They suggested including a checkbox listing of frequently used words in a form for motion calendar decisions. The checkbox saves time and simplifies preparation of cases to go on motion calendars.

Seven \$25 awards were made in April. They went to Kenneth Marriott of Delmar, associate civil engineer in the Department of Public Works; Ruth Hall of Albany, a clerk in the Education Department; Ralph Feuerstein of Brooklyn, a food inspector in the Department of Agriculture and Markets; Peggy Scott of Manhattan, a mail and supply clerk in the Workmen's Compensation Board; Charles French of Queens, principal clerk in the Department of State; Elizabeth Perugini of Cohoes, a principal clerk in the Department of Public Works; Sarah Jane Dudley of Brooklyn, a senior clerk in the Workmen's Compensation Board.

Twenty dollar awards were received by Florence Pemberton of Brooklyn, a clerk in the Department of Labor and James Smith of Springville, an animal caretaker in the Department of

Health.

There were eight \$15 awards. They were earned by Fred Neudorf of Colonie, a building guard in the Education Department; John Debboli of Troy, a senior engineering technician in the Department of Public Works; Felix Provencher of Cohoes, a principal office machine operator in the Department of State; Peter Goedel of Troy, a senior clerk in the Compensation Board; Nicholas Barbera of Troy, a clerk in the Department of Public Works; Gerald Seypura of Schenectady, a clerk in the Education Department; Carol Lazar of Queens, a stenographer in the Department of Labor and Jack Browd of Queens, an investigator in the Workmen's Compensation Board.

Ten dollar awards went to Harold Scofield of Tonawanda, a purchasing agent in the State University; Thomas Schell of New Lebanon, an associate factory inspector in the Department of Labor; Carolyn Jeffers of Manhattan, a senior statistics clerk in the Department of Social Welfare; Lois S. Pollak of Brooklyn, a workmen's Compensation examiner in the Workmen's Compensation Board and Ludlow Werner of Manhattan, a statistics clerk in the Department of Labor.

Eight employees received certificates of merit without cash grants: Phillis Kimmey of Averill Park, an account clerk in the Division of Employment; Joseph Lewis of Brooklyn, a industrial investigator in the Department of Labor; Milo Whiting of Otsego, an employee of the Department of Public Works; Robert Dingman of Albany, a meat inspector trainee in the Department of Agriculture and Markets; Ross Gutman of Delmar, a supervisor of dental health education in the

Education Department; Norman Jensen of Albany, a principal engineering technician in the Department of Public Works; Leonard Kreisman of Albany a consultant on supplementary education services program in the Education Department and Harry Peppin of Queens an estate tax examiner in the Department of Taxation and Finance.

Safety Inspector Jobs Are Open In Federal Government

The United States Civil Service Commission is accepting, on a continual basis, applications for an examination for safety inspector. Salary in these positions is \$4,565 to \$5,540 a year.

These positions are open in the Bureau of Motor Carriers of the Interstate Commerce Commission and are located in various cities throughout the United States.

For further information apply to the Executive Secretary, Board of U.S. Civil Service Examiners, Interstate Commerce Commission, Washington, D.C. and refer to announcement number 302 B.

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WHAT'S DOING IN CITY DEPARTMENTS

The I.R.T. Holy Name Society announced the winners of their annual High School scholarship awards recently. This year Maureen Quinn of Immaculate Conception School in Astoria and William G. Cummings of Immaculate Conception School in the Bronx were the winners. The awards are made on the basis of a competitive examination. The scholarship winners were honored at the Society's annual

Communion Breakfast on Sunday held recently at the Astor Hotel.

In a democracy everybody should do his share, so if you want to help pollute the air in New York without even leaving the neighborhood, go ahead and burn those winter refuse things like leaves while you're getting the place spruced up for spring.

Recent statistics from City

Hall show a dramatic increase in Buildings Department housing code enforcement activities. In a comparison of the first three months of this year with the same three months of last year, figures show that an 82 percent increase in buildings violations were filed by the Buildings Department.

The meter maids took another step in the fashion parade last week when 32 senior members of their corps appeared on duty wearing a Christian Dior-styled hat. The new helmet-styled hat replaces the former winter "hostess" cap worn by the Meter Maids since June, 1960 when the corps was founded.

In an effort to provide increased service to the residents of Brooklyn and The Bronx, New York City Rent and Rehabilitation Commissioner Frederic S. Berman announced last week the opening of the Brooklyn and The Bronx offices of the agency on Thursday evenings. In addition, he stated that the Brooklyn office are open Saturday mornings from 9 to 12 as of last Saturday (May 7).

The use of evening and Saturday mornings hours was begun by Commissioner Berman with the 16 West 125th Street storefront office located in Harlem on February 19. Commissioner Berman announced that the purpose of evening and Saturdays hours was to afford the many people who are at work during normal business hours an opportunity to gain first hand information and obtain aid regarding vital rent problems.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter offices

Help Wanted - Male
BOOKKEEPER-Accountant C.P.A. firm needs help with "Write-Up" bar & grill client. Part-time, all year round. Send resume, Box 385, CSL, 97 Duane St., N.Y. 7, N.Y.

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SALESMAN With Car - Learn Real Estate business. No cash investment. Limited partnership with Bklyn's largest firm. Comm. plus bonus. Eisberg-Lenz, DE 9-5700.

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Male or female, familiar with court routine and procedures, experienced in Court or managing clerk's office, needed for routine clerical duties for legal periodical. Hours, noon through early evening. No Saturdays. Generous holiday, vacation and other employee benefits. Box 210, CSL, 97 Duane St., N.Y. 7, N.Y.

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State Probation Officers Needed; \$6,440 To Start

The New York State Civil Service Commission is accepting applications on a continual basis for examinations for probation officers in the various counties of the State.

Starting salaries are as high as \$6,440 per year.

Applicants must be either college graduates or college seniors. To be appointed, candidates must have received their bachelor's degree.

Written examinations are given periodically and therefore no appeal or review of test papers will be allowed.

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

Telephone Maintainer
The New York City Department of Personnel established an eligible list May 10 with six names in the title of telephone maintainer in the Transit Authority.

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The Job Market

By V. RAIDER WEXLER
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

TAX AUDITORS are needed to review financial records of commercial firms for unemployment insurance. Must have three years' accounting or audit experience or two years' accounting course and two years' experience, or college graduation with 24 credits in accounting. Starting salary is \$6,300 going to \$6,675 after one year. . . . **PUBLIC ACCOUNTANTS** are needed at all levels at salaries ranging from \$90 to \$175 a week. Must be college graduates with accounting majors and experience with CPA firms. . . . Apply at the Professional Placement Center, 444 Madison Avenue at 50th Street, Manhattan.

Needed in Manhattan and the Bronx are **AUTO BODY and FENDER REPAIRMEN** with own tools. They will get \$2.50 and up an hour to repair bodies and fenders on passenger cars, knock out dents, straighten, weld and putty. Some chassis work performed. . . . Experienced **OPERATOR** will get \$60 to \$65 a week to cut lace by machine. Must be able to read ruler. . . . An experienced **LACE WINDER** will get \$1.25 to \$1.50 an hour to wind lace by machine. . . . Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

Needed in Brooklyn is a **COVER STRIPPER** experienced in set-up box industry. Will earn \$75 a week to attach glued off paper to cardboard boxes. . . . A **STONE WHEEL ENGRAVER** will get \$80 to \$90 a week to engrave complex floral designs and monograms on glassware by means of stone wheels. . . . **POLISHERS** will get \$75 to \$100 a week to cut down color, buff or grind on various metals. . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

Needed in New Rochelle is an experienced **FURNITURE FINISHER**. He will learn \$2.50 to \$3

an hour to sand and fill furniture and woodwork. Will mix own stains and paints; stain, shellac, antique, glaze or apply other finish to fine furniture. . . . A **SILK SCREEN CUTTER** with six years' experience including some supervisory will earn \$2.25 an hour and up. He will mix inks, make and out stencils for silk screening; set up silk screen printing for all materials, paper, metal and fabrics. . . . Apply at the New Rochelle State Employment Office, 578 Main Street.

Needed in Jackson Heights are fully experienced **DENTAL TECHNICIANS**. An acrylic facings man will earn \$100 a week and up to process veneers on gold bridge work, blend own shades, wax, invest and pack, finish and polish on crowns and bridge work. . . . A Technician will get \$100 a week to mix plaster, make model or cast of full and partial dentures and fixed bridge work. . . . Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

STENOGRAPHERS are needed for a State agency in New York City. Will be tested at 80 words a minute. Salary starts at \$3,999 a year with good fringe benefits sick leave and vacation with pay. . . . Experienced **LEGAL STENOGRAPHERS** with good stenographic and typing skills will earn from \$90 to \$125 a week. . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan. Or call PL 9-1020 for an appointment.

Honor Music Director
Dr. Peter J. Wilhousky, retiring Director of Music in New York City's schools, will be honored when the All-City High School Chorus and Orchestra presents its annual concert at Philharmonic Hall in Lincoln Center at 8:40 p.m. on May 11.



OUTDOOR OFFICE — Mort Kessler, personnel examiner for the Department of Personnel's recruitment and public relations office discusses opportunities in City employment with East Harlem resident during opening ceremonies for Mayor John Lindsay's local City Hall at 120 Street and Fifth Avenue, Manhattan. Some 10,000 pieces of literature were distributed during the ceremonies recently.

Nurses Needed By Federal Gov.

The United States government has career opportunities for professional nurses in various sections of the United States, its territories, possessions and also in foreign countries.

Salary ranges from \$4,345 to \$10,635. There are positions as staff nurse, head nurse, nurse supervisor, operating room nurse and many more.

There is no closing date for this announcement.

For further information, contact the New York City Regional Office of the U.S. Civil Service Commission at 220 East 42nd Street, and ask for announcement 128.

Niagara Commissioner

ALBANY—Edward J. Atwill of Eggertsville has been named to the Niagara Frontier State Park Commission for a new term ending Jan. 24, 1973.

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BERKSHIRES: \$3950 buys old farm house, 5 acres, well, elec., phone chimney, basement, privacy, but year round road. State Forest in walking distance. Rights to 200 acre private nature park, also rights to dock & beach on lake nearby. Needs repairs, but a few hundred dollars would make a comfortable four season camp. Terms: Berkshire Farm Agency, Box 1673, Lenox, Mass.

Farms & Country Real Estate For Sale - Orange County

Free List of Retirement Homes In Port Jervis Area
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Farms & Country Homes Orange County

EXCELLENT Retirement Home, 4 room Rancher — Lot 50x100, gas hot air heat — Tax \$300 P.Y., Price \$13,200.
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Summer Homes For Rent (Penna.)

LAKE Wallenpaupak (Pa.), furnished cottages, all improvements, 100 acres kids to play, low rate week/season. DUSKIS, 2109 Broadway, NYC, SU 7-3300.

HOUSE FOR SALE Suffolk County, L.I., N.Y.

BRENTWOOD — retirement ranch, 2 bedrooms, basement, garage, oil heat, plot 70x100, fence, patio, \$10,600. Easy terms. Many others. McLAUGHLIN REALTY, 33 - 1st Ave. (516) BR 8-8415.

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EAST ELMHURST — one family home, fully detached, 40x100, 3 bedrooms, 1 1/2 baths, full basement, near all trans, shopping and schools. No cash down. Phone Owner — OL 1-2020.

Town & Country Homes Ulster County

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ROSENDALE, Near Williams Lake, 14 room house converted into 3 and 4 rooms apartment newly renovated, half acre land \$4,900, terms arranged.
ROSENDALE HEIGHTS, Lots 50x180, \$350, your own terms.
KINGSTON City, three lots near Leherbs Restaurant, \$1,000 for all, cash \$250.
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Ulster County
OWN YOUR own hunting, fishing, vacation lodge. Cabins from \$1950 up. Very near accessible state lands. Acreage from \$350. Terms: Triale End Real Estate, Samsenville 8, N.Y.

Summer Homes For Rent
Ulster County
MT. MARION, N.Y. — Briggs bungalow, beauty spot, overlooks water. Vice. Kingston \$200-\$335 Seas. Refs. reqd.

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\$6,900
2 bedroom house, large rooms, on 1 1/2 scenic acres, adjoins state land. Swimming & hunting. Terms.
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The New York City Department of Personnel is accepting applications on a continual basis for an examination for school lunch manager.

Salary in this position is \$5,750 to start.

Written tests will be given periodically according to the needs of the service.

School lunch managers are accorded promotional opportunities when eligible to the title of head school lunch manager at a starting salary of \$6,750.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

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Weekend At Grossinger's, Dresses And Furs Are Miss CS Contest Prizes

A weekend for two at Grossinger's, mink vestlets designed by Lilly Bache, furs by Wells-Triester of New York, and dresses from Jonathan Logan are the grand prizes for this year's Miss Civil Service Contest. Also to be presented to the winner in each of the four categories, will be gifts from Faberge'.

Semi-finalists in the four categories, New York State, Federal, Local and New York City, will be brought to Manhattan for the final judging, sometime in June

Entries are coming in from all

sections of the State and the competition, as in the past, will be keen.

Entries should be accompanied by a photograph. Send them to The Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City 10007.

Miss Civil Service Contest

Name

Address

City

Area of Employment — circle one —

Federal State New York City Local

Title Department

Business Address

Send entries to Miss Civil Service Contest, c/o The Civil Service Leader, 97 Duane Street, New York City.



HEART DONATION — Carmen Roman, representing the New York Heart Association, receives \$1,000 check from Police Commissioner Howard R. Leary at a ceremony recently in Police Headquarters. Donated by the Police Department's Charity Fund, the gift will help the Heart Association continue its program of research, education and service in the cardiovascular field.

Mr. Zip says—ZIP code is for everyone. Use is for both business and personal letters.

Walk-In Test For TA Police Sgt.

The New York City Department of Personnel has announced a walk-in examination or promotion to sergeant in the New York City Transit Authority Police Department.

Salary in this position is \$9,344 to start.

No prior filing of applications is required. Applications will be received at the time of the test on July 16. This exam is open only to qualified employees of the Transit Authority.

For further information contact the Applications Section of the Department of Personnel, 49

One Week Left To File For State Promotion Examinations

Only one week remains to file for a series of promotion examinations that are being given by the State of New York. Applications for these exams will be accepted until May 16.

These exams are open only to qualified candidates in the department or promotion unit for which the exam is announced.

Following are the exam titles, numbers and salaries.

Interdepartmentaal
HEAD TABULATING MACHINE OPERATOR—32-071—\$7,065 to \$8,500.

PRINCIPAL TABULATING MACHINE OPERATOR—32-070—\$5,940 to \$7,280.

SENIOR TABULATING MACHINE OPERATOR—32-069—\$4,725 to \$5,855.

Agriculture & Markets
ASSOCIATE MILK ACCOUNTS EXAMINER—32-064—\$10,895 to \$13,080.

SENIOR MILK ACCOUNTS EXAMINER—32-063—\$8,365 to \$10,125.

Executive Department
Executive Chamber
SUPERVISING EXECUTIVE TELEPHONE OPERATOR—32-109—(oral test only)—\$6,300 to \$7,700.

Executive Department
Budget Division
PRINCIPAL TYPIST—32-080—\$5,615 to \$6,895.

Executive Department
Office of Regional Development
PRINCIPAL REGIONAL PLANNER—32-115—\$13,500 to \$16,050.

Mental Hygiene
ART THERAPY INSTRUCTOR—

42-062—\$5,940 to \$7,280.

Public Works
ASSISTANT CIVIL ENGINEER—(physical research)—36-070—\$8,825 to \$10,670.

SENIOR CIVIL ENGINEER—(physical research)—36-071—\$10,895 to \$13,080.

SENIOR CIVIL ENGINEER—(materials)—36-072—\$10,895 to \$13,080.

SENIOR CIVIL ENGINEER—32-066—\$10,895 to \$13,080.

PUBLIC WORKS CIVIL DEFENSE REPRESENTATIVE—32-103—\$10,895 to \$13,080.

Taxation & Finance
DISTRICT TAX SUPERVISOR—32-074—\$14,990 to \$17,740.

ASSISTANT DISTRICT TAX SUPERVISOR—32-072—\$11,490 to \$13,765.

ASSISTANT NEW DISTRICT TAX SUPERVISOR—32-073—\$14,225 to \$16,875.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany.

Installation Planned

The West Islip Union Free School District No. 9 Unit of Suffolk chapter, Civil Service Employees Assn. held their Installation Dinner recently, at Captain Bill's Anchorage, Bay Shore.



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Correction Supers Reallocations Get C.S. Dept. Support

ALBANY — The State Department of Correction has given its full support to a proposal by the Civil Service Employees Assn. to reallocate the salaries of supervisory uniformed personnel within the department.

CSEA representatives obtained the pledge for support last week at a meeting with Correction Commissioner Paul D. McGinnis. A CSEA spokesman said the reallocation would re-establish the salary grade relationship between supervisory positions and the entrance level Correction Officer titles, which were reallocated from Grade 11 to Grade 12 several weeks ago.

Appeals for reallocation are being submitted by the Employees Assn. for the following titles within the Department of Correction: Sergeant, Grade 15 to 16; lieu-

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

Jewish State Aides Set May 18 Meeting

The Jewish State Employees Assn. of New York has called special attention of the change in date of the next regular meeting, the last before the recess for the summer months. This meeting will be at 80 Centre Street, Manhattan, in room 637, on Wednesday, May 18.

Gladys Stricoff and Rose Strow are in charge of arrangements for the Shakesperian Festival on June 4th and 11th for members and friends, at Stratford, Conn. Tickets include chartered bus and admission to the show and are available for both date, according to Abraham B. Shavelson, association president.

tenant, Grade 18 to 19; captain, Grade 20 to 21; assistant deputy supervisor, Grade 22 to 23; deputy supervisor, Grade 25 to 26; assistant deputy warden, Grade 22 to 23; deputy warden, Grade 25 to 26; hospital chief officer, Grade 19 to 20, and security supervisor, Grade 22 to 23; youth camp assistant supervisor, Grade 18 to 16, and youth camp supervisor, Grade 20 to 21.

Men & Women

Correction Captain Key Ans.

The Department of Personnel has released the tentative key answers for the promotion examination to captain (men) Department of Correction and captain (women) Department of Correction.

Thirteen hundred and 17 appeared for the male section of the exam and 141 appeared for the female section.

Those candidates who wish to protest against any of these key answers must do so before midnight, May 24. All protests must be accompanied by the evidence upon which the protest is based.

- 1, A; 2, D; 3, D; 4, B; 5, C; 6, D; 7, B; 8, A; 9, A; 10, C; 11, B; 12, C; 13, A; 14, D; 15, C; 16, B; 17, B; 18, C; 19, A; 20, D; 21, D; 22, C; 23, B; 24, D; 25, A.
- 26, B or C; 27, A; 28, B; 29, D; 30, A; 31, C; 32, A; 33, A; 34, B; 35, C; 36, D; 37, B; 38, C; 39, B; 40, D; 41, D; 42, A; 43, D; 44, B; 45, C; 46, D; 47, A; 48, B; 49, B; 50, D.
- 51, C; 52, D; 53, A; 54, C; 55, D; 56, A; 57, A; 58, D; 59, C; 60, D; 61, B; 62, B; 63, A; 64, C; 65, B; 66, C; 67, D; 68, D; 69, A; 70, C; 71, B; 72, A; 73, A; 74, D; 75, A or D.
- 76, C; 77, C; 78, B; 79, A; 80, B; 81, D; 82, C; 83, B; 84, C; 85, B; 86, D; 87, D; 88, A; 89, D; 90, B; 91, C; 92, C; 93, C; 94, D; 95, A; 96, B; 97, C; 98, D; 99, C; 100, A.

HA Employees Receive Bonds For Heroic Acts

Four employees of the New York City Housing Authority will receive U.S. Savings Bonds for heroic acts at a ceremony in the Board Room, 250 Broadway, May 11.

A \$50 Savings Bond will be presented to Calvin S. Manning, assistant resident buildings superintendent at Wilson-White Houses, Manhattan will each receive a \$25 rest of a non-tenant who had stolen a teacher's purse.

Austin D. Weeks, foreman of housing caretakers, and John D. Balestrero, maintenance man, both employed at Wilson Houses, Manhattan will each receive a \$25 Savings Bond for prompt action in putting out a fire in an apartment.

Anthony Leto, housing fireman at Monroe Houses, Bronx will receive a \$25 Savings Bond for removing a painter's wagon that was on fire in the lobby of a building.

- B; 56, A; 57, A; 58, D; 59, C; 60, D; 61, B; 62, B; 63, A; 64, C; 65, B; 66, C; 67, D; 68, D; 69, A; 70, C; 71, B; 72, A; 73, A; 74, D; 75, A or D.
- 76, C; 77, C; 78, B; 79, A; 80, B; 81, D; 82, C; 83, B; 84, C; 85, B; 86, D; 87, D; 88, A; 89, D; 90, B; 91, C; 92, C; 93, C; 94, D; 95, A; 96, B; 97, C; 98, D; 99, C; 100, A.

Help Wanted Ontario County

HELP WANTED: Ontario County. Assistant Engineer \$5600-\$7000; Junior Engineer \$5000-\$6400; Engineer Aide \$4500-\$5200. Applications are being accepted for immediate appointments. Examination dates to be announced. Contact Ontario County Civil Service Commission, Court House, Canandaigua, New York. Open to New York State eligibles.

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LINDVILLE — City convenience and suburban atmosphere are among the features that are attracting purchasers of apartments at The Lindville, a moderate-income cooperative residence at 3555 Olinville Avenue at 213th Street, in the Bronx, New York. The new 16-story building has recently been completed and sales activity is in progress. The Lindville, under the sponsorship of First National Realty & Construction Corp., is supervised by the Housing and Redevelopment Board of the City of New York. Q. D. Realty, the managing agents on the premises, predicts sales to proceed at a brisk rate; agents are on the premises at The Lindville from 10 a.m. to 6 p.m. daily and Sundays. The telephone number is 231-1612.

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5 Hunkins N Buffalo	926	167 Kaiser S Buffalo	838	328 Taggart M Snyder	810	491 Veroni A Cohoes	790
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23 Bindig B Buffalo	898	185 Ward M Syracuse	833	346 Dobbis P Bklyn	807	509 Koralewski J Auburn	787
24 Smith P Schenectady	897	186 Henderson G Tonawanda	833	347 Rice R Watervliet	806	510 Fitch H Buffalo	786
25 Cole E New Platz	896	187 Weatherbee C Nassau	833	348 Toehy M Schenectady	806	511 Converse M Olean	786
26 Brewer M Bronx	896	188 Weber M Schenectady	833	349 Hope A Brentwood	806	512 Stannard M Windsor	786
27 Brownell F Albany	895	189 Paehel H Maspeth	833	350 Ward N Troy	806	513 Pike E Albany	786
28 Savoie M Latham	894	190 Allegretta D Albany	833	351 Role A Buffalo	806	514 Steffens W New Paltz	786
29 Schaefer J Eggersvll	894	191 Cimha L Bklyn	832	352 Branche V Albany	806	515 Agnew S Oneonta	786
30 Olla M Syracuse	894	192 Ryman S Bklyn	832	353 Bonested C Troy	806	516 Crispin P Broadabbin	785
31 Murphy C Cobleskill	894	193 Moon C Saratoga	832	354 Seidl F Commack	804	517 Bisci F LICity	785
32 Urba M Castleton	893	194 Roemer M Albany	832	355 Kelly D Albany	804	518 Matera C Bklyn	785
33 Trump R Albany	893	195 Benjamin J Albany	832	356 Wilson N Albany	804	519 Rycumbel D Buffalo	785
34 Britton E Albany	893	196 Warner C Sand Lk	832	357 Boyd E Waterford	804	520 Singer R Latham	785
35 Sanise H Whitestons	892	197 Evans M Syracuse	832	358 Johnson C Hollis	804	521 Hamilton J Albany	785
36 Sadek A Buffalo	892	198 Mevey M Middletown	832	359 Cobbs V Menands	804	522 Mordfeld L Schenectady	784
37 Dillon O Haverstraw	891	199 Dunne J Melrose	832	360 Knickerbocker K Schaghtico	804	523 Moore S Loudonvll	784
38 Engel R Slingerlan	891	200 Sheridan C Schenectady	832	361 Falls M Castleton	804	524 Chapman A Ballston L	784
39 Moriolo C Croton Falls	890	201 Scharett F Buffalo	831	362 Paul R Bklyn	804	525 Williams J Peru	784
40 O'Rourke G Castleton	889	202 Wright D Watertown	831	363 LaPosta E Troy	804	526 Saluda H Flushing	784
41 Hanna B Schenectady	888	203 Colani D Schenectady	831	364 Daft Anne Bklyn	804	527 Tuttle V Nunda	784
42 Mark H Troy	887	204 Livant S Babylon	831	365 Bonesteel B Troy	803	528 Crech A Sand Lk	784
43 Lamona L Albany	885	205 Sullivan E Albany	830	366 Mahar T Rensselaer	803	529 Kelly L Ogdensburg	783
44 Wright K Saranac	885	206 Tuccinardi E Chemung	830	367 Hayner J Albany	803	530 Szmilowski W Schenectady	783
45 Meeker E Elmira	884	207 Tuohy S Elmira	830	368 French D Waterford	803	531 Vrooman B Albany	783
46 Barber P Albany	884	208 Cooke M Utica	830	369 Godd M Albany	803	532 McGreevy E Troy	783
47 Lamkina K Saranac	884	209 Hoffman M Delmar	830	370 Campbell M Loudonvll	803	533 Kozak S Schenectady	783
48 Brantek M Altamont	883	210 Bryant M Trumansburg	830	371 Jones V Millerton	803	534 Virano M Albany	783
49 Beyerl L Ossining	883	211 Guley E Binghamton	830	372 Betts J Richmondvl	803	535 Mitchell H Staten Is	783
50 Bernan B Tonawanda	882	212 O'Brien D Utica	830	373 Hunter E Waterford	803	536 Hennessey M Albany	783
51 McNulty B Albany	881	213 McAuley D Loudonvll	830	374 Bramer R Latham	803	537 Treiber D Bayside	783
52 Kocielski R Buffalo	881	214 Tucker H Babylon	830	375 McLand K Oneonta	803	538 Jacobson R Bronx	783
53 Sarring G Albany	881	215 Stanley O Watervliet	830	376 Bell H Warnerville	803	539 Scharf A Albany	783
54 Watrous D Schenectady	879	216 Martin J Babylon	829	377 George L Latham	803	540 Corlins J Ogdensburg	783
55 Steinsberg S Hollis	879	217 Wof R Brockport	829	378 Busone T Green Island	802	541 Werner L NYC	783
56 Hardsace C Albany	878	218 Godberg P Hewlett	828	379 Nosseler B NYC	802	542 Morenus R Vestal	783
57 Esposito A Troy	878	219 Viviano M Selkirk	828	380 Collins H Troy	802	543 Snowden F Round Lk	783
58 House G Horseheads	877	220 Seemann D Marcy	828	381 Foley L Albany	802	544 Schaff K Kirkvills	782
59 Forman L Bayside	876	221 Goldberg P Brockport	828	382 Nilson E Thornwood	802	545 Brandow G Selkirk	782
60 Olezak E Buffalo	876	222 Weidman K Poestenkill	828	383 Oakley A Taverstraw	802	546 Brandow G Selkirk	782
61 Borszewski A Amsterdam	874	223 Webb N Latham	828	384 Cenci A Albany	802	547 Nowak M Latham	782
62 Burrow R Albany	873	224 Dunn I Latham	827	385 Johnson M Bklyn	802	548 Brown V Andover	782
63 Filkins D Albany	873	225 Neagle E Elmhurst	827	386 Bryant M Bklyn	802	549 Blonsky C Bronx	782
64 Silverman H Bklyn	873	226 Fairlie H Albany	827	387 Larson E Snyder	802	550 Zeh J Amsterdam	782
65 Jones F Esperance	873	227 Bender F Kenmore	826	388 Culver R Schodok Ln	802	551 Connors M Troy	782
66 Colby M Elmira	872	228 Newberry J Hamburg	826	389 Colwell C New Hartford	802	552 Sheridan R Albany	782
67 Dillon B Cohoes	872	229 Williams H Schenectady	825	390 Rozanski S Buffalo	802	553 Brown R NYC	782
68 Vandalstein M Syracuse	872	230 Dunn E Elmhurst	825	391 Whalen E Wassale	802	554 Cohen M Watervliet	782
69 Klingenstein A Woodside	872	231 Samuels K New Platz	825	392 Parsons L Jamaica	802	555 Franceschetti K Watervliet	782
70 Zimmer V Nassau	872	232 Duesberg B Plattsburg	824	393 Ames F Worcester	801	556 Wallace H Castleton	781
71 Green R Kirkville	872	233 Mare S Fulshing	824	394 Tarric C Cohoes	801	557 Lawrence D Potsdam	781
72 Ball H Buffalo	871	234 Balfort S Syracuse	824	395 Conzel A Syracuse	801	558 Schmidt E Elmont	781
73 Daley M Barneveld	871	235 Persons J Albany	824	396 Frazier M Amsterdam	801	559 Johnson E Bklyn	781
74 Ponsinger R Elmira	868	236 Goatsay R Buffalo	824	397 Cassels M Albany	801	560 Carpenter P Schenectady	781
75 Daly E Smithtown	868	237 Kennedy H Albany	823	398 Griffin R Coeymans Ho	801	561 Robertson J Otsego	781
76 Silberberg M Albany	866	238 Dulin M Albany	823	399 Smith G Albany	801	562 Lach H Syracuse	781
77 Haney D Kenmore	866	239 Larson I Albany	823	400 Smith G Albany	801	563 Andreen G Catskill	781
78 Milard H Brewerton	865	240 Linz M Schenectady	823	401 Barnes S Lake Grove	800	564 Denkin R NYC	781
79 Cravener C Watertown	864	241 Peichenbach D Howard Bea	823	402 O'Brien N Watervliet	800	565 Rega I Troy	781
80 MacGowan F Albany	864	242 Moreno A Mineola	823	403 Leijfert P Valley Fal	800	566 Rosenblum H Troy	781
81 Ammerall J Amsterdam	864	243 Adams M Greenbus	823	404 Isachsen D Albany	800	567 Antenucci M Schenectady	781
82 Nemrich R Buffalo	863	244 Winters G Schenectady	823	405 Campbell M Voorheevl	800	568 Riley R Troy	781
83 Rooney A Troy	863	245 Walter H Chenango	823	406 Mazurle J Albany	800	569 Spense W Catskill	781
84 Lamby J Voorheevl	863	246 Bouchey I Green Isla	823	407 Derlase W Schenectady	799	570 Diegel J Albany	781
85 Snyder P Watervliet	863	247 Sarrel S NYC	823	408 Dekin E Deer River	799	571 Martin J Albany	781
86 Eisenberg R Albany	863	248 Yost L Lindenhurst	822	409 Goldensolun A Flushing	799	572 Harding E Albany	781
87 Teitelbaum S NYC	862	249 Pollack S Schenectady	822	410 Ipolito R Buffalo	798	573 Jorgensen R Slingerlan	781
88 McKenna E Albany	862	250 Binninger P New Paltz	822	411 Mellitzer B Schenectady	798	574 Leizer M Albany	781
89 Sinclair A Averil Pa	862	251 Malo R Cohoes	822	412 Pearsall A Rensselaer	797	575 McLaughlin C Buffalo	780
90 Tokarski S Saranac La	862	252 Harper J Albany	822	413 Grasso M Utica	796	576 Levy G Bklyn	780
91 Geizer J Westbury	861	253 Soper A Wantagh	822	414 Consolatore N Bklyn	796	577 Mendus B Schenectady	780
92 Morehouse W Ravena	861	254 Kurzwel E Bklyn	821	415 Orlando S Buffalo	796	578 Dybas W Amsterdam	780
93 Morehouse W Ravena	861	255 Logan L Rochester	821	416 Heynezuk E Cohoes	796	579 Coffey D Troy	780
94 Peires D Rensselaer	861	256 Galvin J Oswego	821	417 Summers S Cohoes	796	580 Schofield M Troy	780
95 Havens P Albany	860	257 Gilbert L Utica	821	418 Berning D Scotia	796	581 Bryant C Albany	780
96 Pettin V Whitestons	860	258 Rentz S Watervliet	821	419 Brandt K Rome	796	582 Harrington H Troy	780
97 Rothstein B Bronx	860	259 Tuhmel G Berne	820	420 Yazman L Bklyn	796	583 Moran G Schenectady	780
98 Brennan L Albany	860	260 Collier B Watervliet	820	421 Hepp C Troy	796	584 Canter H Albany	780
99 Nowakowski H Buffalo	859	261 Somerville R Troy	820	422 Lohnas J Saratoga	796	585 Reed A Albany	780
100 Greve F Bklyn	859	262 Lynch E Glendale	820	423 Clapper M Schenectady	796	586 Juhl R Tonawanda	780
101 DeVoe S Cohoes	858	263 Delaney E Watervliet	820	424 Gradwohl T Buffalo	795	587 Berryman R LICity	779
102 Underwood R Troy	857	264 Murphy P Buffalo	820	425 Miller G Bklyn	795	588 Lund G Ghent	778
103 Frank I Colonie	856	265 Kozloski A Schenectady	820	426 Wilder E Gowanda	795	589 Albright E Albany	778
104 Atkinson B Albany	855	266 Rice H Albany	820	427 Weed J Albany	795	590 Lebricht B Castleton	778
105 Higams L Albany	854	267 Canavan M Buffalo	820	428 Bailey E Troy	795	591 Davies H Wappinger F	778
106 Corbett J Troy	854	268 Donahue G Albany	820	429 Shapera E Deer Pl	795	592 Tompkins L Montrose	778
107 Friedman R Kenmore	854	269 Bender A Jamaica	819	430 Faulkner N Rochester	794	593 Lieberman B Bklyn	778
108 Lazo C Troy	854	270 Brown J Albany	819	431 Bonlonaro M Buffalo	794	594 Stolzman J Depew	778
109 Hamel W Cohoes	853	271 Fielder L Bklyn	819	432 Lieberman C Albany	794	595 Margelin D Syracuse	778
110 Berger M Grafton	853	272 Murphy R Orchard Pa	818	433 Snyder J Loudonvll	794	596 Elliot S Latham	778
111 Flynn M Albany	853	273 Wetmore B Albany	818	434 Muraven L Albany	794	597 Shurz S Forest Hill	778
112 Culver G Troy	853	274 Phillips D Schenectady	818	435 O'Grady M Albany	794	598 Aelxander N Albany	778
113 Donohue M NYC	853	275 Luciano G Albany	818	436 Latch M Schodok Ln	794	599 Gantner J Troy	778
114 Shafter B Rochester	853	276 Leonard D Snyder	817	437 Kealey W Troy	794	600 Anthony S Schenectady	777
115 Fawcett K Cortland	853	277 Matthews D Bklyn	817	438 Davis D Troy	794	601 Carter J Cohoes	777
116 Leventhal A Albany	852	278 Bartkowski T Schenectady	817	439 Nava N Rosedale	794	602 Terry B Vestal	777
117 Tierney C Latham	851	279 Stern H Yonkers	817	440 Pagano L Loudonvll	794	603 Weiss S Bklyn	777
118 Dalland G Troy	851	280 Thurston M Staten Isl	817	441 Carman G Feura Bush	794	604 Urbanjak S Buffalo	777
119 Allen M Amsterdam	851	281 Bielas E Troy	816	442 Campbell B Buffalo	793	605 Gandler Miriam	777
120 Rheingold S Schodack	850	282 Martone J Troy	816	443 McHugh J Troy	793	606 Alvey M Troy	777
121 Smithers E Ogdensburg	850	283 Kocielniak A Buffalo	816	444 Spina R Troy	793	607 Lucas R Albany	777
122 Virga K Fulshing	849	284 Ellis N Tonawanda	816	445 Phillips D Buffalo	793	608 Notaro A Buffalo	777
123 Berzman H Flushing	849	285 Schwammer I Buffalo	816	446 Healy M Utica	793	609 Listig E Syracuse	777
124 Sachartoff C Quena Vil	848	286 Ford R Bpland	816	447 Kopra E Buffalo	793	610 Allen B Albany	777
125 Weitzman W Bronx	848	287 Chinchase J Rensselaer	816	448 Grimmer J Albany	793	611 Cernauskas J Brentwood	777
126 Gidley B Schenectady	847	288 Carhart A Albany	816	449 Casack S Cohoes	793	612 Tripp M Albany	777
127 Slattery J Watkins	846	289 Houghton C Slingerlan	815	450 Wyner M Bronx	793	613 Vickery M Hornell	777
128 Getz R Peru	846	290 Coppola B Otisvll	815	451 Kinney T Rexford	793	614 Vanauken A Syracuse	776
129 Sapone D Troy	845	291 Kircher E NYC	815	452 Cook I Oswego	793	615 Bobik E Binghamton	776
130 Touchette G Schenectady	844	292 Miller V Troy	815	453 Somers E Jamaica	793	616 Butler J Albany	776
131 Gifford J NYC	844	293 Panzer F Bronx	814	454 Balvia M Rochester	792	617 Link J Albany	776
132 Warren M Voorheevl	844	294 Cangello C Utica	814	455 Styczynski A Latham	792	618 Clement J Troy	776
133 Williams L Syracuse	843	295 Hagadorn M Hornell	814	456 Poulin J Amsterdam	792	619 Sinclair A Bklyn	776
134 Stein I Utica	843	296 Munro M Pawling	814	457 Alot J Rochester	792	620 Stack A Cortland	776
135 Francella P Albany	843	297 Shay M Babylon	814	458 Bogart T Waterford	792	621 Schultx L Buffalo	776
136 Lavell M Spencerport	843	298 Dimastio R Amsterdam	814	459 Wurstin L Rensselaer	792	622 Thatchert A Feura Bush	775
137 Niskamp H Catskill	843	299 Hoelzle W Buffalo	814	460 Hunt I Latham	792	623 McCaffery M Jamaica	775
138 Crandall D Oneonta	843	300 Osenl F Albany	814	461 Raikovich H Bellerose	792	624 Keeher R Albany	775</

Eligible Lists

PSYCHIATRIC HEAD ATTENDANT, G-14 — MENTAL HYGIENE

1	Prentiss P Ronkonkoma	882
2	Freund H Sharon Con	941
3	Jaquish B Wassaic	924
4	Wagner B Stony Pt	921
5	Mahoney M Cheektowaga	903
6	Kelly C St James	894
7	Adrian C Dover Pt	893
8	Joseph S Middletown	891
9	Taylor H Kearny NJ	891
10	Kral W Millbrook	888
11	Wilmot L Binghamton	885
12	Kayea A Wassaic	882
13	Arthurton K Palmyra	880
14	Cayea N Amenia	880
15	Jackson N Middletown	875
16	Jackson N Middletown	875
17	Irwin M Ctl Islip	875
18	Bowman J Newark	873
19	Asherl P Kingston	872
20	Steff C Collins	865
21	Roberts C Pearl River	864
22	Kvestad B Ctl Islip	863
23	Yager J Trumansbur	862
24	Scott M Bay Shore	860
25	Haley L Ogdensburg	855
26	Walcott R Deer Pk	854
27	Beaudoin R Lk Ronkonk	853
28	Rorem M Kings Pk	852
29	Barker L Ctl Islip	850
30	Walley H Stony Pt	849
31	Cernosky C Holbrook	848
32	Lust L Middletown	848
33	McAuley A Lk Ronkonk	848
34	Delfino A Haverstr	846
35	Bowman M Newark	839
36	Casselman W Geneva	839
37	Anthony H Sufferin	837
38	Asmus S Staten Isl	835
39	Wilton E Massapequa	833
40	Lamothe M Greenfd Ct	833
41	Blanche T Bay Shore	830
42	Bormann L Rome	827
43	Williams E Spencer por	826
44	Hally P Sonyea	825
45	Ende E Ctl Islip	825
46	Babeock P Stony Pt	825
47	Hastings E Rome	822
48	Burke R Ctl Islip	822
49	Brownell L Ovid	821
50	Falco V Staten Isl	821
51	Harpke M Middletown	816
52	Hendrickson C Deer Pk	815
53	Kowalsky L Ctl Islip	815
54	Christensen P Willard	814
55	Dunham M Dover Plain	814
56	Abbott J Wingdale	813
57	Douwedecker R Pawling	813
58	Mozejko W Smithtown	810
59	Ockers N Sayville	810
60	Tiltzsimons M Staten Isl	809
61	Filipoton J Conesus	800
62	Heagle L Ogdensburg	799
63	Adams V Smithvl F	798
64	Boardman D Clifton Sp	797
65	Cotton M Wyandanch	796
66	Baird W Middletown	796
67	Doxsee M Sayville	795
68	Stevens M Newark	793
69	Cooley H Waterloo	791
70	Carpenter A Linenbur	789
71	McGuire M Kings Pk	788
72	Millen L Garnerville	788
73	Chieholm L Huntington	787
74	Sanders W Kinks Pk	786
75	Braunstein B Pt Jerse	786
76	MacIar M Rome	785
77	Moloney B Islip	785
78	Wallace E Bay Shore	783
79	Brown A Ctl Islip	783
80	Scholl J Lk Ronkonk	793
81	Hekey M Seldon	780
82	Sullivan D Buffalo	778
83	Gloncester G Scottavil	777
84	Maanta P E Islip	776
85	Reiter M Neconset	776
86	Bal C Amenia	776
87	Cacinek A Collins Ct	776
88	Willis R Bay Shore	776
89	Gardener L Ctl Islip	775
90	Thomson W Brentwood	775
91	Hinckley D Windsor	774
92	Weboldt W Thibella	773
93	Coyne A Garnerville	772
94	Molica H Bay Shore	772
95	Lionheart D Patchogue	772
96	Todd J Dover Pk	767
97	Barthelme C Middletown	766
98	Cowles G Newark	762
99	Solafant J Centerteach	757
100	Derwick M Garnerville	757
101	McGeorge H Haverstraw	756
102	Pilgrim J Garnerville	754
103	Adams John Ctl Islip	751

CHIEF STEAM ENGINEER, DEPT. OF PUBLIC WORKS, ERIE COUNTY

1	Sifer T Buffalo	810
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ASSISTANT DIRECTOR OF RESOURCES, DEPT. OF SOC. WELF. ERIE CO.

1	Glassner A Bulalo	842
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ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING, ERIE COUNTY

1	Arnim M Kenmore	831
2	Psicher L Cheektowaga	819

PRINCIPAL REAL ESTATE APPRAISER G-26 — INTERDEPARTMENTAL

1	Veik D Loudonvill	823
2	Coates R Penn Yan	803
3	Withoft H Chatham	772
4	Palmer A Latham	762

ASSOCIATE CIVIL ENGINEER (DESIGN) G-27 — PUBLIC WORKS

1	Benedict W Delmar	945
2	Ruby J Schenectady	887
3	Robb J E Greenbus	884
4	Alexander W E Greenbus	866
5	Barnhart E Rensselaer	858
6	Turner L Rensselaer	844
7	Dellahoy K Newtonvill	832
8	Henkin H Albany	826
9	Romani A Albany	826
10	Winkler H Scotia	825
11	Posthauer R Albany	819
12	Barnes P Loudonvill	819
13	Willa R Troy	818
14	Seargent R Binghamton	802
15	Paronza Z Albany	789
16	Sherman J Glenmont	788
17	Gilday J Delmar	772
18	Greene M Ballston	769
19	Connors T Schenectady	767

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9	Romani A Albany	826
10	Winkler H Scotia	825
11	Posthauer R Albany	819
12	Barnes P Loudonvill	819
13	Willa R Troy	818
14	Seargent R Binghamton	802
15	Paronza Z Albany	789
16	Sherman J Glenmont	788
17	Gilday J Delmar	772
18	Greene M Ballston	769
19	Connors T Schenectady	767

ASSOCIATE CIVIL ENGINEER (DESIGN) G-27 — PUBLIC WORKS

1	Benedict W Delmar	945
2	Ruby J Schenectady	887
3	Robb J E Greenbus	884
4	Alexander W E Greenbus	866
5	Barnhart E Rensselaer	858
6	Turner L Rensselaer	844
7	Dellahoy K Newtonvill	832
8	Henkin H Albany	826
9	Romani A Albany	826
10	Winkler H Scotia	825
11	Posthauer R Albany	819
12	Barnes P Loudonvill	819
13	Willa R Troy	818
14	Seargent R Binghamton	802
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Rockefeller Vetoes Bill Allowing Board Of Visitors To Rue

ALBANY—Governor Rockefeller has followed the recommendation of the Civil Service Employees Association in vetoing a bill that would have given boards of visitors in state mental institutions the power to hear charges made against institution employees.

At the present time, boards of visitors have the power to hear charges made against a director of an institution but not employees.

The Mental Hygiene Department oposed the bill on the grounds it would infringe on the role of responsible administrators. At present, hospital directors are empowered to hear charges brought against employees.

The department wrote: "If the Board of Visitors does not believe that the director is doing an adequate job in administering the institution, the existing provisions of this subdivision contain a sufficient remedy. Extending the power of the Board of Visitors to cover the everyday administration of the institution would be demoralizing to institution discipline and to good management."

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Civil Servants' Role In Community Discussed By Citizens Committee And Capital District Conference

ALBANY—The bonds between the civil service employee and Albany area community leaders were strengthened last week during a community night sponsored by the Capital District Conference, Civil Service Employees Assn.

Some 125 persons attended the program at the Sheraton Inn Towne Motor Inn, including representatives of 31 community groups.

Following an informal reception and supper, the guests heard introductory remarks from A. Victor Costa, president of the conference; Lloyd Cheney, Jr., vice president of the Albany Chamber of Commerce, Joseph F. Feily, president of the statewide Association, and Gene Robb, publisher of the Capital District newspapers.

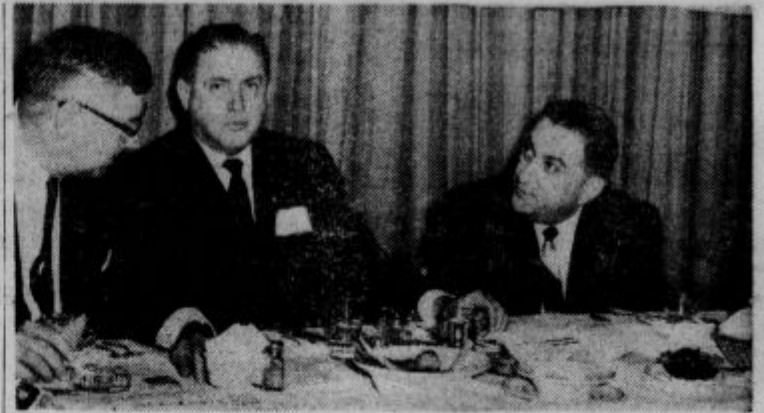
Robb outlined plans for a community service booklet, the cost of which will be underwritten by his newspapers and distributed by the conference to all members. The booklet will describe area service organizations, their purposes, their programs their needs. Robb praised the response by both the member-chapter officers and the community leaders. Noting that the program was the first of its kind in the city, the publisher urged the committee to expand the program for the future.

Chedney praised the local leadership attending and echoed the sentiments of Robb in citing the conference for its "forward step in community relations."

Felly pointed out that the reason for the 13-minute film was to better explain the role of the civil service employee in community life. He added that many of the scenes in the film were taken in the Capital District area.

The CSEA film—Spotlight on Service—was introduced by Gary Perkinson, director of public relations for the 140,000-member Association. On hand also to assist in the presentation were other CSEA staff members—F. Henry Galpin, assistant executive director; William Blom, director of research, Joseph Roulier, assistant director of public relations and Thomas Luposello, associate program specialist.

Other guests attending included Dr. Theodore Wenzl, first vice-president of the state Association, Joe Deasy, Jr., city editor of The Leader and Joseph Bellew, Albany advertising representa-



DISCUSSION — Gene Robb, center, publisher of the Capital District Newspapers discusses program during the Capital District Conference, Civil Service Employees Assn. Community Night with Joseph F. Feily, president of the statewide Association, left, and A. Victor Costa, president of the conference, right. Robb, who served on the coordinating committee with Max Benko, conference vice-president, termed the program a huge success.

tive of The Leader.

Max Benko, chairman of the program and first vice-president of the conference, served as moderator for the informal discussion following the remarks.

Topics discussed during the open meeting — at which community leaders asked questions of the CSEA—were:

- Has the civil service worker any characteristic that uniquely qualify him for participation in community activities?
- What contributions are civil service workers making in community service?
- What additional opportunities for service by civil service people exist in community organizations? and
- Are there any special community-organization programs or projects existing or projected of unusual interest or importance?

Taking part in the program—first of its kind in the CSEA—were: Albany Institute of History and Art; Albany Artists Group; Vanguard; Memorial Hospital Auxiliary; Community Chest; Clinton Square Neighborhood House; Fair Housing Committee; Children's Hospital; Albany Citizens Against Poverty and the Civic Music Association.

Also: Albany Girls Club; Albany Civic Theatre; Red Cross; Senior Citizens; Chamber of Commerce; International Center; Albany Home for Children; Jewish Community Center; Young Mens Christian Association; Albany Interracial Council; Hudson Valley Council of the Girl Scouts; Planned Parenthood Assn.; Saratoga Center for the Performing Arts; World Affairs Committee;

Spa Center; Heart Association; Albany Medical Center; League of Women Voters; Albany Association of The Blind; Friends of the Library and the Capital Newspapers.

Bargaining

(Continued from Page 1)

change hands if another agency gets more paid members than we have."

"The CSEA does not consider itself a union," Flaumenbaum explained. "Each year it presents a list of requests to the county supervisors and the county executive. Then Association leaders meet with the county officials to negotiate. In the 56 years that the Association has had a constitution, no matter what the outcome of the talks, there has never been a strike. We have no powers other than discussion," he said. "and we renounce the use of a strike and anything to do with a strike such as a slowdown."

"We want the county to set up rules concerning this because we want true collective bargaining," Flaumenbaum said. "We want to be able to sit down and bargain and then refer the matter to a factfinding committee for "compulsory bargaining." He concluded by noting that "we want the public to know that we're not interested in striking."

The chapter also represents school district employees.

Labor Relations

(Continued from Page 1)

nizes that, at the heart of sound employee-employer relationships, procedures and machinery are necessary which afford an opportunity for voluntary, good faith settlement of disputes. This bill accomplishes this goal with a positive approach. It gives to public employees employees valuable rights an asks only for a commitment of continued, uninterrupted governmental services in return. It, thereby, protects the public as well as the employee. This is the philosophy of this organization," they declared.

Dr. Baker Appointed

ALBANY—Governor Rockefeller has reappointed the Rev. Dr. Oren H. Baker of Rochester to the Board of Visitors of the Rochester State Hospital. His new term ends Dec. 31, 1973.



GUESTS — Guests at the annual dinner meeting of the Cattaraugus County chapter, Civil Service Employees Assn., recently included, left to right, second row: Genry J. Gdula, field representative; John Panado, second vice-president of the chapter; Donald Rosenbaum, State Retirement System, and Arthur Haley, chapter president. Front row, same order: Margieann Kinney, social committee chairman; Mary Cawley, treasurer and Carmen Swartz, first vice-president.

Cattaraugus County Chapter Hears Rosenbaum And Gdula

The annual dinner meeting of the Cattaraugus County chapter of the Civil Service Employees Assn., was held recently at Paul's Steak House, Olean, Donald Rosenbaum, representative from the State Employees Retirement System, Albany, was principal speaker.

Henry J. Gdula, CSEA field representative discussed pending legislation pertaining to the County employees.

Guests introduced by Arthur J. Haley, chapter president, included Dr. Paul Kirsch, Superintendent of Salamanca Schools; Supervisor George Baker of Olean; Supervisor James Lockwood of Hinsdale; Supervisor Francis Kehoe of Olean; Supervisor Joseph Padlo of Olean; Mrs. Helen Macdonald, Erie chapter CSEA; Mrs. Marion E. Mahoney, delegate from Albion State Training School, and Mrs. Josephine Sirianni of Southwest chapter, CSEA.

Dinner arrangements for the evening were under the direction of Mrs. Margieann Kinney, social committee chairman, assisted by Mrs. Mary Cawley, Mrs. Carmen Swartz, Myron Klink, and Mrs. Erma Glasford.

Watertown Seeking New Pay Plan For Municipal Employees

WATERTOWN—City Manager Donald G. Forbes has countered a general pay and benefits request by Watertown city employees with a budget proposal to hire professional service to come up with a new municipal pay plan.

In anticipation of increases from the new evaluation, the city manager proposes that \$80,000 be earmarked in a budget contingent fund for expected pay boosts the last half of the city's fiscal year, starting Jan. 1, 1967.

Police and firemen have made separate application to the city council for increases in pay and fringe benefits. The Jefferson chapter, Civil Service Employees Assn., has made a similar request in behalf of its city-employed members.

Supplemental Pensions

(Continued from Page 1)

year a member retired from the System. It calls for a three percent "trigger point" at which pension benefits would be proportionately adjusted.

Levitt said: "this bill is of consequence for every retired person and employee covered by a retirement plan in New York State. It was deliberately formulated to serve as a model, not only for other levels of government, but for private industry as well."

Simple Justice

He noted that the added cost of covering retired State workers

would be "less than \$1 million a year . . . a reasonable price to pay for a matter of simple social justice."

The Comptroller asserted, "providing retired employees with protection against the ravages of inflation also makes sound fiscal sense for government. If these older men and women are unable to themselves pay for the necessities of life, the burden of meeting this cost will come right back to government and I have yet to see where government can furnish these needs more economically than the retired family can for itself."

Levitt pointed out that "living cost pressure upon retired people is in large measure a product of government action. These older citizens are not excused from having to meet mounting local property taxes. A larger share of this tax burden is for education. These people have long since finished paying the school bills for their children. Obviously, government as a special responsibility here and should set a pattern for private industry where the same protection from inflation is sorely needed to assure a secure measure of dignity for retired workers."

Eligibles

(Continued from Page 14)

811	Pogoda A Syracuse	753
812	Gibson L Schenectady	753
813	Gabar C Pt Jifraon	753
814	Ivas J Binghamton	753
815	Lax R Schenectady	753
816	Dochow A Syracuse	753
817	Pichala M Middleburg	753
818	Miller R Troy	753
819	Lombardo J Cohoes	753
820	Moore L Albany	753
821	Reedy A Albany	753
822	Grounds D Unbondale	753
823	Foinan J Kanawara	753
824	Unruhau N Albany	753
825	Simmons E NYC	751
826	Smith W Cohocton	751
827	Miller C Troy	751
828	Zebuda W Schenectady	751
829	Kvasdorph K Albany	751
830	Brooks A Altamont	751
831	Orell C Middleburgh	751
832	Long Elaine Binghamton	751
833	Smith L Srossant	751
834	Fraser J Alplion	750
835	Gjinnafia K Scotia	750
836	Dame J Cohoes	750
837	Burnelle G Tonawanda	750
838	Lachuta R Hornsby	750
839	Pauly Mary A Deposit	750