

Civil Service LEADER

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EDITORIAL

Danger For Local Aides' Retirement

LOCAL government employees have made in past years numerous strides toward obtaining truly worthwhile retirement benefits, thanks largely to legislation introduced for State workers and simultaneously made available locally by permissive legislation. This includes such dramatic advances as allowing local employers to first take up five, and then three additional points of local employees contributions to their retirement systems.

The point of this imaginative legislation was, of course, to bring government employees to a fully non-contributory retirement system. For State employees a bill proposed this year by Governor Rockefeller and approved by the State Legislature does accomplish this non-contributory system.

It is with great alarm that we now learn this final and needed step is in danger of being denied needlessly to employees in political sub-divisions and in Authorities.

We should note here immediately that concern was expressed in proper high places when it became known that the Rockefeller Administration's non-contributory retirement bill did not contain a permissive clause for local governments. Since then Senator Edward Lentol, under the sponsorship of the Civil Service Employees Assn., has introduced an amendatory bill which would take care of this fatal oversight.

Now it appears the usual forces of animosity against the advance of benefits for local employees, no matter how worthy they may be, have brought the full weight of their activities behind the scenes to block the logical conclusion to a modern retirement system for employees in the political sub-divisions. It is no secret to readers of these columns that local government officials are rarely spontaneous in promoting benefits for their employees. In this case this opposition, largely unpublicized to date, is misguided and unworthy since the cost to take the final step toward a non-contributory retirement system is negligible—and not mandatory.

We state here categorically that it is the duty of the Rockefeller Administration and the leadership of the Legislature to exercise the authority of their respective offices to insure that permissive non-contributory retirement legislation for political sub-divisions and Authorities be passed and signed into law.

Don't Repeat This!
Long Session A Boon To Efforts Of Civil Service

WHEN this column first predicted that the 1965 session of the Legislature would be the longest one on record it also predicted that such a lengthy session could turn out to be a boon for public employees. All signs are now that the latter prediction, as well as the first one, is correct.

The obvious benefit for civil service organizations has been the extension of time to "sell" legislators on the importance of several public employee measures. A less obvious bonus, but one that

(Continued on Page 2)

Last Call Near On Hawaii Tour

Because the 1965 Hawaiian tour for members of the Civil Service Employees Assn. will be operated on a charter basis once more, price for the popular vacation offering this year has been cut by nearly \$100. Cost of the 1965 tour is \$499, compared to this year's price of \$595.

The three major stops will include San Francisco, Hawaii and Las Vegas. The above price includes round trip turbo-prop transportation from New York City, all hotels and selected sight-seeing. The tour departs July 17 and returns August 1.

Space is limited and those planning to take advantage of this low cost vacation plan should make immediate application. Up-state CSEA members should write to John Hennessey, 276 Moore Ave., Kenmore 23, N.Y.; telephone (716) 832-4966. Members in the Metropolitan New York area should write to Mrs. Julia Duffy, 129 Altmar Ave., West Islip, N.Y., telephone (516) JU 6-7699.

CSEA Asks:

Hold Up Exam For Senior Employment Interviewers Until Court Settles Suit

ALBANY, May 3—Withdrawal or postponement of an examination for the title for senior employment interviewer in the Division of Employment has been called for by the Civil Service Employees Assn. in view of the fact that a determination of the duties of the title involved is a matter of court litigation.

The CSEA, last January, won a suit in the State Supreme Court wherein Justice John H. Pennock ruled that the duties of employment interviewer and those of a proposed new title in a higher grade, employment counselor, are one and the same. The contention of the Employees Association was that all employment interviewers and senior interviewers should, therefore, be upgraded to the new position of employment counselor.

The State Civil Service Commission however has appealed the court ruling and a decision is still pending in the Appellate Division.

Duties Description Missing

The issue at hand now is when the Civil Service Commission advertised an examination for senior employment interviewer in 1961 it spelled out fully the duties and requirements of the job. In the current examination announcement no duties or requirements are spelled out for the position.

The Employees Association feels that to conduct a promotion examination without specifying the requirements is improper and that the duties will not actually be known until the court case referred to above is settled.

In a wire to Mary Goode Krone, president of the State Civil Service Commission, Joseph F. Feily, CSEA president, asked that the new exam set for June 19 be either withdrawn or postponed.

Retired

ALBANY, May 3 — Ralph C. Sweeney, the regional public health director in White Plains, has retired. He completed 30 years of public service.

BULLETIN

ALBANY, May 3 — At Leader press time it was learned that the Assembly had passed a bill sponsored by the Civil Service Employees Assn. that would mandate a 40-hour basic week for all non-teaching school employees in New York State with no loss of salary.

The bill was introduced by Assemblyman John S. Thorp, (D.-Nassau County). The intro. number is 3963 and the print number is 4048.

Negotiations Continuing On Institution Teachers' Work Week, State Salaries

ALBANY, May 3—Civil Service Employees Assn. representatives met here last week in separate sessions with the Legislature leadership and with the Division of the Budget to continue negotiations for a State worker pay increase



Sen. Edward Lentol



Assemblyman Thomas LaFauci

and restoration to the budget of funds to place institution teachers on a work schedule comparable to public school teachers.

Further meetings on both issues will continue and considerable optimism was being expressed last week that the budget item for the institution teachers would be restored.

Bill Action

In connection with the salary negotiations, the CSEA bill calling for an 8.5 per cent pay increase for all State employees is still alive in the Assembly Ways & Means Committee and could be sent to the floor any day for action if final negotiations work out. This measure was sponsored by Sen. Edward F. Lentol (D-Brooklyn) and Assemblyman Thomas V. LaFauci (D-Queens), chairmen of the Senate and Assembly Civil Service Committees respectively.

Major bills still waiting final action from one or both houses of the Legislature are measures which would:

- Provide job protection for employees in the non-competitive class in State service.
- Enable political subdivisions to participate in the non-contributory retirement plan available to State employees.
- Require salary plans in political subdivisions.
- Provide 25-year retirement plans for Correction Officers and State Park Police members.

Numerous other measures, which have been reported in The Leader, are also nearing final action.

Keep Up Contact

Rank and file CSEA members are again reminded that they must keep up personal and written contact with legislators, urging passage of important Employees Association measures.

Last week The Leader printed a list of all the members of both houses of the Legislature. This list should be referred to to determine the legislator from your voting district.

Don't Repeat This!

(Continued from Page 1)

may turn out to be the most important of all, is that the new Democratic leadership and newly-elected legislators are beginning to realize more fully just how large and well-organized the civil service population of the State has become.

When the session first started, several employee organizations expressed dismay that civil service was receiving little attention from top people in the Legislature. It was greatly feared that the battle over electing the leadership and, later, the struggle over the budget, would divert all attention away from any action on major civil service legislation.

Drastic Changes

But this attitude toward public employees' legislative needs has undergone a drastic change in recent weeks as civil service organizations have shown their determination to persist in pursuit of passage of their bills and in demonstrations of their long standing policy to "remember their friends and ignore the others" at election time.

Observers say that one of the major impressions made on the Legislature recently was the strong protest made by the Civil Service Employees Assn. over the possibility that State workers

would not be paid because of the failure of the Legislature to pass a budget. At a public hearing on the issue, more than a thousand CSEA members packed the Assembly chambers to hear their president, Joseph F. Felly, lead off a delegation of CSEA speakers from all parts of the State to protest the lack of a budget.

This demonstration that the 130,000-member Employees Association was united in its determination to get action from the Legislature on this issue and others was followed very soon after by invitations from the Democratic leadership and important committee chairmen to discuss not only a possible pay increase for public State workers but action on a host of other legislation.

"Sleeping" Giant Awakes

All of which points up the fact that the huge civil service vote in the State—approximately 20 per cent of the voting population—is no longer the "sleeping giant" we once called it but a giant that is now wide awake and roaring to make itself heard.

The long session has been a great help in giving employee organizations the chance to make this point to the new leadership. And the evidence is beginning to pile up now that the point is definitely being made.

Personnel Council Sets Annual Award Dinner and Meeting

The New York Public Personnel Council will hold its annual dinner and awards meeting on Monday, May 10, in the Coach Room of Rossoff's Restaurant, 147 West 43rd St.

The Council, comprised of the Municipal Personnel Society, the Public Personnel Association's New York Metropolitan chapter, and the Society for Personnel Administration's New York Metropolitan chapter, will be addressed by Dr. Robert Calvert, Jr., the Peace Corps Director of Career Information Service.

The reception will start at 5:30, and the dinner at 6:30 p.m.

Your Public Relations IQ

By LEO J. MARGOLIN



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

The World's Fair: Act II

WELL, THE BIGGEST public relations show in the world—the 1965 New York World's Fair—is now playing its second act. And from the looks of things, it will be a smash hit.

THE WORLD'S FAIR is so good that even the intramural squabbles couldn't hurt it. The fact has always been—and still is—that there was nothing wrong with the Fair that bigger and bigger crowds wouldn't cure. It would seem that the crowds are coming in reasonable numbers so the cure is working.

A WORLD'S FAIR which has an 18-minute motion picture so good that 2,500,000 people stood in line to see it last year, must have something. And the movie, "To Be Alive!" is back at the Johnson Wax pavillion. More people are standing in line, and there's a good chance that the movie viewers this year will total 3,500,000.

AND AT THE RCA pavillion color TV is brighter and more exciting than ever. It could be that this Fair will be the "push" that sends color TV into every home in the U.S.A., just as the 1939 Fair was responsible for putting television itself into everybody's living room.

THERE DIDN'T HAVE to be new things to make the Fair great. General Motors, GE, Ford, Chrysler, Bell Telephone, IBM, Pepsi Cola, the Spanish Pavillion, the Vatican exhibit, are enough to make any Fair.

BUT FAIR EXHIBITORS are good showmen, and much that is new has been added. There's a People-to-People Fiesta and a Churchill Center, both sponsored by People-to-People movement. Joyce C. Hall, president of Hallmark Cards, inspired the idea of the Churchill Center to honor his friend, the late Winston Churchill. Both People-to-People exhibits look like smash hits.

AND OF COURSE the government (Continued on Page 10)

IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

CAN A LAW ENFORCEMENT OFFICER ASK FOR THE BLANKET EXAMINATION OF THE BANK ACCOUNTS OF PUBLIC EMPLOYEES?

What Happened: Because so many public employees wield important powers over the ordinary citizen, their actions—both public and private—are subjected to closer scrutiny than those who work in private industry.

With the public job goes stricter disciplinary procedures, more circumscribed rights—and a lowering of the safeguards that protect the private citizen from governmental investigation. Where the line should be drawn has frequently been a concern of the

courts.

Tod Small, public prosecutor in a big New Jersey town, acted on persistent rumors of corruption in the police force. Following through on a tip, Small trapped several policemen taking bribes from bar owners for overlooking violations of the liquor laws.

"What I've done," one patrolman told the prosecutor, "is the same like others. It's a pretty common practice to overlook a little violation here and there."

"Who else in your station does it?" Small demanded. "I can't say—I don't know personally," the patrolman answered. No amount of questioning would break the men down. The prosecutor, convinced of a corrupt ring, decided to move against the force without disclosing his hand.

He went into court and asked for an order empowering him to examine the bank accounts of the entire police force—and of the wives of the policemen. He gave no reason except that it would "assist him in an investigation."

Opposition was immediate. Paul Breckton, deputy police chief, battled the request in court. He aimed a double blast against it:

1. Bank accounts are private property. Only after evidence of wrongdoing are they open to subpoena and inspection.
2. Blanket inspection of bank accounts is beyond the powers of a public official. Public employees—just like any private citizen—have constitutional rights of privacy.

Did The Prosecutor Win:
YES NO
(Answer on page 90)

New President

ALBANY, May 3 — Dr. John S. Toll, 41, chairman of the Department of Physics and Astronomy of the University of Maryland has been named president of the State University at Stony Brook, Long Island.

Dr. Toll will take office Sept. 1, 1965. His salary will be \$30,000 a year.

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European North Country Tour Set For September

Ireland, England, Holland, Denmark Norway and Sweden are the countries composing the itinerary of the Northern Countries Tour now open for bookings to members of the Civil Service Employees Assn., their families and friends.

This 22-day vacation is scheduled to leave Sept. 2 from New York City and will take the travelers to Europe at its most beautiful time of the year. The big rush of the tourist season has ended, the sightseeing crowds are reduced and the weather is perfect.

Among the famous cities to be visited are Amsterdam, Copenhagen, Stockholm, Oslo, London and Dublin.

Trip Through The Fjords

Perhaps the most notable feature of this vacation offering will be a trip through the magnificent fjord country of Norway, where majestic mountains, cascading waterfalls, glittering glaciers and beautiful forests surround the visitors on all sides.

Interesting sightseeing tours have been arranged for all cities—and the surrounding environs—in the countries to be visited.

For only \$898, tour members will receive round trip jet air fare to Europe via KLM Royal Dutch Airlines, all transportation abroad, all hotel rooms, breakfast and dinner throughout, sightseeing tours, guide service and a host of other extras.

Where to Write

Those interested in this September program may write for information and reservations to Hazel Abrams, Executive House Apts., Apt. 11 D, 175 South Swan St., Albany, New York. Telephone number there is (518) HE 4-5374. Space is limited and plans should be made early in order to insure bookings.

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

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

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

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

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

France and England

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

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

The price of the tour is \$917 and includes all transportation, hotel rooms, most meals, sight-

seeing tours, guides, etc. A descriptive brochure of the trip and application blanks may be had by writing to Claude E. Rowell, 34 Langslow St., Rochester, N. Y. Space again will be limited to a small group, so early application is advised.

Jefferson Chapter Asks Pay Increase

WATERTOWN, May 3 — The Jefferson County chapter, Civil Service Employees Assn., has asked the Watertown City Council to boost pay of municipal workers eight per cent across the board.

The chapter, headed by Mrs. Fannie W. Smith, also wants the council to order publication of the City's work rules and regulations. Submission of the proposals to Mayor John H. Galvin and City Manager Ronald G. Forbes came after the chapter's board of directors approved it.

Dr. Mueller In Burma

ALBANY, May 3—Dr. John F. Mueller, professor of medicine, Downstate Medical Center, was in Burma for a survey being conducted by the National Institute of Health and the Burma Medical Research Bureau.

BOOKS FOR COMING CIVIL SERVICE EXAMS

- Transit Patrolman \$4.00
- Patrolman \$4.00
- Maintainer Helper \$4.00 (A-C)

- Maintenance Man \$4.00
- Sr. Stenographer \$4.00

OTHER BOOKS AVAILABLE See Page 15

LEADER BOOK STORE

97 Duane St., N.Y. 7, N.Y.



OTISVILLE RETIREE — Nicholas A. Fiumara, retiring filter plant operator at the Otisville State Training School for Boys was honored at a recent dinner party noting his 40 years of civil service. Left to right are: Dr. Benjamin J. Hall, school superintendent; Fiumara and Maurice Weiner, business manager of the school.

Erie CSEA Wins Long Fight For Pay Hikes

(From Leader Correspondent)

BUFFALO, May 3—The Civil Service Employees Assn. appears to have won a long fight for salary increases for Erie County workers.

Republican supervisors, who control the Erie County Board of Supervisors, recommended April 23 that pay boosts totaling \$3,470,000 become effective next June 1.

The raises, which vary in individual cases from \$280 to \$2,260 a year, follow recommendations made several months ago by Barrington & Co., a team of consultants who surveyed Erie County's wage structure.

At Last!

"We are gratified," said Alexander T. Burke, president of Erie chapter, CSEA, "that these raises are finally going into effect. It's unfortunate they couldn't have been passed long ago."

Burke made several appearances

before the Finance Committee and other Board of Supervisor groups and so did Thomas M. Coyle, an assistant CSEA research director.

Since last December, when the Barrington survey was presented to the Board, CSEA has pressed for the \$3,470,000 in raises.

The CSEA total is \$1,270,000 more than was recommended in the 1965 budget submitted by Edward A. Rath, Erie County executive.

Lester Miller, GOP majority leader on the Erie Board and Finance Committee chairman, said "it has been ascertained that the new salary schedule can be implemented."

Supervisor Calls For Ulster County Salary Conference

(From Leader Correspondent)

KINGSTON, May 3—At the April meeting of the Ulster County chapter, Civil Service Employees Assn., a letter sent to James P. Martin, president, was read. It was addressed to the Board of Supervisors and signed by George Majestic, Supervisor of the Town of Gardiner and Chairman of the Salary Study Committee of the Board, and stated, "As a member of the Salary Study Committee of the Board of Supervisors of Ulster County, I am requesting that the chairman of the board direct the committee to have a conference—in the near future—with the Ulster County CSEA representatives."

The letter continues, "I also request that the board direct the County treasurer to supply the Salary Study Committee with a

complete list of County employees, including the date of the original appointment and yearly salary increases to date . . . The board has adopted a salary schedule but no one follows it, according to civil service employees in the County. This conference will serve a very important purpose in terms of establishing a better relationship between the board and the employees and improving the morale of this group."

The Salary Committee of the CSEA, Ulster County chapter, includes Martin, chairman, Dorothy Lacey, George MacDonald, Margaret Carle and Albert Ochner. The Salary Study Committee of the Board of Supervisors includes Majestic, chairman, James J. Carroll, Clark W. Myers and James A. Rupp.

The next meeting of the chapter will be May 24, at 8 p.m., in the new County Office Building,

Seek Protection For Local Sales Tax Aides' Jobs

ALBANY, May 3—The Civil Service Employees Assn. moved last week to protect employees of the State's political sub-divisions whose jobs might be affected when the State takes over the responsibility for collecting the new State-wide sales tax, which goes into effect August 1.

CSEA president Joseph F. Feily asked the State Civil Service Commission for assurances that the Employees Association would be heard when the Commission was made aware of all details concerning administration of the sales tax collections.

Feily said, "It is our understanding when the State sets up procedures to collect the sales tax, employees of local political subdivisions who have been engaged in collecting this tax on a local basis will be taken over by the State agency administering this activity."

Feily pointed out that CSEA "has members in political subdivisions which now collect their own sales tax, and" he said, "we are most interested in the full protection of all their rights and privileges in the event of their possible transfer to State employment."

He said that the Association would take every possible action to protect the interests of all local government employees affected.

Oxford W.R.C. Home Votes Two Awards

NORWICH, May 3 — Hand's Inn here was the scene of the regular meeting of Oxford chapter, Civil Service Employees Assn., of the Women's Relief Corps Home, recently, president Lillian Gray, presiding.

Highlighting the meeting was the decision of the group to offer a cash prize to a boy and a girl of the graduating class at Oxford Academy and Central School who has shown the greatest scholastic improvement during the year.

A committee was named to study a project for an appropriate item for donation for entertainment of members of the W.R.C. Home.

Refreshments were served dutch treat following the meeting.

CSEA Asks For Reallocation Of Building Guards

ALBANY, May 3—The Civil Service Employees Assn. has asked the Office of General Services to consider requesting reallocation of State building guards to the same salary grade to which the Capitol Building's security police are presently allocated. The request was made by Joseph F. Feily, CSEA president, in a letter to General C. V. R. Schuyler, Commissioner of the Office of General Services. Feily said "It appears to us that for all purposes, the present building guards now serving at the State Capitol and other State buildings perform the same functions as the Capitol Building's security police perform."

Referring to an earlier letter

from General Schuyler in which he assured the Association that no permanent employee would lose his position as a result of gradual conversion from building guard to security police for all such positions in office buildings in Albany, Feily asked that the Office of General Services consider the possibility of filing the reallocation appeal with the Division of Classification and Compensation.

Capital police officer is in State grade 9 while building guard is State grade 5.

Feily said a reallocation request by General Services "would demonstrate the feeling of your office that building guards have rendered long and faithful service and should be rewarded for the work they are doing, which apparently is similar to or the same as the duties of Capital building's security police."

Newburgh Unit Names Officers

NEWBURGH, May 3—Frank J. English was re-elected president of the Newburgh unit, Civil Service Employees Assn., at an annual dinner and election of officers meeting conducted recently at the Hotel Newburgh.

Other officers named were Clyde Wensing, first vice president; Adele Kilgore, second vice president; Raymond Rogers, treasurer; Millicent Rasch, recording secretary; and Charlotte English, corresponding secretary.

Representatives

Department representatives elected were Edward Mitzner and Herbert Fletcher, Water Department; Albra Cruver and Isabel Van Pelt, Welfare Department; Rutherford Treshman, Public Works; Robert Root, Health Department; and Maude Ennist, City Infirmary.

Daniel Ahern Jr., was toastmaster for the 10th annual event. Plaques were presented for service. Retirement certificates were given to John W. Bilyou, William H. Flynn, Douglas Miller, Elizabeth Murphy and William Thrope. Guest speaker was H. William Osterhoudt Jr., president of the Greater Newburgh Chamber of Commerce. The new officers were sworn in by Thomas Brann, field representative.

Hyde Park Unit Hosts Meeting

(From Leader Correspondent)

HYDE PARK, May 3—Twenty members of the local unit of the Dutchess County chapter, Civil Service Employees Assn. met at the American Legion Hall, here recently. William Schryver, commissioner of jurors of Dutchess County and president of the Dutchess County chapter, CSEA, was a special guest.

Plans were made for a combined meeting of the Dutchess County unit, Arlington, Wappingers Falls and Hyde Park to meet at the Legion Hall at 8 p.m. on May 18. A discussion will be held on retirement. Also, an election of officers will be conducted and refreshments will be served.

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



CSEA IN EGYPT — These members of the Civil Service Employees Assn., are seen posing before the famous Sphinx and one of the noted

pyramids of Egypt. The group is traveling through Egypt and the Holy Land on a tour sponsored by Civil Service Travel Club under the direction of Deloras Fussell of Albany.

Where to Apply For Public Jobs

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

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

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

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

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

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

Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

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

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

U.S. Service News Items

By JAMES F. O'HANLON

Irons Under Fire; Macy Puts Damper on Issue

Warren B. Irons the executive director of the United States Civil Service Commission, has told a group of Federal managers and Employee Organization leaders last week that he feels there is "something incongruous in any management official belonging to a union with which he has to deal."

As a result of his statements Irons came under fire from spokesmen of Federal employees organizations and was subsequently backed up by Commission chairman John W. Macy.

Irons stated that a union cannot properly carry out its function of representing employees in grievance matters "if the management official who is the subject of the official complaint is also an official of the same union." Irons stated that he hoped he wouldn't say anything that could be used against him in Court. As it turned out, one employee spokesman threatened to take the matter to the White House unless the Commission issued an "unqualified repudiation" of Irons' statements.

Another Personnel Cut For Defence Dept.

The Department of Defense will continue, for the fourth straight year, to cut the size of its civilian personnel force. In a report issued last week, Defense announced that during the fiscal year beginning July 1 it will employ 963,720 direct hires workers. This is an employment drop of 19,000 over last year and 73,941 since 1962.

The report was issued this week before a subcommittee of the House Committee on Appropriations.

Not only will there be a slash in employment but the average salary is expected to remain the same. According to the report, "we have stressed the avoidance of any but the most necessary and mandatory increases in the average salaries of classified personnel."

The Department of the Army's strength of civilian workers will be 327,785 for June 30, 1965 and at the end of the 1966 fiscal year it will drop 11,000 to 316,718.

Figures for the Department of the Navy lists 323,896 jobs this current year, with 320,125 slated for 1966, or a drop of over 3,700 positions.

The Air Force, which has a current strength of 290,201 civilians, will drop some 4,000 to reach a level of 286,099 next year.

Other Defense Agencies will retain strength with a total of 40,778 employees in fiscal '66, up 78 over the year.

Rep. George W. Andrews, (Dem. Alaska) asked why the Army plans to cut down on its civilian personnel this coming fiscal year. In explanation, Gen. H.F. Taylor, director of Army Budget Office, Comptroller of the Army, listed three reasons as: installation reductions; U.S. Army Reserve realignment; Productivity reductions, which would result from Defense-wide policy.

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

The executive director's remarks were termed "reactionary." Another spokesman for the employees stated "Irons remarks could not help but lead some management and personnel officials to conclude that the Commission takes a dim view of their exercising their right to join a union."

In chairman Macy's view Irons' remarks were entirely appropriate at a professional conference whose purpose was to provide a free exchange of views among union and management officials. "I think you will agree," he said "that a discussion in this setting of progress and problems in the employee-management operations program should include mention of difficulties encountered by management as well as those of . . . (employee organization)."

Irons said that Federal employees who assign work, discipline employees, recommend promotions or evaluate work are clearly members of the management. His remarks were made at the opening of a two-day conference on collective bargaining in Government sponsored by the Federal Bar Assn.'s Labor Law Committee and the Bureau of National Affairs.

Senate Studies Problems Of Post Office Economy

Postmaster John A. Gronouski predicted to a Senate Appropriations Subcommittee that proposed cuts in postal funds and work force would have "a serious impact upon the American public." The Postmaster General appealed to the Senate for restoration of 13,898 new positions and \$64 million. These were items eliminated in the budget bill approved by the House of Representatives.

Gronouski did not threaten curtailment of service. His presentation made it plain that curtailment was the prospect if the cuts went through, however. "I can't help but think that these cuts will have some impact on the postal service," he said.

Sen. Ralph W. Yarborough (Dem., Texas), backed up Gronouski, stating that he was ready to vote for the money the postmaster requested and for more to restore previous cuts in service.

Yarborough declared the post office the new champion complaint-getter among his consti-

tuents. He said he favors all-day window service and resumption of parcel post deliveries on Saturdays. He said also, that he believes the limited window service may be partly responsible for the departments \$11 million deficit in its money order transactions.

The House appropriations Committee allowed the Department a boost in personnel of seven tenths of one percent to meet a three to four percent increase in mail volume, Gronouski said. His original budget, he went on, which had called for 20,523 new positions was tailored only to a 1.4 percent volume increase.

Postmaster Gronouski pointed out that last years cut in window and parcel post service saved the post office only \$9 million. He was emphatic in his appeal for more help. "I feel very strongly about this problem of overtime," he said. "We should start now to reduce these amounts of excess overtime. Our program is a very important step forward."

Gronouski said, "What we are trying to do—and apparently we

(Continued on Page 8)

Help for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. According to government reports

high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-2, 130 W. 42nd St., New York 36, N.Y. (or phone BRyant 9-2604).



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Table with columns: Title, Last No. Certified. Lists various job titles and their certification dates and counts.

No Encouragement Offered By Congressman On 20-Year Federal Retirement Measure

By MIKE KLION

Representatives of the Brooklyn Metal Trades Council were informed recently by Congressman Dominick Daniels, (D. N.J.), chairman of the House sub-committee on retirement and pensions, that prospects for a 20-year retirement bill, were not good.

According to a representative of the council who attended the meeting, Daniels said that his committee was tied up with other legislation and that the 20-year bill probably would not come up. He told them that the administration was against any change right now in the retirement system.

Daniels said that a committee is purported to be compiling a report for the President and is supposed to be delivered to the White House in December.

The committee reportedly is studying the complete Federal pay and retirement systems.

Senate Bill

On the Senate side, prospects are not much brighter. The death of Senator Olin Johnston, (D-S.C.), chairman of the Post Office and Civil Service Committee, was an

Civil Service T.V.

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

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

Sunday, May 9

8:30 p.m.—City Close-up— Seymour N. Siegal interviews Commissioner Arthur J. Benline, New York City Department of Air Pollution.

10:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews Leonard Mayo, Chairman President's Panel on Mental Retardation.

Monday, May 10

2:00 p.m.—City Close-up—Repeat of Sunday program.

4:00 p.m.—Around the Clock—"Summer Problems" New York City Police Department training film program.

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

8:00 p.m.—Operation Alphabet II—New York City Labor Department literacy series.

Tuesday, May 11

2:00 p.m.—Worlds Fair Report. 2:30 p.m.—"Care of the Aged and Chronically Ill"—Department of Hospitals training course, Dr. Sams, host.

4:00 p.m.—Around the Clock—"Summer Problems-1965". New York City Police Department Program.

8:00 p.m.—Operation Alphabet II—New York City Labor Department.

Wednesday, May 12

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews—Louis R. Wolberg, M.D., Dean and Medical Director, Postgraduate Center for Mental Health.

4:00 p.m.—Around the Clock—New York City Police Dept. Program. Repeat.

for the bill makes it appear that workers in Federal service who have been displaced or relocated will not receive their 20-year retirement benefit, at least not at this session of Congress.

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TUESDAY, MAY 4, 1965

Worth Studying

A plan is reportedly in the works in New York City which would free policemen who currently are doing clerical work to assume regular police duties.

The plan sounds like a good one and Commissioner Michael Murphy has indicated his interest in it by investigating further.

Not only would this plan make available 3,500 more men (estimated) but would allow for the filling of these positions with either career civil servants or through examinations.

The Police Department sorely needs the additional manpower, especially under Mayor Wagner's "War on Crime." This is the way for the Department to acquire this manpower.

BOOKS IN REVIEW

"Careers in Government" (New York City: Henry Z. Walck, Inc., \$3.50) by Mary B. Sullivan.

THIS book is a concise presentation of the opportunities available for career-minded professional and non-professional people in all areas of government.

For the greater part of the book Miss Sullivan concentrates on the career possibilities in the Federal Government, however, the areas of state and local government are given only limited attention.

The authoress begins by pointing out the many cogent reasons for the great expansion of the government as an employer and offers a short history of civil service dating back to its dubious roots in the spoils system.

She explains how one goes about acquiring a position with the government and details fully the jobs awaiting the right person in every department, agency and administration in civil service. It may surprise some to learn that the government needs archeologists, plant pathologists and radio announcers as well as foreign service officers and FBI agents. Miss Sullivan evaluates pay scales, stimulation of incentive and ad-

vancement in each position, cataloguing the pros and cons in each and considering the personal qualifications necessary for a public servant.

An interesting feature of the book is a discussion of the advantages and disadvantages of working for the Federal government. Some of the aspects considered are the loyalty program, the employees political rights and the pay scale in contrast with the salaries allotted to workers in comparable positions in industry.

Government work is presented as having its fulfilling and glamorous side and in this day of 007 that cannot be overlooked. As for the ideal public servant, it is pointed out that he should have a "sensitivity to the process of responsible democratic government and a sense of dedication to the public interest and the public service." It is noted that this may sound like a large order but that it is what is needed in these days of a complex government with heavy responsibilities in a complex world.

"Careers In Government" is well worth while for anyone interested in the structure of our civil service system and especially for those who are considering the job possibilities in this field.

J.O.H.

Questions Answered On Social Security

My wife never worked under social security but she is receiving monthly checks on my social security account. Now, she has been offered a summer job which will pay her about \$900. I have kept my own earnings at \$1,200 a year since I retired. If she takes the job, making our combined earnings about \$2,100, does this mean that some of our monthly benefits will be lost?

No. The social security law provides that each beneficiary may

have earnings of \$1,200 without forfeiting any benefits.

I am 65 and will retire in May. I have been supporting my mother for the last 5 years. Will any additional benefits be payable to her? —Not now. There is no provision for benefits to the dependent parent of a living wage earner. In the event of your death, however, a parent's benefit may be payable to her if her dependent can be established.

LEADER BOX 101

Letters To The Editor

Appreciation

Editor, the Leader:

I want to take this time to express my utmost appreciation, for helping our cause, for higher rate of pay for the Mental Hygiene telephone operator.

It certainly makes a person feel great, to know that because we are small in number, we have a "Champion" to see that our just cause is heard.

Once again thanks a million, your paper was certainly named correctly "THE LEADER."

JOHN HARRISON
Bronx State Hospital
Bronx

Says Steno Grading Has Been Neglected

Editor, The Leader:

Many of us will echo the sentiments of Schenectady Stenographer as printed in the April 13th Leader on the positions of clerks, typists and stenographers. Certainly if a position demands specific skills as does a stenographer's, skills should be compensated in grade and in salary. This circumstance is neither right nor fair and has been too long neglected. It should not be necessary to reiterate that the wheels of government could not function without stenographers, all of whom do the work of clerks and typists in addition to the special talents they bring to the many responsibilities they are called upon to assume.

I have been employed in local government since November 1, 1943 when I was appointed to the position of sr. stenographer. I qualified for this position by examination and, at such time as examination was held for the position of secretary-stenographer, I qualified for the latter position, was appointed and paid and voluntarily transferred to another department in the capacity of secretary-stenographer. I held this title over a period of years until such time as our jobs were reclassified, the boom was lowered, the title of secretary-stenographer abolished—and I reverted back to sr. stenographer.

When our Police Department was absorbed by the County government, I voluntarily transferred a second time into the local Justice Court and was temporarily demoted to the position of Justice Court clerk in grade 5. I sought redress and following much that was not pleasant my title of sr. stenographer in grade 7 was restored. But because I stood up to be counted for what I believed to be right and fair, all promotional opportunities have been ignored to date. I have since qualified for the positions of principal stenographer and secretarial assistant by civil service examinations. But the governing body has the right to select one of the top three candidates and in every instance the available positions have gone to others with much less tenure and experience. I am told that our governing body has done me no harm but my salary is ceilinged and I find myself at retirement age financially unable to terminate my employment.

I constantly read in your paper (Continued on Page 9)

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.")

Safeguard — Competitive Exams

LIKE CEASAR'S WIFE, the civil service examination must be above suspicion. The door must not be opened to improper manipulation. Too assure confidence, the list must be promulgated according to the grades earned.

WHILE THE FUNDAMENTAL safeguard of the merit system is the competitive examination, there is a line of judicial precedents attenuating this safeguard. A recent such case is Cohen v. Lang (New York Law Journal, April 21st, 1965). There were 171 participants in an examination for promotion to a supervisory title in the Department of Welfare of the City of New York. The examination was in two parts. The candidate was required to earn at least 60 percent on Part I if Part II was to be considered. The passmark on the entire examination was 70 percent.

THE COHEN PETITIONERS were among the candidates who passed the examination. The total number passing was 41. Yet the eligible list contained 85 names.

THE MANNER of the list's inflation is explained by the procedure adopted by the Commission after the papers were graded. By adding 10 points to each candidate's earned grade on Part II, the Commission more than doubled the eligible list. Some of those who had not passed the examination, assigned a weight of 50, are higher on the list, by virtue of length of service and record, also weighted at 50, than passing candidates.

THE COMMISSION ADJUSTED the passmark in reliance upon its Rule 4.5.1 which states in pertinent part:

"Where there is an insufficient number of candidates in an open competitive examination or promotion examination to provide an eligible list to meet the needs of the service the director may provide a mathematical formula of penalties for incorrect answers on the basis of test difficulty and other relevant factors involved in the rating of any written test."

As the Rule was adopted prior to the announcement of the examination, the petitioners were charged with notice of its existence.

SPECIAL TERM SUSTAINED the altered passmark in reliance upon such precedents as Hymes v. Schechter. In that case, as in the Cohen case, the Commission adopted a conversion formula in grading a promotional examination after the examination had been held, but before the candidates were identified, for the purpose of lowering the passing grade. Unlike the Cohen case, the Commission rule allowing this to be done was promulgated two weeks after the examination was held. In granting relief to the petitioners who did not need a conversion formula to pass, the Court of Appeals said:

"Here the examination was given prior to the promulgation of said amendment to Rule V, and the candidates had no notice, actual or constructive, that Part I might be rated by use of a conversion formula if test difficulty and other relevant factors would result in an inadequate eligible list . . . The Commission here had already fixed the required passing mark, and the candidates had no notice that it might be changed."

While recognizing that a Civil Service body may adjust the passing mark provided an adequate and informative advance announcement is given, the Court continued:

"Such body may not, however, lawfully adjust the required passing grade for part of a written examination, unless it notifies the candidates in advance of the examination by duly promulgated rule or otherwise, that such an adjustment may be made, and discloses the method and factors to be used in determining such an adjustment."

WHATEVER THE LEGAL effect of timely constructive notice of the possibility of adjustment of the required passing grade, the actual result of the Hymes case in holding to the announced pass mark is sound. However judicial application of its rationale in other cases so as to change the pass mark may not be sound or fair.

APART FROM THE unfairness to those who were able to pass without lowering the passing grade, there may be unequal treatment of those who failed Part I as to which the passing grade was not lowered.

IF TEST DIFFICULTY leads to a short list, the problem should be resolved by holding a new examination upon its expiration.



Deep In The Woods Of New York City, An Old & Magical Art Goes On

By JAMES F. O'HANLON

In a wooded area in the middle of a big city there is a cottage off the road, among the trees. Here, a small group of people who know an ancient, magical art go each day. And in their art they speak with high lyrical voices and sew dresses of red silk and blue chiffon too small for any human being. They paint faces that will always laugh—or cry. They build castles of paper-mache.

The magical woods are in Central Park, the cottage is the Swedish Cottage near the Shakespeare Garden there and it is here that Emil Maurer, who looks no more like an elf than you or I, pursues his art. He is a puppeteer, a member of the civil service, and employee of the New York City Parks Department. Emil is one of four members of the Parks Department Marionette Theatre who has the new civil service job title of Puppeteer. The others in the 11 member group vary in title from recreation director to gardener. But they are all puppeteers and artists.

Theatre Professionals

Dorothy Fisher, the troupe's guiding hand before she died last year, was a veteran of the Federal Theatre in the early days of the WPA. Ascanio Spolidoro, their director, once built and operated 10-foot marionettes in a production of "Oedipus Rex" at the Metropolitan Opera House. A Department of Personnel employee, reading over the files of these employees might easily begin humming the song from "Lily" and forget her coffee break with no regrets.

For example Emil Maurer, a graduate of Temple University, is a veteran of theatrical produc-

tions throughout the United States. He worked with the famous Bill and Cora Baird in their Broadway hit, a marionette production, of "Man in the Moon." Since that time he has traveled to Russia with the Bairds as part of the cultural exchange arrangement between this country and the Soviet Union and staged the "Les Poupées de Paris" marionette show at the World's Fair.

Civil Servant And Artist

"How does the artist decide to become a civil servant? Is there a basic conflict between the two that cannot be breached? Emil says that when the time came for him to make his decision the answer was clear. "The feeling of specialness (of the artist) is often detrimental to his getting the job done." He sees his job as functioning as a puppeteer and bringing the benefit of his talent to as many people, especially young people, as possible.

As a member of the Parks Department Puppeteers he has complaints about the job from time to time, gets to work at 9 a.m. and discusses pensions—just like civil servants everywhere. As a puppeteer he works two shows a day to invariably packed houses; packed so that often two children

must share a seat in a large school auditorium. The average audience for two shows is close to 1,200 children and adults.

The group manages an extensive year round schedule on a circuit that reaches children in their schools, settlement houses, museums and recreation centers. In the Winter and Fall they use their own portable stage for the indoor shows. In the Summer and Spring the shows are given outdoors from an aluminum stage set on a one and a half ton truck. Their original repertory includes versions of "Hansel and Gretel", "Alice in Wonderland" and a remarkably mirthful "Happy the Humbug." In addition, their reputation is such that they are often invited to other cities to perform. The puppeteers have recently been asked, for the second year, to perform at the Detroit Art Institute. They are generally regarded as the largest and most professional group of it's kind in the country.

A Puppet Life

For the puppets the day starts at 8 a.m. As far as anyone knows their status as civil servants has not altered their merry, slap-happy outlook on life at all. Punch and Judy are still Punch and Judy and up until now no

Division of Parole Albany Chapter, Names New Officers

Patricia Cenci was recently elected president of the Division of Parole, Albany chapter of the Civil Service Employees Assn.

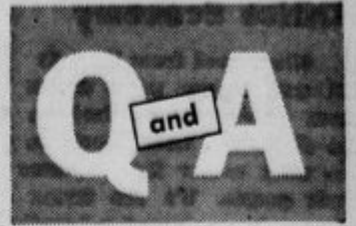
Other officers are; Robert Fitz James, vice president; Katherine Carroll, secretary; and Florence Dwyer, treasurer.

Executive committee members are; William Baker, supervisory representative; Arthur McCabe, parole officer; and Mary Warburton, clerical.

one has ever said Pension Judy. The little people with the strings attached arrive at the performance area an hour before the puppeteers. They are driven there by other Park Department employees. The truckers also unload all the stage equipment and prepare the apparatus for the puppeteers to bring the players to life.

The 11 talented members of the Marionette Theatre share all the duties of their demanding stage craft. They also share the rewards. One little boy wrote "... the most beautiful part of the show was when the angel blessed Hansel and Gretel ... I almost popped out of my seat when the stove was on fire ... the sandman was as funny as a monkey ... maybe you can come back soon." That is all any artist wants to hear.

ADVERTISEMENT



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Manager, Government Group Relations, The Statewide Plan



Beginning with this issue, this column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, c/o The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims—only questions of general interest can be answered here.

Q. What is the Statewide Plan?

A. The Statewide Plan is the only plan offered through the New York State Civil Service Commission which includes:
a. hospitalization through Blue Cross.
b. surgical and medical care protection through Blue Shield
c. major medical expenses through the Metropolitan Life Insurance Co.

Q. Who may enroll in the Statewide Plan?

A. Any employee, appointed or elected officer, official or paid member of a legislative body in the service of New York State or a subdivision of New York State, or of an appropriate participating agency who meets any of the following qualifications:

- a. is a paid, elected official; or
- b. has a regular work schedule of twenty hours a week or more;
- c. is paid on an annual basis and has a salary of two thousand dollars a year or more;
- d. whose major source of income is from public employment.

Q. How does an eligible employee enroll?

A. An enrollment card must be submitted to a personnel or payroll officer during the initial enrollment period. If a person enters service after the initial enrollment period, he or she should enroll at the time of employment. Delay in completing an enrollment card will result in a postponement of coverage and may require submission of satisfactory evidence of insurability for the employee and his or her dependents.

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Study Post Office Economy

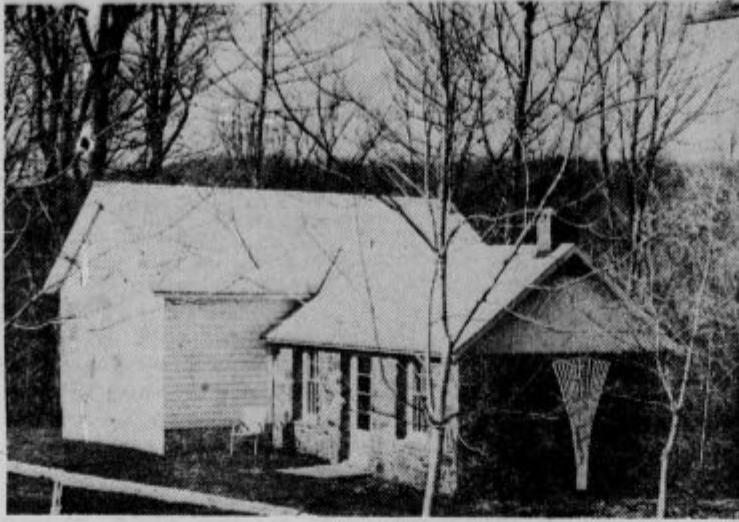
(Continued from Page 4)
did not get our point across to them (House Committee)—is to use 40-hour a week people to do the work rather than 60-hour a week people. We are trying to get our house in order here."

He explained that some employees ran up totals of 60 and 70 work hours a week and that substitute employees who work half the department's overtime are not eligible for overtime pay and are paid at straight-time rates. Said Gronouski: "We are one of the few remaining places in or out of government where we still pay straight time for overtime."

Sen. Mike Monroney (Dem., Okla.), said "In other words we're doing something in government that we would prosecute any one in interstate commerce for doing. I believe that it's illegal to pay straight time for overtime in private industry, isn't it?" He called it "unfair, inequitable and, in some cases in private "industry, unlawful."

Name Campbell To Health Post

ALBANY, May 3 — Dr. LaVerne E. Campbell has been named regional health director for the Buffalo Region by State



Typical home in the woods at Pawling Lake Estates, 1,000 acre vacation home project in the Berkshire Mountains off West Dover Road, four miles North of Pawling in Dutchess County, 59 miles from New York City. Homesites are now being offered on easy terms from \$2,990. Many have inspiring 30-mile scenic views of green valleys and rugged mountain tops. All are on hard surfaced roads with utilities. With their land as down payment, buyers may purchase fully insulated and heated homes with all modern equipment for as little as \$7,490. Several 5 to 6 acre estates are available for less than \$1,000 per acre. The Empire Federal Savings and Loan Association of White Plains makes 80 percent 30-year mortgages on the appraised valuation of house and land. Pawling Lake Estates may be reached via any Westchester Parkway, then Sawmill River Parkway and Route 22, over the Pawling Railroad track and four miles sharp North on Maple Boulevard which becomes West Dover Road. — Sales agents are: Percy Brower, Newman & Frayne, 22 E. 13th St., N.Y., N.Y. 10003.

Health Commissioner Hollis S. Ingraham.

He replaces Dr. Archibald Dean, who retired recently.

In announcing the appointment, Dr. Ingraham said: "Dr. Campbell is an exceptionally capable and efficient health

officer who has been active on many public health fronts. As an administrator with the Health Department, as an energetic member of voluntary health organizations and as a teacher, his record is a distinguished one."

The position pays \$18,100 a year.

The
Veteran's Counselor



By FRANK V. VOTTO

Woman's Relief Home

In response to numerous inquiries concerning veterans' homes in New York State, we are outlining the general admission requirements of the only State operated veterans' home, the Woman's Relief Corps Home, located in Oxford, Chenango County.

Status of Veteran and Relative of Veteran

VETERAN: Member of the armed forces of the United States who was separated or discharged under honorable conditions after serving on active duty for not less than 30 days during the period of actual hostilities of either (a) the War of the Rebellion from April 20, 1861 to April 9, 1865, of (b) Spanish American War, from April 21, 1898 to April 11, 1899 or (c) the Philippine Insurrection, from April 11, 1899 to July 4, 1902, or (d) World War I, from April 6, 1917 to November 11, 1918 or (e) World War II, from December 7, 1941 to September 2, 1945 (All dates inclusive).

SPOUSE ACCOMPANYING VETERAN: The spouse must have been married to the veteran at least 10 years prior to date of application.

In the case of death of the veteran while a resident of the Home, the spouse may remain a resident with the consent of the Superintendent, and approval by the Board of Visitors.

WIDOW AND MOTHER OF VETERAN: If the related veteran died while on active duty during any of the periods listed, the length of service is not required. A widow must have been married to the veteran at least 10 years prior to the date of application.

Residency Requirements VETERAN: Resident of New York State at the time of entry on active duty or resident of the State for one year just prior to application for admission.

WIDOW OR MOTHER: The related veteran must meet the residency requirements or if deceased was a resident of the State for one year just prior to his death.

In addition, the widow or mother must have been a resident of New York State for one year just prior to application for admission.

Physical Condition
The Home is for those incapacitated by age or physical condition to the extent that they are unable to be gainfully employed. Applicants must be capable of attending to their personal needs without assistance, and capable of making rational and competent decisions, and at the time of admission not be in need of hospital care.

A veteran in residence who requires hospital care is expected to utilize a veterans hospital, provided he or she can be admitted. Residents not eligible for care in a veterans' hospital who have acute illnesses will utilize a local general hospital.

Preference for Admission

STATUS: In the following order: (1) Veterans accompanied

by their spouses in the sequence of service in the armed forces as listed in section I, (2) Unmarried or widowed veterans in corresponding sequence (3) Widows in corresponding sequence, (4) Mothers in corresponding sequence.

AGE: At least 65 years of age.
FINANCIAL ASSETS: (a) For veterans alone, widow or mother—annual income of less than \$25,000 (b) for veteran and spouse—Combined annual income of less than \$4,000 and combined net assets of less than \$35,000.

Property, Income and Finances

- Certification of all property and all sources of income is required on the application form. Following admission, each resident is required to furnish additional certification to such facts, but not oftener than once a year.

- At the time of admission each applicant is to deposit in a joint account with the Home all monies in excess of \$100 and all stocks, bonds, negotiable instruments deeds, mortgages and other evidence of ownership of property.

- Real or personal property cannot be transferred thereafter without the consent of the Board of Visitors.

- Unless other provisions have been made for burial expenses, a reasonable sum of money for this purpose is to be deposited with the Home.

- Payment for care in the Home is to be made from resources or income or both, or as much of the cost of care as the residents is financially able to pay.

- Each resident may retain \$30 per month from resources and income for personal needs and wants not provided by the Home, and the balance of income in excess of the cost of current care.

Documents Required

- Completed application form.
- Medical exam report and certification by a physician.
- Applicant's agreement to claim against his estate.
- Veteran's military discharge.
- Pension certificate.
- For spouse and widows; Veteran's marriage certificate.
- For mother; birth certificate of veteran.

Approval of Application

The Board of Visitors is responsible for approving each application. The physician of the Home is responsible for reviewing the medical report, for making a physical examination after admission and for reporting to the Board.

Counseling on admission as well as assistance in completing admission forms is available at all local offices of the New York State Division of Veterans' Affairs.

"What Civil Service Employees Do For the Public"
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CIVIL SERVICE DAY
MON., MAY 31



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Whitney Darrin, Jr.

NEW YORK WORLD'S FAIR

LETTERS TO THE EDITOR

(Continued from Page 6)
 about the "protection" civil service affords but, when a sr. stenographer with two years of service in local government is elevated salary-wise from a starting salary of \$2,800 to \$4,400 and my earnings after 21½ years are ceilinged at \$5,620 in the same position and grade, the situation is hard to comprehend—and this is a masterpiece of understatement!

MRS. JOHN L. SANDFORD
 Islip, Long Island

Reverse Holy Day Rulings

Editor, The Leader:

Personnel of the Supreme Court Probation Department were shocked and outraged to learn, shortly before Good Friday, that the religious Holy Day would be charged against their annual leave, thus, in effect, reducing their vacation leave. The directive, which countermands the former practice, was issued without notice and the opportunity to be heard in opposition.

Upon being advised of this reactionary labor technique, we requested an immediate meeting with Justices Botein and Beldock. The meeting was refused and a meeting with their Departmental Directors was held on April 14th, attended on our invitation by representatives of the three major religious faith, representatives of the Probation Department personnel, and the SSCAA.

At this meeting, we learned for the first time that the directive was also aimed at all of the personnel of the Supreme and Surrogate's Courts except possibly the personnel of the Appellate Divisions. We called attention to Judge Beldock's assurance at the Administrative Board Hearing of March 17, 1963, that he had never charged religious holidays in the past and that there was no indication of a change in this practice. We also pointed out that no copies of the rules had been issued to the personnel as individuals, that we had had no notice of a change in the existing practice, that we had had no opportunity to be heard in opposition to the changes, and that we had been misled as to the continuance of the existing practice.

In spite of these objections, we were told that the Appellate Divisions had already voted on this matter and that the rules were changed.

Our hours have been expanded and our vacations cut! Is there any question as to what employees

in private industry would do if management treated them in this fashion? Are employees in the courts to be denied the basic rights of modern American labor? These backward steps in employee-employer relations can only result in a deterioration of morale which must effect job performance. This cannot help improve the administration of the courts. For our part, we mean to seek

a withdrawal of this directive by persuasion, conference, and every legal means available to a responsible organization. If we cannot get relief through these legitimate methods, then we fear that our courts will see a prolonged period of unrest which will have disastrous effect upon the opera-

tion of the courts.

We call upon those who have the discretion and the power to reverse this policy to meet with us to arrange a harmonious resolution of this matter.

MIKE REIN, PRESIDENT
 Supreme and Surrogate's
 Court Attaches Association

What's So Special About H.I.P.'s "SPECIAL SERVICES?"



At H.I.P. there's a department known as "Special Services." But this is a modest title. It does not do justice to perhaps the most dramatic service ever conceived in a medical insurance plan — one that demonstrates H.I.P.'s unique ability to bring to its members the newest life-saving discoveries and techniques in surgery and medicine. And without any cost to you!

Never has American medicine been more creative than now. Discoveries in its many fields are almost daily occurrences. But only a modern health plan like H.I.P. can make these discoveries easily available to you as soon as they are proved medically sound.

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TESTIMONIAL — Mrs. May DeSeve, was cited recently at a testimonial luncheon by the Executive chapter, Civil Service Employees Assn., on her resignation from the office of chapter president.

William Viertel Succumbs At 82

William Viertel, 82, died last week in Massapequa at his home. Viertel, a New York City civil servant for 52 years, retired in 1954.

He was founder and editor of the City's "Green Book," the official directory of the many agencies and departments that make up the City of New York.

He was originally the editor of the City Record, the publication which prints official reports of City departments and requests for sealed bids on the City's wants and needs.

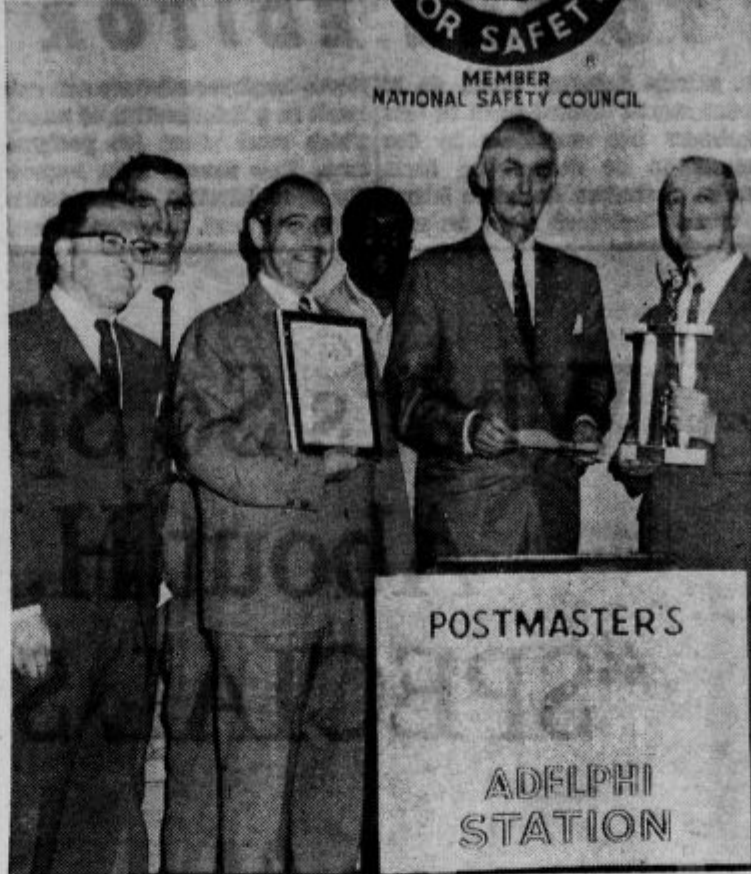
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SAFETY AWARD — Brooklyn Postmaster Edward J. Quigley, second from right, presents an industrial safety award to Adelpi station for operating 621 days without a disabling injury for a total of 200,000 man-hours.

College Names Margolin Dean of Administration

The appointment of Professor Leo J. Margolin, head of the Division of Business Administration, as Dean of Administration of the Borough of Manhattan Community College, a unit of The City University of New York, was announced last week by Dr. Martin B. Dworkis.

Professor Margolin, who assumed his new post May 1 will continue to direct the College's Business Administration curricula in addition to his duties as Dean, president Dworkis said.

State of New York, Professor Margolin is a graduate of Long Island University and of the Brooklyn Law School. He is also Adjunct Professor of Public Administration at New York University's Graduate School of Public Administration.

The Borough of Manhattan Community College is a business-oriented educational institution which also offers a liberal arts curriculum as well as several options in business administration, including accounting, data processing, advertising, marketing, banking, secretarial science, small business operations, and real estate.

Professor Margolin writes the "Public Relation I.Q." column for the Civil Service Leader.

Mortgages. CALL MR. FERRO (516) GE 1-0144. Bank Mortgage Loans. Need Money? Too Many Monthly Payments? Refinance Present Mortgage and Consolidate All Payments into one.

Sunday, May 9th at 25th Street and 6th Avenue. The New York ARTS AND ANTIQUES FLEA MARKET. and open every Sunday (weather permitting) 1-7 P.M.

belmondo's up IN THE AIR AGAIN... with THAT "GOLDFINGER" villain TRYING TO SHOOT him DOWN! JEAN SEBERG/BELMONDO BACKFIRE! JEAN-PAUL BECKER. THE BARONET. A WALTER READE-STERLING THEATRE.

IT COULD HAPPEN TO YOU

(Question on Page 2) What The New Jersey Chancery Court ruled: The prosecutor has argued that no court can restrain a public official from doing his duty, the Court noted.

"Can the prosecutor inspect these bank accounts for purposes he declines to disclose?" the Court asked. While the ordinary relationship between a bank and its depositors is that of debtor and creditor, when it comes to the records it is an entirely different matter.

Consequently, no public official can demand surrender of this right without first presenting his evidence of wrongdoing. The Court refused to permit blanket inspection of bank accounts. (146 A. 34)

COMMENT: The Judge was aroused over the stigma toward the police implied by the prosecutor's actions. Any large body of men, he pointed out, would include a few wrongdoers.

- If it had been a few lawyers or doctors, the prosecutor would not have demanded the right to investigate the private affairs of doctors and lawyers. The Court saw no distinction on this issue between public employees (such as the police) and privately engaged people such as doctors.

LEGAL NOTICE

CITATION. — File No. PS188/1965. — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To: HARRISON S. PHELPS, W. ERLAND PHELPS, SETH HALL, JACK HALL, MARJORIE WADLEIGH PROCTOR, EUNICE HALL JOHNSTON, DOROTHY WADLEIGH FOX, and LOUISE HALL MOORE.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, in Room 504 of the Hall of Records in the City, County and State of New York on the 14th day of May, 1965, at 10:00 A.M., why a certain writing dated the 4th day of January, 1961, and a Codicil thereto dated the 12th day of July, 1963, which have been offered for probate by the BANKERS TRUST COMPANY, a New York banking corporation, having an office for the transaction of business at 280 Park Avenue, New York, New York 10017, should not be probated as the Last Will and Testament, relating to real and personal property, of LOUISE HALL, deceased, who was at the time of her death a resident of 530 Park Avenue, in the Borough of Manhattan, City, County and State of New York.

Dated, Attested and Sealed, April 1, 1965. HON. S. SAMUEL DE FALCO, Surrogate, New York County. Philip A. Donahue, Clerk.

AUTHOR'S AGENT WANTS MANUSCRIPTS. Manuscripts of all kinds wanted, especially BOOKS. Waiting markets and buyers the world over. Demand exceeds supply. A selling agency that gets results for its authors. Write Bern Literary Agency, 168 High Park Avenue, Desk A-24 Toronto 9, Canada.

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ROSEDALE EST. \$17,900 <i>Widow's Sacrifice</i> Detached colonial situated on large plot consisting of 7 large rooms, 3 master bedrooms, ultra modern kitchen & bath, garage, nite club basement, situated on tree lined street, all appliances. Move right in.	SPRINGFIELD GARDENS \$20,990 <i>Builder's Sacrifice</i> This new legal 2 family, Brick & shingle consisting of a 5 & 3 room ultra modern apts., with wall ovens Selling at \$4,000 below cost. A once in a lifetime buy so call for app't. immediately!
CAMBRIA HEIGHTS \$21,000 <i>4 Large Bedrooms — 2 Baths</i> Det. 8 yr old all brick ranch type home with 5 large rms & bath on one floor plus tremendous expansion attic finished with 2 large rooms & full bath. Semi-finished bsmt. with kitchen. All appliances, 4000 sq. ft. of landscaped ground.	ROSEDALE ESTATES \$23,000 <i>Builder's Closeout</i> This new legal 2 family detached brick & shingle with 2-6 room ultra modern apts. with wall ovens. Selling originally for \$5,000 more so take advantage of this one in a life time buy and make app't to see immediately.

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11 rooms, \$240 down gives you 2 large separate apts. with bedrooms galore on a 2,000 sq. ft. plot. This house is not attached to another house, short walk to schools, shopping & transportation.

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This house for \$11,500 is near Jamaica Shopping Center and near subways, and has a landscaped plot of over 65 x 142 feet of land, 6 rooms with 3 bedrooms.

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LEGAL NOTICE

NOTICE TO BIDDERS
Sealed proposals covering Construction Work for Rehabilitation of Masonry Retaining Walls on North and South Drive-way - First Floor Level, New York Psychiatric Institute, 722 West 168th St., New York City, in accordance with Specification No. 19524-C and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany 26, N.Y., on behalf of the Mental Hygiene Facilities Improvement Fund, until 10:30 A.M., Advanced Standard Time, which is 9:30 A.M., Eastern Standard Time, on Wednesday, May 19, 1965, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the New York State Department of Public Works, in the amount stipulated in the proposal as a guaranty that the bidder will enter in to the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal.

The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

This is a MENTAL HYGIENE FACILITIES IMPROVEMENT FUND project. The Fund, a public benefit corporation, was created to assure that the required facilities are completed and ready for use as promptly as possible.

Bidders are warned that time is of the essence of the contract and completion of the work must meet the date specified. Failure of a contractor to comply with a progress schedule or to complete on time will require the assessment of liquidated damages and also will be an element in determining any future awards to the contractor.

Drawing and specification may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, Division of Architecture Building, State Campus, Albany, N.Y.

Bureau of Contracts, Administration and Engineering Bldg., 1220 Washington Ave., Albany 26, N.Y.

District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 23, N.Y.

District Engineer, 125 Main St., Buffalo 8, N.Y.

New York Psychiatric Institute, 722 West 168th St., New York City.

Drawing and specifications may be obtained by calling at the Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany 26, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00, or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of January 2, 1960, will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, Administration and Engineering Building, State Campus, Albany, N.Y., or at the office of the State Architect, 270 Broadway, New York City, for the sum of \$5.00 each.

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

COMMAND OFFERS ITS BEST BUYS OF WEEK OF MAY 4TH

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Your Old Home In As Easily As You Can Trade Your Old Car. Family Grown? Need Bigger House? If For Any Reason You Need Bigger, Better, More Luxurious Home In Queens, Don't Wait! If In Queens, Trade In Your Present Home & Move In To The Home You Want.

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CABIN et al. rest. 8 units, 2 1/2 acres, \$5,500. 90 acre farm, 8 rm home, bath, drilled well, brook, \$8500, village school (1879) bell, barn, 1/4 acre, \$2,800. 70 acre highway farm \$10,000. 50 acres \$5,000. W. F. Pearson, Rtr, Rte 20, Sloansville, N.Y.

LEGAL NOTICE

CITATION. — File No. 1029, 1965. — **THE PEOPLE OF THE STATE OF NEW YORK.** By the Grace of God Free and Independent, To **MENELAO S LIMBOS, ELEN S GOLES, JOHN NIKOLOPOULOS.** YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on May 26, 1965, at 10:00 A.M., why a certain writing dated August 23, 1960, which has been offered for probate by **EDWARD STEINER,** residing at 130 Buena Vista Avenue, Yonkers, New York, should not be probated as the last Will and Testament, relating to real and personal property, of **DOXIE J. LIMBOS,** also known as **Doxie John Limbos,** Deceased, who was at the time of his death a resident of 18 West 108th Street, City of New York, in the County of New York, New York, Dated, Attested and Sealed April 4, 1965.
HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

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Hollywood kitchen & bath, 30x140, new plumbing thru-out.

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4 rooms downs, 3 rooms up, garage, kitchen & basement. Many extras. \$21,500 \$1,400 Cash

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6 large rooms, stall shower, fireplace, refrigerator, full basement, 2 car garage, aluminum storms & screens, fenced with patio and only \$18,900.

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Detached, corner, beautiful Stucco on 40x100 plot, 6 large rooms with 3 luxurious bedrooms, has stall shower, refrigerator, washing machine, garage even w/w carpeting. The patio is for easy living, protected all over by aluminum storms and screens, all for a low \$18,000.

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Detached 25x100 plot, 5 rooms, full basement, garage, cheerful bedrooms. Actually low priced at \$16,500. See it today, you will buy it.

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SPRINGFIELD BARDENS \$17,990

Detached brick ranch type residence, 7 rms, 4 bedrms, garage, large garden plot. ONLY \$800 CASH DOWN!

LAURELTON — 10,990

Beautiful detached Col. 7 rms, 4 bedrms, 1 1/2 baths, large garden plot. Garage. G.I. NO CASH DOWN!

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168-12 Hillside Ave., Jam. RE 9-7360

Farms & Acreage, N.Y. State
UPSTATE, N.Y. — 15 acres, brook, trees, town road. Near Vermont border. \$5,500. Terms: John Holmes Andrus, Pawlet, Vt. 802-325-2600.

Annual Spring Meeting Held By Oswego Chapter

OSWEGO, May 3—The Annual Spring dinner meeting of the Oswego chapter, Civil Service Employees Assn., was held at the Candlelight Cottage in Parish recently.

Silent meditation was observed in memory of retired member Ray Runions, deceased, and Gertrude A. Thompson, who served as first vice president of the chapter prior to her death. She was also a charter member and faithfully served in various capacities during her many years of service to the chapter.

Assemblyman, Edward F. Crawford, praised the chapter and the Association for their sincere efforts in behalf of public employees. He assured them that their bills would be given his consideration as they passed through the Assembly.

Senator H. Douglas Barclay congratulated the chapter for a well organized meeting. He said 70 percent of the population was South of Westchester County. Therefore we up-staters must exert ourselves, work hard, be important and make ourselves heard in the State's Legislative Chambers. He said there will be difficult times ahead and that we in the northern district should keep

fully informed on the issues and get out the vote. The Senator also said that the Association in Albany, is keeping the Legislature well informed on their bills or those sponsored by them.

Joe Donnelly, CSEA field representative, said that a concentrated membership drive would soon be launched in Oswego County. He stressed the importance of numbers in obtaining better salaries, fringe benefits, and improved working conditions.

Second vice president of CSEA, Vernon Tapper, announced the resignation of Dave Hopkins effective June 30 after seven years of service as president of the chapter. He stressed the need of good leadership for survival and stated that Hopkins had given this type of service.

Hopkins announced the improved salary schedule, fringe benefits, and working conditions given Oswego County employees by the last session of the Board of Supervisors. He thanked them individually and collectively.

Francis G. Miller of Fulton, chairman of the Social Committee, was in charge of arrangements and entertainment. He introduced Cathy Manzer of Fulton, who entertained with vocal and guitar selections. She also played a few group songs led by Supervisor Parker VanBuren of Fulton. Hopkins also introduced Andy Lewis, executive secretary of Oswego County Civil Service Commission, Supervisors Frank Karboski, John Schneider, and Parker VanBuren, County Clerk, J. Gregory Merriam, Welfare Commissioner, John A. Davis, and Oswego City Chief Assessor, Benjamin Bough.



SAFETY RECORD — Joseph M. Goewey, left, Director of Safety for the Department of Mental Hygiene, presents the 1964 Safety Award to Dr. Anthony Mustille, center, director of Willard State Hospital and Clayton Traphagen supervisor of the Willard Safety Department. Dr. Mustille cited the employees for their "splendid" record—17 departments without an accident for a year and five departments accident-free for three years.

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 officers.

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P. R. Column

(Continued from Page 2)

ment pavillions are bigger and better than ever. For example, the Federal Pavillion has mobilized the nation's historic treasures — six of the most significant and important documents in America's history.

THEY ARE ON EXHIBIT—under armed Marine guard—in the new Hall of Presidents of the U.S. Pavillion. The priceless documents are the Bill of Rights, Washington's Inaugural and Farewell Addresses, the Emancipation Proclamation, the Gettysburg Address and Lincoln's Second Inaugural Address.

THE NEW YORK State Pavilion, which drew the largest crowds of any government exhibit, is back at the same stand and drawing larger crowds than ever. At the New York City Building, we still consider the three-dimensional exhibit of New York City, showing everyone of the metropolis' 800,000 buildings and bridges, one of the 10 best things to see at the Fair.

IF YOU ARE planning to come to the Fair soon, why not make it during the week of May 30 so that you can see—and only on May 31st—the most beautiful girls in the civil service?

ON MAY 31ST the finals of the Miss Civil Service Contest, sponsored by The Leader, will be the big show of the Fair. As good as are the other exhibits at the Fair, we think all the Miss Civil Service contestants make the most beautiful exhibits anywhere. And that's good public relations.

Transfers

Mabel Bennett an assistant cook at Syracuse State School since June, 1959, has recently transferred to Upstate Medical Center. A party was given for Miss Bennett April 29 at the Maples in Pompey.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO ATTORNEY GENERAL OF THE STATE OF NEW YORK: The City of New York, Department of Hospitals; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Edward Adler, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Edward Adler, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein being the persons interested as creditors, distributees or otherwise in the estate of Edward Adler, deceased, who at the time of his death was a resident of 220 East 31st Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 18th day of June, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 22nd day of April, in the year of our Lord one thousand nine hundred and sixty-five. (Seal) Philip A. Donahue, Clerk of the Surrogate's Court

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20 State Aides Share In \$555 Suggestion Awards

ALBANY, May 3 — For an investment of \$9,290 in fiscal year 1964-65, the Empire State saved more than \$450,000. The investment is the amount of awards presented to 268 employees for their money saving ideas submitted to the Employee Suggestion Program for increasing the efficiency for government operations.

Twenty State employees shared awards totalling \$555 in March for their ideas. The top award of \$100 went to a Schenectady woman, Rhea M. Breen. She is a principal clerk in the Department of Motor Vehicles' Albany office. Miss Breen redesigned the application form for renewing motor vehicle inspection stations' licenses. Her revision eliminates unnecessary questions from the old form and makes more understandable those questions which remain. The new form is smaller, can be machined folded and inserted for mailing, and is more easily completed by garage and service station operators when they apply for renewal.

The form cuts down on errors made in completing it, and it simplifies handling by the Department of Motor Vehicles. Estimated first year savings exceed \$2,000.

A stenographer in the Department of Agriculture and Markets' Riverhead Office, Marie T. McPartlin, Sag Harbor, earned a \$75 award. She proposed that data concerning rate and amount of shipments of farm commodities be released regularly from Federal sources directly to all shipping points. Because of her suggestion, up-to-date figures are available for comparison simultaneously at all points.

Two Department of Health employees shared a \$50 award: Robert H. Barney, Feura Bush, senior training technician, and Harvey H. Lincoln, Altamont, associate personnel administrator. They designed a time saving template to ease the completing of the public health nurses' report form. Each nurse prepares as many as 20 forms a day. This adds up to nearly one million forms a year.

Awards of \$25 each went to Ralph A. Frey, Sr., Albany, cleaner, Executive Department's Office of General Services; jointly to William J. Kilgallon, Troy, tax examiner, and John J. Guzy, Watervliet senior tax examiner, both of the Department of Taxation and Finance; Benjamin A. Straight, Jay, dairy products inspector, Department of Agriculture and Markets; Harvey N. Chase, Pine Bush, senior institution vocational instructor, Department of Correction's Eastern Correctional Institution; Richard I. Weiss, Elmira, correction officer, Department of Correction's Elmira Reformatory (also received a \$15 award); Lillie A. Zeh, Hyde Park, head nurse, Department of Mental Hygiene's Hudson River State Hospital; and to Robert G. Tesoro, Mount Ver-

non, junior rent examiner, Executive Department's Division of Housing and Community Renewal.

A \$20 award was granted to Stephen F. Runfola, Mount Morris. He is a junior photographer at the Department of Mental Hygiene's Craig Colony and Hospital.

Fifteen dollar grants went to Charles V. Hasselman, Jr., Rensselaer, senior mail and supply clerk, Education Department; Milton G. Claman, Bronx, tax collector, Department of Taxation and Finance; Ann Gallan, Flushing, workmen's compensation examiner, Department of Labor's Workmen's Compensation Board; and to Leonard M. Fitch- enbaum, Brooklyn, tax collector, Department of Taxation and Finance.

Grants of \$10 each were made to these Department of Mental Hygiene employees: Theodore T. Asher, Brentwood, assistant recreation instructor, Central Islip State Hospital; Hilda L. Bookstaver, Montgomery, clerk, and Irene H. Craig, Middletown State Hospital; Ernest L. Healey, Deansville, attendant, Craig Colony and Hospital; Benn F. Sullivan, Bell- erose, occupational instructor, Willowbrook State School; and to Rose M. Watkins, Middletown, Middletown State Hospital.

Certificates of Merit without cash grants went to Franklyn H. Dillon, Berne, photographer, Department of Public Works; Hilda C. Murgillo, Staten Island, occupational instructor, Department of Mental Hygiene's Willowbrook State School; Ruth M. Burtless, Manlius, stenographer and Ger-

trude Mendelsohn, Arverne, senior clerk Department of Labor's Workmen's Compensation Board.

Medical Illustrator; Photographer Jobs

Medical Illustrators (at \$5,000 to \$7,220 a year) and medical photographers (\$4,480 to \$6,050) are being sought to fill vacancies in VA hospital throughout the U.S.

Full information is contained in announcement No. 338-B, which is available from most post offices or from offices of the U.S. Civil Service Commission, located at 220 East 42 St. in New York City.

Smith Appointed JDA Comptroller

G. Brandon Smith of Fayetteville was appointed recently comptroller-treasurer of the New York Job Development Authority. The appointment was made by Keith McHugh, chairman of the board of the Authority and State Commerce Commissioner.

Loughlin Is New Executive Secty.

ALBANY, May 3 — Edward V. Loughlin Jr. of Loudonville has been named executive secretary to the State Commission on the Capital City. His salary will be \$7,500 a year.

He succeeds William P. McGlone, who resigned to become deputy director of the State Office of Economic Opportunity.

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Countdown Nears For Miss Civil Service

The judges have made their decision and it wasn't easy. There were enough lovely entrants in this year's Miss Civil Service Contest for a three ring circus of beauty. Now the finalists are entering the center ring.

And now we present the New York City and Federal representatives for the final judging May 31 in the Miss Civil Service Contest. These 12 girls, six New York City employees and six Federal employees, will vie for top honors in their categories on Civil Service Day at the World's Fair.

In the following weeks we will announce the winners from among the State and local contestants.

One winner will be chosen from each group and she will receive a silver cup, token of her being so honored and a Fall Coat by Country Tweeds to preserve and compliment her beauty.

These lovely girls will be transported to the Fair at The Leader's expense where a panel of experts will, it appears, be hard pressed to choose the outstanding girl.

The preliminary selections from New York City are; Esther Pla of

Brooklyn, who works for the New York City Labor Relations Board as a senior stenographer; Irene Cox of Jamaica, an employee of the City Commerce and Industrial Development Department where she is a stenographer; Jo-Anne Manger of Glendale, a clerk in the Department of Sanitation; stenographer Janet Murphy of the City's Department of Relocation, who lives in Queens Village; Alyce Alston of Brooklyn, a typist in the New York City Transit Authority and Jacqueline Sanchez, a book-keeping machine operator in the City's Finance Department.

Representatives from the ranks of Federal employees are; Mary

Diane Cole who works for the Veterans Administration, from the Bronx; Ruby Tharrington of Staten Island, an employee of the Social Security Administration; Carol Wright, a Bronx girl who is a secretary at the Veterans Administration Hospital in that borough; Joanne Cella of Forest Hills a secretary in the United States Weather Bureau; Shirley Rivera, Richmond Hills, a secretary with the Federal Aviation Agency; Regina Malinowski, Jamaica, a secretary with the FAA.

Congratulations girls, we are looking forward to seeing you at the Fair on Monday, May 31.



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IRENE COX
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JO-ANNE MANGER
Department of Sanitation
Glendale



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JOANNE CELLA
U.S. Weather Bureau
Forest Hills



MARY DIANE COLE
Veterans Administration
Bronx



REGINA MALINOWSKI
Federal Aviation Agency
Jamaica



SHIRLEY RIVERA
Federal Aviation Agency
Richmond Hill



RUBY THARRINGTON
Social Security Administration
Staten Island



CAROL WRIGHT
Veterans Administration
Bronx

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 2. Cornell, H., Elmira863
 3. Baker, E., Elmira856
 4. Styles, R., Kingston837
 5. Gray, H., Oneonta826
 6. Oliver, E., Herkimer802
 7. Lawrence, J., Lake Placid782
 8. Powell, R., Lowville755
 9. Henrickson, R., Albany754
- RESIDENCE SUPERVISOR, WESTCHESTER COUNTY**
1. Schroeder, H., Valhalla851
- MAINTENANCE FOREMAN, GRADE III (PLUMBER), WESTCHESTER COUNTY**
1. Meifer, H., Hawthorne824
 2. Hanson, T., Hawthorne810
 3. Schnaudigel, B., Ossining787
- CHIEF OF NURSING SERVICES AND TRAINING G-31 — HEALTH**
1. Martin, C., Buffalo870
 2. Slavik, C., Ray Brook752
- TOLL SECTION SUPERVISOR G-13 — L.I.S.P.C., JONES BCH. ST. PSWY. AUTH. AND BETHPAGE ST. PK. AUTH.**

- CONSERVATION**
1. Karch, R., Rego Park763
- SENIOR OCCUPATIONAL THERAPIST (ORTHOPEDIC), G-16 — HEALTH**
1. Maughan, L., Englewood758
- SENIOR MEDICAL RECORDS CLERK, G-8 — MATTEAWAN ST. HOSP., CORRECTION**
1. Scofield, E., Beacon766
- DIRECTOR OF HIGHWAY PLANNING G-35, PUBLIC WORKS**
1. Hallenbeck, L., Hornell915
 2. Sternbach, J., Albany903
 3. Delee, J., Troy893
- ASSOCIATE SANITARY CHEMIST G-23 — HEALTH (EXCL. OF THE INSTS.)**
1. Kobayashi, S., Saratoga923
 2. Hanson, A., Albany908
 3. Jung, R., Schenectady861
 3. Shriver, R., Albany762
- POLICE CHIEF — ERIE COUNTY VILLAGE OF BLASDELL**
1. Palmer, R., Blasdell906
- PRINCIPAL DRAFTSMAN (ARCHITECTURAL) — PUBLIC WORKS**
1. Kessler, R., Schenectady820

2. Behr, C., Albany817
 3. McKee, J., Scotia792
 4. Sroka, A., Albany776
 5. Bulmer, F., Troy764
 6. Behlen, L., Gloversville757
- SUPERVISING FOOD INSPECTOR — AGRICULTURE AND MARKETS**
- Supvy Food Inspector Sg 19 Ag Mkts A**
1. Coluzza, C., Utica907
 2. Albee, J., Freeport860
 3. Creedon, A., Castleton820
 4. Guerrette, M., Attica798
 5. Cleveland, C., Vestal791
 6. Vogt, F., Cheektowag787
 7. Wagner, G., Berne777
 8. Ryan, J., Cobleskill766
- Supvy Food Inspector Sg 19 Ag Mkts B**
1. Coluzza, C., Utica907
 2. Albee, J., Freeport860
 3. Creedon, A., Castleton820
 4. Guerrette, M., Attica798
 5. Cleveland, C., Vestal791
 6. Vogt, F., Cheektowag787
 7. Wagner, G., Berne777
- PRINCIPAL CIVIL ENGINEER (DESIGN) — PUBLIC WORKS**
- Prin. Civil Engineer Design Pub Wks A**
1. McGinnis, J., Albany898
 2. Bartholomew, C., Albany885

3. McIlwaine, J., Loudonville885
 4. Grassette, J., Latham844
- Prin Civil Engineer Design Pub Wks B**
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 2. Bartholomew, C., Albany885
 3. McIlwaine, J., Loudonville885
 4. Evan, B., Schenectady883
 5. Hourigan, E., Suffern838
- CANAL SECTION SUPERINTENDENT — PUBLIC WORKS**
1. Lavere, R., Savannah919
 2. Parker, F., Cohoes910
 3. Hennessey, J., Kenmore95
 4. Gillespie, J., Troy919
 5. Haven, J., Clay910
 6. Green, J., Babylon909
 7. Hall, D., Wappinger Fal907
 8. Leonard, A., Rochester905
 9. Barone, F., Syracuse901
 10. Petit, J., Ft Miller884
 11. Hind, J., Syracuse877
 12. Sandwick, C., Schenectady875
 13. Boye, V., Lockport870
 14. Moore, H., Albany869
 15. Grove, A., Penfield869
 16. Kromhout, J., Islip852
 17. Schneider, R., Ft Plain844
 18. Huntington, J., Saratoga821
 19. Rosenkranz, J., Binghamton819
 20. Klosowski, J., Liverpool797
 22. Dalbec, E., Averill Pa795

23. Schlossel, G., Lockport776
 21. Trombly, K., Troy773
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 26. Doucette, R., Albany754
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- A**
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 5. Dewar, D.,776
 6. Straight, R., 762762
 7. Fitzpatrick, T., W. Seneca758
- B**
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 2. Chapman, H., W. Coxsackie870
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Margaret Kirby Retiring After Three Decades of Service To Nassau County Child Welfare

MINEOLA, May 3—Miss Margaret M. Kirby, Director of Children's Services for the Nassau County Department of Public Welfare is retiring after 33 years with the department. She will begin her terminal leave on May 10, according to Welfare Commissioner Joseph Barbaro.

"Miss Kirby's outstanding record of service to Nassau County



MARGARET KIRBY

children is well known in the social welfare field here and throughout New York State," Barbaro said. "She is esteemed for her administrative talents, congenial personality, and sympathetic understanding of the problems of clients and the casework staff that works under her direction."

Miss Kirby, with the department longer than any other employee, joined the staff as a clerk in the child care section on October 19, 1931 and rose through the ranks after studying at Fordham University's School of Social Work. She was a caseworker and case supervisor before being named director in August, 1952.

When she joined the staff, Miss Kirby said, the department cared for children and the elderly. At that time, other welfare services were provided by town departments. In 1938, the town units were incorporated into one County Welfare Department set up by the Nassau Charter.

"In 1931," Miss Kirby said, "the County Welfare Department had only 10 employees and was housed in four-rooms in the Courthouse Annex, a small building south of the old County Jail. The jail and annex were demolished in 1958, and the County Executive Building now occupies the site.

Today Miss Kirby directs a staff of 100 employees who care for more than 2,000 children in foster homes and institutions, and operates the only authorized adoption agency in the County. Thirty-three years ago, she said, four workers handled an average of 200 child care cases.

The ten-fold increase in the caseload has been accompanied by changes in the types of services, Miss Kirby said. In the 1930's, she said, most of the foster home cases resulted from the death or illness of the parents. "In today's more complicated social structure," she said, "many children are referred for psychological or

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emotional reasons, and because of problem relationships between parent and child. These more complex problems require more sophisticated handling."

Miss Kirby said she has enjoyed her three decades of service to the County and praised the department as one of the best in the State.

"I was always proud to represent the Department, because it enjoyed a reputation for progressive programs and showed a real concern for the clients," she said.

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Central Conference-County Workshop Held At Oneonta

Lomenzo Urges Aides To Strengthen Morality And Improve Image

(Special To The Leader)

ONEONTA, May 3 — The need for a strengthening of morality was described here last week to members of the Central New York Conference, Civil Service Employees Assn., by John P. Lomenzo, Secretary of State of New York.

Speaking on "Government Services," the Secretary of State paid tribute to the civil service employee as the "backbone of government." He urged the audience to continue to show good examples to improve the image and services of government.

CSEA president Joseph F. Felly, in his remarks to the delegates at the dinner, expressed his appreciation for the cooperation given by the membership to the legisla-



JOHN P. LOMENZO

tive committee during the current session.

The dinner, at which Ted Wenzel, chairman of the pension committee of the State Association, served as toastmaster, conducted a day-long session of the Conference and the Central Counties Workshop.

Testimonials were presented during the dinner to Tom Ranger, retired president of the Conference "in appreciation of his serv-

Buffalo Hospital Chapter Installs New Officers

BUFFALO, May 3 — Pat Giallella was installed as president of Buffalo State Hospital chapter, Civil Service Employees Assn., at the chapter's annual dinner-dance last week in the Chez Ami Restaurant.

A cocktail party began the celebration and dinner was served at 7 p.m. Dancing lasted until late in the night.

Other 1965-66 officers are:

Vice president, Nicholas Maseo; treasurer, Judith McFadden; secretary, Connie Manno and delegate, Scott McCumber.

Executive council members are Thomas Mineo, Louis Hancock, Edward Bertozzi, Ann Duke, Robert Tillman, Madeline Maseo, Kenneth Phillips, Florence Lang, Rose Ballacchino, Madeline Kaminski, Evelyn O'Delle and Joseph Sarrow.

ice and devotion to "CSEA affairs," and to Mrs. Agnes Williams, a past officer of the Oneonta chapter "for her efforts in promoting the chapter.

Guests at the dinner included: Raymond G. Castle, first vice-president of the CSEA; Vernon A. Tapper, second vice-president; Claude E. Rowell, fourth vice-president and Fred Cave, Jr., fifth vice-president; Hazel Abrams, secretary; John J. Hennessey, treasurer; and Lea Lemieux, social chairman—all of the State Association.

Also: Assemblyman Edwyn Mason (R.-Delaware); Mayor Albert Nader of Oneonta; the Rev. Leo Markert; Emmett Durr, president of the Central Conference; S. Samuel Borely, chairman of the County Workshop; Irving Flaumenbaum, president of Nassau chapter, CSEA; Joseph Donnelly and Jack Carey, field representatives, CSEA; George Washob, Ter Bush and Powell; Joe Deasy, Jr., City Editor of The Civil Service Leader; Robert Hogan, Department of Civil Service; Edward Griffin, president of Oneonta chapter, the host chapter for the Conference meeting; Belle Barkman, social chairman of Oneonta chapter; and Clara Boone, second vice president of the Central Conference.

Frederick Barto

WINGDALE, May 3—Frederick C. Barto, 50, an attendant at the Harlem Valley State Hospital, and a member of the Hospital chapter of the Civil Service Employees Assn., died recently at his home here.

Mr. Barto lived for many years in the Town of Dover. He was born in New Hartford, Conn. He is survived by his second wife, the former Miss Mina Lewis, a daughter, Mrs. John Antonowicz, New Milford, Conn., and 11 stepchildren, three brothers, Floyd Barto, Dover Plains, James Barto, Wingdale and Leo Barto, Leedsville; and four sisters, Mrs. Hazel Thompson, Kent, Conn., Walter Houghtaling, Wingdale, Mrs. George G. Box, Lakeside, Conn., and Mrs. Henry Box, East Morse, Conn.

Marcy State Hospital Chosen As Regional Training Center

The American Psychiatric Assn. has selected Marcy State Hospital as a regional training center for "Remotivation," a technique to aid in the rehabilitation of mental patients.

Marcy State Hospital is the 16th facility in the country to be designated a regional training center. It will be the central point in the training and development of the Remotivation technique in the State and surrounding area.

Congressman Stratton Agrees With Central Conference That Pensions Should Be Tax-Free

By JOE DEASY, JR.

ONEONTA, May 3—Congressman Samuel S. Stratton, (D. Schenectady) addressing a meeting of chapter presidents and delegates to the Central Conference here recently suggested that State retirement incomes should be tax free. The congressman made the statement in reply to Michael Vadala, first vice-president of the Conference, who pointed out

that social security pensions and railroad retirement incomes are completely tax-free. Vadala noted that State retirees must pay taxes on their retirement income after two years.

Stratton urged the delegates to contact him at any time to discuss support for any CSEA program.

Preliminary discussion on grade seven titles in the Department of



EMMETT DURR

Mental Hygiene was supported by explanation by Charles Ecker, Mental Hygiene representative; Mary Terrell of Marcy State Hospital chapter and Morris Sokolinsky of Binghamton chapter at the evening meeting on Friday, April 23.

Further discussion on this matter was carried out during the joint session of the Conference and the Central Counties Workshop on Saturday afternoon. Harry W. Albright, Jr., associate counsel of the CSEA, acquainted delegates with the grade seven Mental Hygiene aide situation as part of his lecture on "A new look at our grievance procedure and legal services."

Emmett Durr was nominated for his second term as president of the conference. Others nominated by the nominating committee under the chairmanship of Tom Ranger, were: Michael Vadala, first vice-president; Clara Boone, second vice-president and Florence Drew, secretary. Incumbent Ida Meltzer and J. Arthur Tennis, will oppose each other for the treasurer post.

Raymond Castle, chairman of the Conference's constitution and by-laws committee, announced the proposed changes in the constitution and by-laws which are to be acted upon at the next meeting to be held in Elmira. The proposed changes would:

- Provide for the election of a third vice-president.
- Provide at least one State and one county representative in any of the top four officer posts.

- Specifically identify the delegate to the board of directors meeting and provide for the selection of an alternate.

- Clara Boone, chairman of the planning committee announced the dates and places of future Conference meetings and the sponsor. The June meeting will be held at the Holiday Inn in Elmira on June 11 and 12 with the Elmira chapter serving as host. The September meeting will be held at the Syracuse Country House on the invitation of the Syracuse chapter; on Feb. 11 and 12 and the April meeting will be held in Binghamton sponsored by the Binghamton chapter.

In other action, the Conference:

- Heard a report by Michael Vadala, membership chairman, that applications for membership had been sent to all non-member chapters.

- Accepted an application from Mrs. Fannie Smith, president of the Jefferson County chapter, for that chapter's membership in the Conference.

- Accepted application for membership from the Tompkins County chapter.

- Thanked CSEA president Joseph F. Felly for "a job well done" in assisting in the work of providing the first paychecks in April because of the failure of legislators to pass the annual State budget.



REP. SAMUEL STRATTON

Reappointed

Governor Rockefeller has sent to the Senate for confirmation the reappointment of Charles W. Merritt, Linden Circle, Scarborough, as a member of the East Hudson Parkway Authority for a term ending January 1, 1968.

The Governor also redesignated Merritt as chairman of the three-member Authority. Members of the Authority serve without compensation.

- Recognized the work of Mrs. Lois Minozzi and Mrs. Clare Boone in providing a display in the lobby of the meeting place.

- Heard Robert Hogan of the State Department of Civil Service discuss the Attendance Rules, and reply to questions on the rules. He also distributed up-to-date copies of the rules which pertain to both departments and institutions.

Hogan pointed out that a manual on Attendance Rules is being prepared by the Civil Service Commission and a training course will be offered to agency officers on an optional basis.

The Conference delegates also discussed attendance at Civil Service Day at the World's Fair, sponsored by The Civil Service Leader.

Officers Nominated At Pilgrim Hospital

Pilgrim State Hospital chapter, Civil Service Employees Assn., nominated a new slate of officers for election June 1. Those nominated are Julia E. Duffy and Wesley Redmond Sr. for president; Roger Cilli and Frank Rivelli, first vice president; Beverly Pfannes and Philip Ryan, second vice president; Thelma White, secretary and Ben Kosiorowski, treasurer.

Nominees for the board of directors are: Louis Anderson, Elouise G. Bell, Edward Benstock, Margaret Buffel, John Cottle, George Felkel, Ruth Gregory, Pauline Lockel, Harry B. Luke, M.D., Hugh McNeely, Nephtali Martinez, Wesley Redmond Jr., R.N., Anna Ryan, Frances Silber, Lillian Simpson, Gloria Tejada, Marian Tribe and Preston Winders.

Park Chapter To Meet

SEAFORD, May 3—The Long Island Inter-County State Park chapter of the Civil Service Employees Assn. will hold their next meeting at the Seaford Fire House, Southard Avenue and Waverly Street, Seaford at 8:30 p.m. on May 11. Refreshments will be served.

Medical Check

ALBANY, May 3 — A total of 1,113 employees of the State Employment Division have been examined in the State's Cardiovascular Screening Program. Next will be an examination of employees of the State Motor Vehicle Department.