

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIV, No. 25 Tuesday, February 26, 1963 Price Ten Cents

## Keogh Wins State Pension

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## City Manager On Stand As CSEA Argues Rochester Case

(From Leader Correspondent)

ROCHESTER, Feb. 25—Supreme Court Justice George D. Newton of Geneseo reserved decision here last week as testimony ended in a trial over whether the City of Rochester used fair and reasonable procedures in recognizing an AFL-CIO union as bargaining agent for city employees.

## Members Named For Metro Conf. Forum In NYC

Major portion of a panel that will discuss the "Public Employee and the Legislature" on March 2 in the Astor Hotel has been selected. Henry Shemin, panel moderator, announced last week.

The forum is being sponsored by the Metropolitan Conference of the Civil Service Employees Assn. Members of the Legislature and members of all chapters in the Metropolitan New York and Long Island area have been invited to attend. The affair begins at noon with a luncheon.

Following the luncheon, the following panelists will discuss the announced topic. They include Prof. Martin B. Dworkin, of the New York University Graduate School of Public Administration; Sen. William T. Conklin (R.-New York); Sen. Seymour R. Thaler (D.-Queens); Assemblyman Luigi

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Justice Newton asked the Civil Service Employees Association, which challenged the recognition of the union by City Manager Porter W. Homer, to file briefs by today (Feb. 25). He gave the City and the union, the American Federation of State, County & Municipal Employees (AFSCME) until March 5 to reply to the briefs.

Among those who testified were Homer, Corporation Counsel Arthur B. Curran, Jr., and Peter Korn, assistant to the City Manager, Joseph D. Lochner, CSEA executive director.

### Party Headquarters Meeting

In his testimony, according to a city hall legal aide, Homer said that the subject of recognition of a union by the administration was discussed at County Democratic headquarters before Homer took office in April 1962. Curran also acknowledged from the stand that the matter of union recognition was discussed at a Saturday morning briefing session for city councilmen and others at party headquarters.

### Homer's Testimony

—He had been receiving payroll deduction cards from the

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## State Has Responsibility To Pay Fair Wages, Feily Avers At Budget Hearing

ALBANY, Feb. 25—"The first and most important thing facing the State of New York, whether we like it or not, is the fact that it has a responsibility to the employees of this State to pay fair and equitable wages," Joseph F. Feily, president of the Civil Service Employees Association said last week before a legislative committee considering the 1963-64 New York State budget.

## New CSEA Membership Target—120,000 in '63

(Special to the Leader)

ALBANY, Feb. 25—A membership goal of 120,000 to be attained by September 30 of this year, has been set by the state-wide Membership Committee of the Civil Service Employees Association.

Committee members arrived at the figure last week at an organizing meeting in Albany, at which they also made extensive recommendations concerning membership matters pertaining to the State and County Divisions of the Association.

### New Chairmen Report

The two new chairmen of the committee, Albert D. Schuler of the Department of Motor Vehicles, Albany, and Irving Flaumenbaum of Nassau County, reported an all-time high membership as of February 14 of 84,193 members in the State Division and 26,262 in the County Division.

These figures show an increase over the same date of last year of 7,490 members in the County Division and 6,272 members in the State Division.

One of the first points considered by the committee was setting up successful membership committees on the local level as a prime requisite for successful

membership campaigns within chapters. The committee discussed various ways successful chapters operate at the present time and agreed that the successful chapters' most useful points should be adopted in all areas.

### Proposals

Some suggestions for insuring more chapter and local membership committee activity included dinner meetings for committee members; invitations to good speakers to talk on topical subjects; members of Statewide Membership committee should offer assistance to local chapters in their areas in forming and maintaining workable chapter membership committees.

In regard to the last point, the committee recommended that the name of each membership committee chairman on the local level be sent to the appropriate state committee members in that particular area, so that the state

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Feily said continuing, "Let me say here that we do appreciate your budget problems. However, we feel that your sense of priorities with respect to budgetary matters requires that you consider first and foremost the needs of your employees before you engage in other activities and other programs."

"Our figures show clearly that State employees have fallen behind the rest of the working force in respect to wages during the past 12 months. Therefore, after careful consideration and deliberation, the 111,000 membership of the Civil Service Employees Association has adopted a resolution calling for an eight percent salary adjustment for all State employees.

### Other Requests

"Other important requests of this Association include amendment to the employees retirement system which would make it wholly non-contributory and improvement of other benefits such as a non-contributory State Health insurance plan. Regarding our salary resolution, allow me to summarize what has occurred over the past few years. In 1960, a major overhaul of the State salary plan was undertaken.

"The primary guidelines were furnished by a management consultant engaged by the State.

"The first significant step after the 1960 study was an upward adjustment in the general State wage level that provided salary

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## CSEA Calls For:

## More Realistic Rules On Exam Reviews, Appeals

ALBANY, Feb. 25—The Civil Service Employees Association has called for more realistic rules governing State Civil Service examination reviews and appeals.

The recommendations are in a letter from CSEA President Joseph F. Feily to the State Civil Service Commission.

### 'Continuous Complaints'

Feily said the Association receives continuous complaints about the present rules regulating examination reviews and appeals. He said the chief complaints are against the requirement that appeals to be submitted must be completed in the examination review room and that the candidate is not permitted to copy questions or answers or take notes from the review room.

While agreeing that appellants should not be allowed to keep the complete examinations, the Association has made the following recommendations:

1. Appellants should be allowed to make notes concerning question contents and the contents of their answers, and spend some

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## CSEA Meets With Dr. Hoch On Mental Hygiene

Albany Representatives of the Civil Service Employees Assn. met last week with Dr. Paul Hoch, Mental Hygiene Department Commissioner, to discuss a wide range of departmental problems. Full details of the meeting will appear in next week's issue of the Leader.

CSEA representatives in attendance included William Rossiter, Emil M. R. Boliman, William Blom, CSEA director of research; F. Henry Galpin, CSEA assistant executive director; Joseph D. Lochner, CSEA executive director, and Joseph F. Feily, president of CSEA.

Mental Hygiene Dept. representatives included Granvill Hills, personnel director; Dr. Henry Brill, deputy commissioner, and Dr. Hoch.

## THE WINNER —



Arlene Drobny, a striking brunette with a winning smile, has been chosen Miss Highway Safety by judges in the annual contest, sponsored by the Motor Vehicle chapter of the Civil Service Employees Association. (See page 2 for picture of finalists).

## Don't Repeat This!

### Costikyan's 'Guest List,' Headed By Bailey, Called Urge For Unity, Harmony In The Democratic Party

NO Democratic county leader in the State has faced such formidable problems in restoring harmony and unity to the party as has Edward J. Costikyan, chairman of the New York County Democratic Committee, and these columns have given "progress reports" on his efforts and on those other Democratic leaders from time to time during the past few months.

As has been noted here earlier, Costikyan took over the chairmanship of the Committee when it was in a near shambles as a result of the Wagner-Disapio feud and the rise of the "reformers" with their resulting feud with the old-line party regulars.

Complicating the situation was an accompanying lack of patronage and prestigious honorary appointments, held up while the feuding was at its height. Costikyan's task basically has been

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# Don't Repeat This!

(Continued from Page 1)

to restore harmony and unity between opposing factions on several levels and in the past few months he has been credited with doing a remarkable job in getting all of these various opposites back not only on speaking terms but also in working together for the good of the party.

## Bailey Heads Guest List

Observers are citing the guest list and workers for Costikyan's second annual dinner for the New York County Committee, scheduled for April 23, as a measure of his political astuteness and generalship. For instance, the guest of honor, Democratic National Committee Chairman John M. Bailey, is said to signify not only Costikyan's ability to bring a top Washington figure to the affair but also reflects his own idea of a good party image man. Bailey himself not only has a reputation for being an able conciliator but a top political expert. As Connecticut State Democratic Committee chairman, Bailey got a member of the Jewish faith elected Governor (Abe Ribicoff) for the first time in the history of the state. Then he repeated the "first" by getting Ribicoff elected U.S. Senator. Under Bailey's chairmanship, Donald J. Irwin became the first Negro in Connecticut to hold a statewide office when he was elected State Treasurer last fall. Connecticut Governor John Dempsey was the first Irish immigrant to take the gubernatorial post. And, of course, Bailey was named National Chairman by the first Catholic President ever elected, after Bailey acted as a top chieftain in the Kennedy campaign.

## Mrs. DiFalco A Top Functionary

Another reflection of Costikyan's status with important Washington figures is the fact that investment banker and yachtsman Col. C. Michael Paul will serve as chairman of the dinner. Paul is a member of the "inner circle" of the Kennedy family and, as a matter of fact, the President's family is Paul's guest at this writing at his Palm Beach home, where Paul has been host to the President several times before. Executive chairman of the dinner is Jerry Finkelstein, publisher of The Leader who was personally appointed by the President to head the Fine Arts Gifts Committee of the National Cultural Center. Co-executive chairman is Mrs. S. Samuel DiFalco, wife of the Surrogate, a veteran campaigner and idol of the Italo-American wing of the party (which by the way, the Democrats have been criticized to some degree for overlooking despite their large percentage of the voting population.)

## Some Well-Known Names

The list of honorary chairmen also presents a picture of harmony and unity that is being credited to Costikyan's ability to bring party members into presenting a common front. It leads off with Costikyan's friend and booster Mayor Wagner and his team of Comptroller Abe Beame,

Council President Paul Screvane and Deputy Mayor Edward Cavanaugh to former Governors Herbert Lehman and Averell Harriman, James A. Farley, Manhattan District Attorney Frank S. Hogan, Comptroller Arthur Levitt, and Borough President Edward Dudley.

Among Costikyan's most active associates in the dinner will be party regulars and reformers, industrialists and politicians. These include Arthur B. Krim, Robert W. Dowling, Sam Harris, Congressman William Ryan, Franklin D. Roosevelt, Jr., Samuel I. Rosenman, Ben Wetzler, Fred Richmond, Harris J. Klein, Paul O'Dwyer, Maurice J. O'Rourke, Maurice Uchitel, Charles F. Preusse, Justin Feldman, Harvey M. Spear, Orin Lehman, Judge Ferdinand Pecora and Raymond Jones.

The dais at the dinner will have a sprinkling of Washington notables that also will include Stephen Smith, the President's brother-in-law and chief troubleshooter as well as Federal, City and judicial figures who were choices of President Kennedy, Mayor Wagner, Costikyan and his predecessors.

Note: Costikyan considers himself a "New Frontiersman" of the Kennedy school. He is a member of one of New York's top flight law firms, headed by former Federal Judge Simon Rifkind and noted liberal Lloyd Garrison. Adlai Stevenson was a partner in the firm until his appointment by President Kennedy as United States Ambassador to the United Nations.

## Newark State Chap. To Meet March 16

NEWARK, Feb. 25—The Newark State School chapter Civil Service Employees Association is planning a gala St. Patrick's Party to be held at the Midway Restaurant on Route 31. A ham steak dinner will be served at 7:30 p.m. with dancing following until 1:30 a.m. The Rhythm-men will play. It is planned for Saturday evening, March 16th according to vice-president, Al Gallant, general chairman.

Jim Meath is in charge of ticket sales which are available in every building. Harriett Sisteck is planning some real St. Patrick's decorations with her committee. The restaurant can only accommodate 170 people for dinner, so early reservations are in order. All the area State officers have been invited and are expected to attend.

## Mrs. Scott Succumbs

SYRACUSE, Feb. 25—Mrs. Scott, former president and charter member of Onondaga Chapter, Civil Service Employees Association, died Feb. 18 in Syracuse.

A retired employee of the City Examining Board of Plumbers, Mrs. Scott worked in several other county and city departments earlier.

She was also active in the state CSEA and served on the membership and other committees before her retirement.

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## MISS HIGHWAY SAFETY —

Miss Highway Safety for 1963, Arlene Drobny of Troy, standing, right, is shown during the judging of finalists on Valentines Day at the Polish Community Center in Albany. The pageant is an annual project of the Department of Motor Vehicles chapter, Civil Service Employees Association. The other finalists of the original 27 entrants are, left to right, seated: Audrey Hoffman of Albany; Maryann Bruno of Troy; Barbara Seidenberg, of Albany and Dorothy Lewis of Amsterdam. Standing, same order, are: Mary O'Clair of Elmsere; Barbara

Kramer of Albany; Karen Piggott of Albany; Joyce Deyoe of Schenectady; Ruth Ann Tiffit of Albany, and Karen Jean Robak of Schenectady. Honorary judges for the contest were Assemblyman Julius Volker, vice-chairman of the Joint Legislative Committee on Motor Vehicles and Traffic Safety and Commissioner James Macduff, of the Division of the Treasury of the Taxation and Finance Department. Judges were Norman Gallman and Frederick Tierney, Commissioner and director of planning, respectively, of the Department of Taxation and Finance and Harold Wilson, director of electrical studies of the Division of Employment.

# Court Upholds Lefkowitz Ruling On Keogh Pension; Levitt Sought Opinion

The State Retirement System must pay a pension to J. Vincent Keogh, former New York Supreme Court Justice now serving a two-year term in Federal prison on conviction of accepting a bribe. So ruled Albany Supreme Court Justice Louis G. Bruhn in a case brought by the City Club of New York, which sought to prevent payment of a State pension to Keogh.

New York City had denied the City portion of Keogh's pension. State Comptroller Arthur Levitt, however, said that he was bound by law to approve of Keogh's pension application and asked Attorney General Louis J. Lefkowitz for a ruling on the issue. Lefkowitz ruled that Keogh's conviction on bribery charges was not related to his eligibility for a State pension and Judge Bruhn agreed.

Citing the Attorney General's opinion, Judge Bruhn concurred with the argument that Keogh had fulfilled the requirements of law in applying for a pension, namely that he had reached the minimum retirement age while in service as a member of the State Retirement System.

## CSEA Filed Brief

There was much public clamour against paying the pension. The Civil Service Employees Assn., among those filing a brief in behalf of paying the pension, declared that in punishing one man because he violated the trust of public office, a dangerous precedent could be created that could cause great harm to a large number of innocent employees. The

## Motorman Instructor

Seven hundred and sixty persons filed for the promotion to motorman instructor during January, according to the Department of Personnel.

CSEA also expressed fear that a precedent of denying pensions could be used to threaten unsuspecting employees.

## Summing Up

In summing up his opinion, Judge Bruhn declared "I should like to quote my learned colleague Justice Klein when he said: 'Nor should public hysteria or clamor whether engendered by the press or others equally un-

versed in the legal aspects hereof be permitted to stampede the court or other responsible government officials into departing from the sound legal principle that retirement benefits are neither rewards for merit nor are they conditioned upon good behavior but that they represent, instead, compensation for services already rendered and for which adequate compensation was not received'."



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# New Classification Sought For Niagara Park Police

ALBANY, Feb. 25—The Civil Service Employees Association has asked for a four-point reclassification and reallocation for the Niagara Frontier State Park Police.

The requests are contained in a statement prepared by the Association and sent to the Division of Classification and Compensation for consideration.

### CSEA Recommendations

The appeal contains the following recommendations:

1. Reclassification and reallocation of Park Patrolman, Grade 11, to Traffic and Park Officer, Grade 14.
2. Reclassification and reallo-

cation of Corporal, Park Patrol, Grade 12, to Traffic and Park Sergeant, Grade 17.

3. Reclassification and reallocation of Sergeant, Park Patrol, Grade 14, to Traffic and Park Sergeant, Grade 17.

4. Reclassification and reallocation of Lieutenant, Park Patrol, Grade 16, to Traffic and Park Captain, Grade 22.

In calling for the changes, the

Association contended that the present Park Patrol Series is no longer adequate and that in view of increased duties and responsibilities, the classification should be changed to the Traffic and Park Officer Series.

### Increased Work Load

Among the factors supporting the recommendations, the Association mentioned increased traffic volume, expansion and development of parkways and arterial routes and a greater degree of urbanization in the Niagara Frontier area.

The appeal also draws a comparison between the duties and responsibilities of State Police and Park Police. It concluded that there is a "distinct similarity" in respective titles, although the present salary for Grade 11, Park Police, is \$5,000 to \$6,400 while the State Police for a comparable position is \$5,460 to \$7,350.

### Glaring Inequity

The CSEA statement said that in spite of the similarities of duties, there exists a "glaring inequity" in the annual compensation paid to positions currently classified in the Park Patrolman Series.

In comparing the salaries of the State Police with those of the Park Police, CSEA said "there should be equality of thinking among agencies of the State government with respect to the establishment of annual salary ranges for positions greatly similar in duties and responsibilities."



**INCOMING PRESIDENT** — Pat Trota of Ronkonkoma, incoming president of the Connetquot unit of the Suffolk chapter of the Civil Service Employees Association, left, receives the gavel from James O'Reilly, outgoing president as Arthur Premm, Jr., chairman of the Connetquot School District Board of Education watches.

## Julian Hertz Elected Atty's Assn. President

Julian A. Hertz, senior attorney in the office of Attorney General Louis J. Lefkowitz, was recently elected president of the New York Civil Service Attorneys' Association at the association's fifth annual meeting held in New York City.

Hertz was formerly an attorney on the legal staffs of the State Rent Commission and the U.S. Public Housing Administration. The association represents attorneys, referees and hearing officers employed in all branches of the State government.

Other officers elected at the same meeting were: William Besmanoff, first vice president; Margery Banigan, second vice president; Henriette Frieder, secretary; Marvin Goldblatt, treasurer; and Angelo J. Ferrugia, financial secretary.

Members who were elected to the board of directors were: Emanuel D. Black, Anthony Cagliostro, Ronald Cohen, Herbert J. Herskowitz, Joseph Oster, Martin Schwartz, M. John Silver, Joseph Smith, Jacob Stein, and Morris Weinteln.

## St. Lawrence County Supports Ogdensburg Drive For Pay Hikes

(From Leader Correspondent)

OGDENSBURG, Feb. 25 — The St. Lawrence County chapter, Civil Service Employees Association, has forwarded a letter to Mayor Edward J. Keenan and members of the city's common council asking for pay boosts for municipal employees in the new city budget.

The action of the chapter was disclosed by Walter Montieth, president.

### No Raise in 1962

Ogdensburg employees did not get pay raises in 1962 when many in neighboring communities did, the chapter says. The association is represented as feeling that city workers are entitled to an increase in pay at this time.

The county association is also recommending pay boosts for the city's fire chief and city treasurer.

## Members Named

(Continued from Page 1)

R. Marano, (R.-Kings); Assemblywoman Dorothy Bell Lawrence (R.-New York); Assemblywoman Aileen B. Ryan (D.-Bronx) and Harry W. Albright, Jr., associate counsel to the Employees Association.

Tickets, priced at \$6.50, may be purchased at the hotel prior to the luncheon or by writing to Moe Brown, care of the State Insurance Fund, 199 Church St., New York 7.

### Promote Stevenson

ALBANY, Feb. 25—The Senate has confirmed the promotion of Brigadier General Charles G. Stevenson, retired, as a major general of the Line, state retired list. General Stevenson is former vice chief of staff to the Governor.

## Levitt Calls For More Liberal Minimum Death Benefit And Extension

ALBANY, Feb. 25—State Comptroller Arthur Levitt has asked the Legislature to pass a bill extending to all members of the State Retirement System a minimum death benefit similar to the one now available under the Civil Service Law.

Under the comptroller's measure, however the benefits are more liberal than the present law in that the maximum benefit can exceed \$10,000.

### Comptroller's Proposal

Levitt said his plan would provide the following minimum benefits for survivors of all members of the System, including employees of cities, counties, towns and other units of government in event of a member's death after 90 days of service:

- A benefit of one-half salary to survivors of members whose annual salaries amounted to four thousand dollars or more per annum.
- A benefit of two thousand dollars to survivors of members whose annual salaries amounted to two thousand dollars, but less than four thousand dollars.
- A benefit of one year's salary to survivors of members whose salaries amounted to less than two thousand dollars per annum.

The minimum death benefit currently available to survivors of Retirement System members is equal to one month's salary after one year of service. The is two years salary after 36 years of service.

In one instance the comptroller's plan is more stringent in that the minimum which can be paid is less than \$2,000 in cases where the annual salary of the employee is less than \$2,000. However, it is extremely unlikely that such a case would occur as in most instances the salary of State employees exceed \$2,000 per annum, Mr. Levitt added.

## Still No Test For Police Chief Who Failed Exam

(From Leader Correspondent)

WATERTOWN, Feb. 25—Nearly 13 months have elapsed since Police Chief Carl H. Green failed a non-competitive civil service examination for permanent appointment and a second test, promised by Attorney Norman F. Ward, Watertown civil service commission secretary, has not materialized.

City Manager Ronald G. Forbes was officially notified of Chief Green's examination failure Feb. 3, 1962. Mr. Ward ruled then the chief could continue to serve under his provisional appointment, indicating a new examination for him would be called shortly.

### Named Provisionally

Chief Green was provisionally named to the police post July 1 1962, by the Watertown city manager. He succeeded Edward J. Curtin, who retired at the age of 70.

On June 8, 1961, City Manager Forbes announced he had asked the civil service commission to hold a non-competitive test for Chief Green.

Chief Green has been a member of the department 38 years, having served as first deputy for ten years before being elevated to the chief executive post in the department.

## Brooklyn State Nominations Open

Nominations for officers of the Brooklyn State Hospital chapter, Civil Service Employees Assn., are now open and any qualified member may be proposed as a candidate for any office in the chapter. Arnold Moses, chairman of the nominating committee, announced last week.

Nominations may be sent to Moses in care of the Mail Reception Bldg., Brooklyn State Hospital, 681 Clarkson Ave., Brooklyn, 3.

Serving on the committee with Moses are Ronald Tushinski, Mrs. Phyllis Singer, Patrick Kilroy, Sol Gordon, Ruby Burnett and Rollin Frierson. Plans are being made for a meeting of the full committee.

## Baker Named New N.Y. Army Vice-Chief



### Brig. Gen. John Baker

ALBANY, Feb. 25 — Brig. Gen. John C. Baker of Troy has been appointed vice chief of staff to the Governor and deputy commanding general of the New York Army National Guard.

General Baker succeeds Maj. Gen. Charles G. Stevenson, who retired as vice chief of staff to Rockefeller last November. The position pays a salary of \$17,850 a year.

In accepting the new post, General Baker resigned as area manager of the General Services Administration, Federal Government.

He will continue to command the 27th Armored Division Artillery, New York Guard.

## Onondaga Launches Membership Drive Among County Aides

SYRACUSE, Feb. 25 — Onondaga Chapter this week launched a membership drive among county employees, aimed at obtaining 1,500 new members and thus doubling the chapter's membership roll.

Plans for the drive were completed last Wednesday at a dinner meeting in Hotel Yates here, with Vernon M. Tapper, CSEA third vice president; Patrick G. Rogers, supervisor, and Benjamin L. Roberts, area field representative, as speakers.

Leona Appel, chapter president, announced the campaign goal. She said about 1,000 of the 1,500 present chapter members are city employees. The chapter has both city and county workers as members. The county departments have about 1,950 employees.

### All Out Drive Urged

Tapper urged the membership committee members—about 50 attended the dinner—to "go all out" to make Onondaga Chapter one of the largest county chapters in the state. Currently, Nassau County Chapter, with 7,500 members, is the largest, he said.

The committee members attending the dinner represent all the county's department.

Heading the drive as chairman of the committee is Arthur Kasson, chapter first vice president and deputy county clerk in charge of the county Motor Vehicle Bureau.

## Where to Apply For Public Jobs

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

**NEW YORK CITY**—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Closed Saturdays except to answer inquiries from 9 to 12 a.m. Telephone CORland 7-888C

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 with the specified filing fee in the form of a check or money order, and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are out a few blocks from the Personnel Department.

**STATE** — First floor 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 Room 100 at 155 West Main Street, Rochester (Wednesdays only).

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

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

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

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

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

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## U.S. Service News Items

By MARY ANN BANKS

### First Year Report On Employee-Management Program Revealed

"We believe that the employee-management cooperation program will stand as a significant executive accomplishment in the history of the federal service. In one twelve-month stride, a government-wide policy has been placed in operation which provides new and important opportunity for employees to participate through voluntary organization in shaping the conditions of their employment. We are now entering the period when the benefits of improved employee participation can begin to be realized."

These were the words of Civil Service Commission Chairman John W. Macy, Jr. in his report to the President concerning the first year of operation under President Kennedy's labor-management Executive Order.

Since the plan was put into operation, 306 employee groups have been granted formal recognition, 49 organizations were granted recognition on the national level and 61 units were granted exclusive recognition (these are primarily on the local level). The total organizational membership has remained about the same . . . 33 percent of the federal employees work force.

### Kennedy Offers High Praise to Efficient Agencies & Depts.

In President Kennedy's recent budget message to Congress, he cited some examples of increased Federal agency efficiency. Among the agencies commended by the President were:

- Patent Office, which showed a productivity increase of 13 percent in processing patent applications.
- Corps of Engineers eliminated over 1600 jobs and reduced annual costs by \$13 million.
- Internal Revenue will show a \$4.2 million savings this year as a result of last year's efficiency program.
- Treasury Department is issuing almost three times as many checks and bonds per employee than the figures of 10 years ago.
- Defense Department's long range planning will produce a cost reduction of \$15 billion over a five-year period.

The President offered high praise to employees of these and other departments who are helping to create a successful efficiency campaign.

### Retirement Fund Is Facing Bankruptcy Due To Gov't Default

Even the government can go bankrupt, or so warns President Kennedy. The President recently warned that unless action is taken in the very near future, the civil service retirement system will be filing bankruptcy by 1980.

Chairman Thomas of the House Appropriations Subcommittee was promised the full support of the current administration when the group first began action to improve the situation.

The problem has nothing to do with the 6.5% salary contributions of Federal employees and thus, they will not be expected to contribute an additional amount.

The inadequacy has, however, been on the part of the Government since it has failed to make the necessary contributions many times in the past years.

### "No Firing" Policy Adopted By Defense

Even though President Kennedy's "63" budget request called for a reduction of 10,000 civilian employees in the Defense Department, the Department announced that the reduction will be accomplished by attrition.

Beginning next July 1st, the Defense Department will follow a policy of leaving personnel vacancies unfilled wherever possible.

### No Garnishment Of Federal Wages Is Cause of CSC Study

Although employers in private industry have no control over the garnishment of employees' wages, the Federal Government does. Under the present laws, salaries of Government workers cannot be garnished.

In response to a bill submitted by Rep. Curtis (Rep. of Missouri), and a White House directive which would permit garnishment of Federal salaries, the Civil Service Commission has begun a study of the subject.

Since the salary attachment would mean a very large administrative burden for all agencies,

the CSC is searching for a method of insuring payment of Government employee debts.

### Discrimination Ruling Produces Mailwomen

Since the Civil Service Commission banned discrimination because of sex, 125 female mail carriers have been employed by the Postal Department, in areas throughout the country.

These female mail carriers are hired after passing the routine physical examination administered to all prospective postal employees. The women must handle the same 35-pound mail sack that the postmen carry and work the same six hour day.

### CSC Installs New Data Processing Plan

Among the new undertakings of the Civil Service Commission in the past year was the installation of the Federal Personnel Statistics Program. This is the system which uses electronic data processing equipment and existing source documents to produce statistical data on a ten percent

### Craig Colony Chap. Reviews Legislation

SONYEA, Feb. 25—A general meeting of the membership of the Craig Colony and Hospital chapter of the Civil Service Employees Association was held on Monday, February 25. Arthur Lawson, chapter president, called the meeting to order at 8 p.m. at Genesee River Hotel, Mt. Morris.

Items considered at this open meeting of the membership were: who shall be delegates, and how many are needed; report of nominating committee; review of current legislative program; discussion of future meetings; and general business of interest to the members.

sample of the Federal work force.

It will serve as a basis for integrating personnel data throughout executive agencies and make possible the exchange of data in automated form.

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# Fireman Eligible List

The New York City Department of Personnel has made public the eligible list for fireman containing 4,143 names. This list will not be used until the present list expires however, the present list has 500 names remaining with the full list expected to be exhausted by June.

The first 750 names, representing those who received marks of 87 or over, are published below. The full list will be published as space allows.

**1-30**

Richard J. Oschmann, Harold C. Gubler, John F. Fox, Jr., John J. Donnegan, Noel J. Uhlman, Thomas F. Maguire, William M. Monahan, Michael J. Cannon, Charles R. Anderson, Santiago Santos, Edward J. Lutz, Thomas C. Weingaertner, Edward Gori, William C. Jansson, Robert W. Reichenbach, Louis J. Benack, Jr., Charles R. Bernth, George Guerlin, Jr., Anthony G. Weiswinkle, Charles E. Wahl, Jr., Edward J. Lally, Thomas E. Maher, Theodore H. Goldfarb, Charles M. Dilberger, Robert J. Koebler, Allen G. Schofield, George W. Odell, John E. Schwartz, John E. Downey, Arthur J. McCauley.

**31-60**

Eugene L. Woody, Richard J. Benachietti, John J. Colbert, John J. O'Malley, Jay R. Edelson, Rudolf E. Gatti, Anthony F. Tamis, Eugene V. Hoffman, Richard T. Holland, Paul P. Stanford, Robert M. Reilly, Gerald P. Keely, Thomas G. Bergstrom, Bernard J. Redmond, John P. Costello, Edward Thompson, Jr., John J. Collins, Fred H. Ruprecht, Gaetano Porio, Brendan A. Moran, Robert J. Donnelly, Donald S. Reed, Edward C. Wilberg, Edward P. Liss, Ronald R. Laporte, Robert W. Nilsen, Howard F. Vonderheide, Christophe Plunkett, Donald W. Souweine, Thomas M. Rocks.

**61-90**

Latimer, John F. Cunningham, Richard W. Dorsa, John P. Sullivan, Peter A. Manfredi, William J. Liell, John Finamore, William P. Cullinan, Eugene C. Tanguis, Francis J. Love, 2nd, John F. Bowens, Martin T. Kendrick, George F. Brittingham, Robert A. Brown, Roy B. Nesse, Peter R. Masiello, Michael J. Lee, Clarence P. Eckert, Richard H. Johnson, James F. Brennan, Eugene T. Reidy, Robert Debate, Richard C. Miller, Francis M. Scollan, Joseph J. Lane, Edward D. Spaeth, Roger Duve, Philip J. Burns, William Alt.

**91-180**

William T. Hill, James J. Drew, Paul F. Maurice, Jr., John Greeley, Richard J. Sanchez, Kent D. Mercer, Andrew E. Hoh, Stephen Mazzitelli, Ramsey R. Arnold, James A. Murphy, Alfred H. Saunders, Ernest Martine, Franklin G. Zimmer, Arthur J. Murphy, Donald A. Anselona, Richard A. Ferro, John A. Hoetker, Reino G. Weber, Robert N. Sorensen, Thomas G. Callahan, Richard J. Corrigan, James W. Green, Richard M. Garland, John B. Horan, Michael W. Dooley, Charles J. O'Shea, Jr., John M. Dionne, Daniel J. Reehil, John J. Hammel, Lawrence P. Collins.

**121-150**

Frank A. Lonigro, Robert L. Stenzel, James J. McGarrity, George H. Vrabeck, Russell E. Stack, Hyland E. Wilson, 3rd, Glen G. Gerlock, Joseph R. Czalkowski, George D. Briffa, John K. Rademacher, Jr., Louis E. Desimone, John J. Stipclch, John J. Gimblett, Thomas P. Rohan, Edward T. Klein, Luke W. Leheny, Robert A. Kallman, Patrick H. McDermott, Louis Sterlacci, George J. Canney, Jr., Nicholas Cicero, John V. Tobin, Jr., Donald J. Walsh, William A. Rogers, John F. Mason, James L. Grabber, Frank Giusto, William G. Durkin, Philip Vanace.

**151-180**

James P. Morrisroe, Mel P. Lynch, Eyolf T. Ekeland, James M. Murray, Joseph J. Fischer, William R. Roze, Joseph P. Artese, George C. Pinther, Gerard J. Gearty, Joseph J. Stein, Ronald G. Trapani, Daniel C. Chichester, Ernest H. Sachse, James J. Pallace, William T. Flynn, Anthony J. Mattiello, James C. Peabody, Daniel D. Decher, Ronald H. King, John M. Tahany, Michael J. Holian, Robert E. Wrenn, John C. Nuss, Donald L. Latka, William K. Lynch, Donald J. Messemer, John J. McGlynn, Hans R. Brown, Joseph A. Amaral, Richard L. Heguey.

**181-210**

John D. Sansone, William F. Rogers, Robert V. DePaolo, William J. Yard, Michael F. Goldspinner, John N. Petersen, Gustave M. Beatus, George W. Burns, Richard L. Thury, Hubert A. Friedman, Eugene M. Flynn, Edward B. Quinn, James M. Laird, James A. O'Brien, Jr., Paul E. Duplatre, Robert S. Peters, William J. Hoffer, Jr., Lawrence E. Tekverk, Marcus Gray, Joseph P. Hayes, Ernest C. Karras, William A. Drake, Ronald E. Olsen, Walter Powers, John P. Nash, Jr., Kevin R. Byrnes, William J. Kras, Gordon F. McMichael, Victor M. Vitale, Robert J. Hogan.

**211-240**

George W. Scott, Charles L. Brown, John W. Kelly, Jr., Rudolf Demaria, Alfred M. Frizzola, Gary C. Porter, Richard T. Cunningham, Edward Vartanian, Frank P. Giarratano, Francis J. McGourty, Thomas W. Anderson, Aldo G. Cavazzoni, Daniel T. Donnelly, Neil F. McBride, Charles F. Ditta, Joseph F. Baal, Francis J. Hill, Thomas J. Owens, Robert Beck, Victor T. Gregorwich, George N. McNiesh, William F. Shea, Jr., Thomas J. Rafferty, Robert V. Kempton, Jr., John P. Brennan, Richard D. Paccione, Donald J. Norton, Jack R. Hoffberger, Frank J. Picoli, Joseph A. Sparnroft, r.

**241-270**

I. Agard, Joseph K. Nolan, Noel Jr., Kenneth P. Markgrof, James P. Waters, John C. Ellard, Michael C. Loughran, James D. O'Neil, James R. Smillie, William P. Mulhall, Kenneth Mott, Robert M. Salatti, John C. Ciruolo, Richard A. Desimone, Richard F. Carey, Charles P. Luff, James P. Duggan, John T. Cadigan, Don-

ald G. Jennings, Daniel J. McCarthy, Sherman G. Robinson, Richard P. Ryan, Frank Liccione, Donald S. Moran, Frank L. Lux, John L. Tormey, Denis J. Twomey, Jr., John P. Gallagher, Vincent J. Massucci.

**271-300**

Robert T. Ward, Alvin H. Galtier, Andrew Dionisopoulos, Donald A. Detera, Joseph P. McMahon, Anthony Delaura, George F. Molloy, William P. Coursen, David H. Darakiy, Joseph F. Tripp, Brian J. MacGinley, William K. Barton, Lawrence J. Dowling, Arthur J. Parrinello, Robert M. Garrett, James M. Ward, David C. Amerbach, Peter J. Anglim, Eugene R. O'Dell, Stephen Walsh, Biagio J. Manuella, John P. Labargo, Richard V. Faulk, Dennis F. Winkler, Edward G. Pick, Raymond M. Nodell, Anthony J. Gagliano, Robert G. Sharp, Sydney R. Baxter, Joel F. Piereth.

**301-330**

Santo J. Benvenuto, John F. Glackin, John J. Treanor, John R. Bruno, John J. Keaveny, Vincent Butera, Edward E. Hentschel, Donald Tachino, Edwin B. Garbutt, Donald K. Schmalenberger, Robert P. Spratley, Martin Schmidt, William G. O'Neill, Ralph Abbondanzar, Joseph H. Prunier, Thomas J. Neary, Joseph W. Delis, Donald C. Petrik, William V. Battista, Robert E. Ottley, Patrick J. Ryan, Thomas F. Flanagan, Andrew J. Murphy, Edward J. Bull, Arthur F. Kinsley, John F. Toole, Jr., Milton A. Coverey, John J. Harney, Joseph P. Campbell, Ambrose J. Lyons.

**331-360**

Joseph A. Curcio, John P. Redpath, William F. Baker, Richard

(Continued on Page 13)



## YOU AND THE ARMED SERVICES

### Pentagon Plans Study Of Female Force; Increase May Follow

Recent reports from the Pentagon maintain that the size of the women's forces may be increased in an effort to acquire more highly skilled employees. An investigation will result due to the growing number of technical jobs which the services must fill.

At the present time, the Army has 8738 enlisted women, 765 commissioned officers and 43 warrant officers; the Navy has 540 WAVE officers and 5725 enlisted women; the Marine Corps has 149 women officers and 1,679 enlisted women; the Air Force has 681 officers, five warrants and 4,700 enlisted women.

The hesitation in regard to the increase is due to the number of problems involved in increasing the female forces. Separate living quarters are required; the retention rate is low; and the average woman in uniform in the more critical skills may receive higher wages than average man in uniform.

### Higher Base Pay— Lower Number Of Families on Relief

The New York State law provides that families in a low-in-

come bracket may qualify for relief. Chief of Naval Operations, Adm. George W. Anderson, has used this fact in presenting his argument for higher pay to the House Armed Services Committee.

More specifically, Anderson charged that petty officers in the Navy receive such a small salary that their families usually do go on relief.

A petty officer with a wife and one child receives \$205 per month. The bill which is now being studied by the HAS Committee would raise the base pay by \$38, thus providing a total base pay of \$160.

Anderson, in presenting the bill, stated that President Kennedy's proposed raise of 14.4 percent was "a step in the right direction" but, never-the-less, insufficient. If Anderson's bill is approved, the military budget would increase by \$100 million per month.

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## Guided Missile Assembly Aides Receive \$3.51

Inspectors of guided missile assemblies and guided missile systems are needed by the Bureau of Naval Weapons in Sunnyvale, California.

Salary for these positions range from \$3.38 to \$3.51 an hour.

Interested persons may file application Form 57 and Card Form 5001-ABC with the Twelfth Naval District Board of U.S. Civil Service Examiners, Federal Office Building, San Francisco, California and may obtain applications at any post office.

### Assistant Stockman

Some 863 persons filed for the assistant stockman examination during January, the City Personnel Department has announced.

Filing will continue until March 14 for these positions which have no educational requirements. The written test, which will determine placement on the eligible list for these positions, will be given shortly after filing closes.

Vacancies exist in apprentice jobs in the titles of blacksmith, boatbuilder, boilermaker, copper-smith, electrician, electronics mechanic, joiner, marine machinist, fire control mechanic, painter, pipefitter, rigger, sailmaker, sheetmetal worker, shipfitter, shipwright, pipecoverer and insulator, power plant electrician and welder.

For further information and applications, contact the executive secretary of the U.S. Civil Service Board of Examiners, New York Naval Shipyard, Brooklyn 1, N.Y.

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TUESDAY, FEBRUARY 26, 1963

## Judge Upholds Paying Keogh A State Pension

WHEN Albany Supreme Court Justice Louis G. Bruhn upheld the contention of both State Comptroller Arthur Levitt and Attorney General Louis J. Lefkowitz that convicted Justice J. Vincent Keogh must be paid a State pension he cited the opinion of a colleague, Justice Klein, in summing up his own opinion. It read, in part, "... retirement benefits are neither rewards for merit nor are they conditioned upon good behavior but ... represent, instead, compensation for services already rendered and for which adequate compensation was not received."

The quoted opinion also cried out against adverse public opinion and press clamor attempting to stampede courts into departing from sound legal principles.

It is, indeed, regrettable that a public official violated a public trust. It would have been even more regrettable, however, if the basic merit of the State Retirement Law had been subverted to punish one employee and, thus, opened the door to punishing innocent employees. Public workers have fought hard for their retirement rights and not a single one of these rights should be forfeited because of the trust violation of a single man.

We applaud Judge Bruhn's wise decision.

## Questions Answered On Social Security

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

"My wife just hired a cleaning lady to come in once a week. Do we have to pay social security tax on these small wages?"

If you hire a domestic worker and pay her \$50 or more in cash wages in a calendar quarter, you must report the employee's wages for Social Security purposes. This report, along with the taxes, must be filed with the Internal Revenue Service by the end of the month following the calendar quarter.

"A friend applied for Social Security benefits and had to wait a few months before he got his first check. I'm planning to retire soon and file my claim. Will I have to wait a long time also?"

Maybe your friend didn't have all of the information he needed when he applied. If you're planning to retire soon, you can avoid unnecessary delay in getting your benefits. Just visit your local Social Security office ahead of time and find out what you need when you apply for your Social Security benefits.

"I'm a retired Civil Service worker. If I start to work now at age 65, how many Social Security

credits do I need in order to get some Social Security benefits?"

A man of 65 would need 11 quarters of coverage, or 2¾ years, and a woman would need 8 quarters, or 2 years.

"My husband was seriously injured on his job several months ago. The doctor says he'll probably never be able to go back to his old construction job. Will he get anything from Social Security?"

No decision can be made on any disability case until all of the facts have been gathered. If he is able, your husband should visit his nearest Social Security Office and file a claim for disability benefits. If not, you should go on his behalf.

"My mother is living with me and receiving her monthly Social Security checks at my address. Next month she's going to visit my brother in Florida and may remain there permanently. What should I do about her Social Security checks?"

Your mother should visit her nearest Social Security office and give the necessary information to have her address changed. If she cannot do this, she should write to her nearest Social Security Office giving her present address, her new address, the effective date, and her full name and Social Security number. It will take about 6 weeks to change her address on Social Security records.

## LETTERS TO THE EDITOR

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

## Offers Constructive Criticism On Oral Type Examinations

Editor, The Leader:

The New York State Department of Civil Service is "under fire" for its use of the oral examination. The critics are no doubt well meaning individuals or groups. However, to criticize only is not fair. To be of value, criticism must be coupled with corrective positive proposals.

The oral examination was first developed to test for high administrative and management positions, especially where the number of candidates was relatively small. This appeared to be better than the historical written content examination which measured knowledge of laws, rules, regulations, procedures, etc. It was felt that the latter did not produce the more intelligent and analytical people best suited for these positions. Much credit for pioneering work in this area should go to Mrs. Gertrude Culver of the Department of Civil Service, Division of Employment Unit, for directing these efforts in civil service examinations for the Division of Employment. Like any pioneering effort, it was "rough around the edges" and still is; it needs "buffing and refining."

In later developments, the oral examination was extended to lower supervisory positions, and was given as an "all or nothing" qualifying test after a competitive written test. This increased the difficulties and the criticism. All this was done before the necessary "buffing and refining." I would like to offer some corrective positive proposals.

- For the immediate future, the oral test should be confined to high administrative and management positions.
- It should be given as a weighted part of a tripartite examination.
- It should follow a difficult weighted written objective test designed to measure administrative and management skills and abilities, including intelligence and analytical ability. (A very good example of such a test was given under the direction of Carl Tremmer for New York State "Management Positions." However, this particular test understressed "numerical ability" and overstressed "verbal ability." (Also it was qualifying and should have been weighted).
- The panel of examiners for a given oral test should be one and the same even though the test is given at different times and places.
- The examiners should be "outside experts," not members of the department for which the test is held. (The fact that a person currently holds a relatively high position in a given department does not necessarily make him a "qualified examiner").
- The third weighted part should be "education and

## Your Public Relations IQ

By LEO J. MARGOLIN



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

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

## A Necessity Fulfilled

FOR MORE THAN two years we have been discussing public relations as it applies to the individual civil servant. From time to time, we have written about public relations generally, both on an overall agency basis and as it applies to government broadly.

WE HAVE SAID little about training for professional public relations in government. Today we have good reason to write about this subject because an interesting opportunity has developed. It is the establishment of The American Academy of Public Relations, and what seems to be a first rate correspondence course in public relations.

ONE REASON WE seldom said anything about preparation for professional public relations has been the comparatively few opportunities in civil service for people with a talent in the field.

ANOTHER REASON was our strong feeling that very special training on a graduate level, as well as working experience with some communications media, was a necessary requisite for employment in public relations.

NOT TO BE overlooked, and equally important, is the need for judgment, something which can be achieved only by experience.

WE FEEL THAT public relations opportunities in government should be expanding. We also feel that there are not enough trained public relations professionals available to fill the gaps which should develop.

PAUL CAIN, PRESIDENT of the The American Academy of Public Relations tells us that:

"THE ACADEMY'S course has been carefully tailored for, and is beamed at, people between 25 and 30, who have had a little experience and have demonstrated an inclination toward the graphic and communications arts, but still don't quite have enough practical experience to make a public relations agency or department want to hire them."

THE ACADEMY'S course takes 18 months, has 78 lessons-texts, 19 examinations, and three seminars—one every six months—in major cities, including New York. The cost is \$540, payable on a monthly basis.

WE ARE INTRIGUED by the idea as well as the course of instruction. It is the first extension course of instruction in public relations history.

ONE BIG "PLUS" is the Academy's aptitude evaluation. They don't want to waste their time, or the time and the money of unqualified students. Also they have arranged for interviews of prospective students by their regional counselors to save a lot of grief for those obviously not fitted for the course.

THE ACADEMY'S faculty, many of whom we know personally, comprise a topnotch group of working professionals. We have always felt strongly about the necessity of working with experienced professionals in any on-the-job training program.

IT IS OUR policy not to make an unqualified recommendation of something which involves a substantial financial outlay. What we are doing is passing on information which may be helpful to some of our readers. For more detailed information, may we suggest that you write directly to The American Academy of Public Relations, 3906 Lemmon Ave., Dallas 19, Texas.

training." The Civil Service Department is getting away from rating "experience" because it is difficult to rate. However, to do away with rating "Education and Training," especially where it is directly and specifically related to the position, is absurd. The Federal jurisdiction weighs "education and

training" heavily. This appears to be the trend. It is not difficult to rate on a scale.

Let's assist the Civil Service Department with constructive suggestions. It is hoped that these will receive serious consideration.

PHILIP HERSHEY  
N.Y.S. Department of Labor

### This Week's Civil Service Television List

**Tuesday, February 26**  
 3:00 p.m.—Nurses' Training Program—Department of Hospitals.  
 4:00 p.m.—Around the Clock—Police Department training course.  
 5:00 p.m.—Nutrition and You—Bureau of Nutrition, Dept. of Health program.

**Wednesday, February 27**  
 3:00 p.m.—Your Lions Share—With Children's librarians of the New York public library and guests.  
 4:00 p.m.—Around the Clock—Police dept. training course.  
 5:00 p.m.—Nutrition and You—Bureau of Nutrition, Department of Health program.  
 7:00 p.m.—Daily Miracle—Documentary produced by the New York City Transit Authority.  
 7:30 p.m.—On the Job—Fire Dept. training course.  
 9:30 p.m.—City Close-up—Seymour N. Siegel interviews Dr.

Harvey Bluestone, Mental Health Board.

**Thursday, February 28**  
 3:00 p.m.—Nurses' Training Program—Dept. of Hospitals.  
 4:00 p.m.—Around the Clock—Police Dept training course.  
 5:00 p.m.—Focus on Food—Cornell University Extension Div. marketing program.  
 6:00 p.m.—Your Lions Share—N.Y.C. Public Library program.  
 7:00 p.m.—The Big Picture—U.S. Army film series.

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

**Sunday, March 3**  
 1:30 p.m.—Your Lions Share—N.Y.C. Public Library program.  
 7:00 pm.—The Big Picture—U.S. Army film series.  
 8:30 p.m.—City Close-up—Seymour N. Siegel interviews the Hon. Edward F. Dudley, Manhattan Borough President.

**Monday, March 4**  
 4:00 p.m.—Around the Clock—Police training course.  
 5:30 p.m.—Career Development—Police promotion course.  
 7:00 p.m.—Daily Miracle—Transit Authority documentary.  
 7:30 p.m.—On the Job—Fire Department training course.  
 8:30 p.m.—Career Development—Police Dept. promotion course.  
 9:30 p.m.—Spotlight on Public Housing—Monthly Authority report and panel discussion.

#### Author Textbook

ALBANY, Feb. 25—Two Harpur College faculty members, Dr. Kenneth W. Anderson and Dr. Dick Wick Hall, have produced a new mathematics textbook, "Sequences and Mapping." It has been published by John Wiley and Sons Inc., New York City.

### Schechter Named P.R. Officer

ALBANY, Feb. 25 — William Schechter of New York City has been appointed by Comptroller Arthur Levitt as his public relations officer in the State Department of Audit and Control. His salary will be \$25,000 a year.

Schechter succeeds Howard Bronson, who resigned recently to open his own public relations office in New York City. Schechter is a graduate of Ohio State University.

#### 605 FILE

The open-competitive examinations for patrolman in the Police Department drew 605 applicants during January, the Department of Personnel has announced.

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### 25 Applications

There were 25 applications received by the New York City Department of Personnel, during the November filing period, for the promotional examination for the position of foreman (Ventilation and Drainage—TA).

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This is a quote from a recent report by the Columbia University School of Public Health and Administrative Medicine on a four-year study of New York State prepayment plans.

The findings of the report were submitted to Governor Rockefeller by the State Commissioners of Health and Insurance.



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# File Continuously With City

Applications are being accepted on a continuous basis for positions in 17 different titles offered by the New York City Personnel Department. The examinations, held on an open-competitive basis,

are for jobs in various positions and locations.

For most of the exams, applications are available at the Applications Section, New York City Department of Personnel, 96 Duane St., New York 7.

## Oja New Director

ALBANY, Feb. 25—Frank Oja, head of the Department of Psychology at Bard College, has been named research director of the Youth Worker Training Program, which is sponsored jointly by the State Youth Division and Youth Research Inc., a nonprofit corporation.

The program is an experimental recruiting and training facility for youth workers.

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Civil engineering draftsman, \$5,750 to \$7,190 a year.

Dental hygienist, \$4,000 to \$5,080 a year.

Junior civil engineer, \$5,750 to \$7,190 a year.

Junior electrical engineer, \$5,570 to \$7,190 a year.

Junior mechanical engineer, \$5,750 to \$7,190 a year.

Occupational therapist, \$4,850 to \$6,290 a year.

Patrolman, \$6,132 to \$7,616 a year.

Public health nurse, \$5,150 to \$6,590 a year.

Recreation leader, \$5,150 to \$6,590 a year.

Senior street club worker, \$5,150 to \$6,950 a year.

Social investigator trainee, \$4,850 a year.

Social case worker, \$5,430 to \$6,890 a year.

X-ray technician, \$4,000 to \$5,080 a year.

For the following secretarial positions apply to the Office Personnel Placement Center, 575 Lexington Ave., Manhattan. After

passing the test, candidates will be given City application forms which they will then file at the application section of the Department of Personnel, 96 Duane St., New York 7.

College secretarial assistant, \$3,700 to \$5,100 per year.

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## Henry Potter Retires From Watertown Post After 18 Years

(From Leader Correspondent)

WATERTOWN, Feb. 25 — Henry H. Potter, for 18 years this city's plumbing and sanitary inspector, retires, effective March 8. He is a member of the state retirement system.

Potter will be 70 on March 10. He started in municipal service in his present capacity Aug. 16, 1944. He learned his trade in Canada, coming here in 1915. He is a native of Cape Vincent, N.Y.

### Test Will Be Held

A municipal civil service com-

petitive examination will be held March 23 to establish an eligible list for appointment of a new plumbing and sanitary inspector to succeed Mr. Potter. Qualified candidates living in Jefferson, St. Lawrence, Lewis and Oswego counties will be eligible to enter the competition, according to Attorney Norman F. Ward, civil service commission secretary.

### Road Car Inspector

The examination for road car inspector (NYC-TA) was taken by 97 candidates and there were no protests on the examination, which was given December 1, 1962. The examination number was 9403 and was promotional in nature.

TO BUY, RENT OR  
SELL A HOME — PAGE 11

## Niagara Cty. Chapter Award Dinner Held

LOCKPORT, Feb. 25—The Niagara County chapter, Civil Service Employees Association, honored three persons here recently at chapter's dinner in the Lockport Town and Country Club.

Certificates of merit went to Niagara County Welfare Commissioner Daunt I. Stenzel; James D. Murphy, executive secretary of the County Civil Service Commission and Forrest Maxwell, an employee of Mt. View Hospital, and the chapter vice chairman.

Henry Gdula, of Silver Creek, a CSEA field representative, also attended. Miss Viola Demorest is the chapter chairman.

## Agriculture Dept. Seeks Engineering Aides; \$67-\$77

Engineering aides are needed by the Department of Agriculture to fill jobs paying from \$67 to \$77 weekly.

Further information or applications may be obtained at any post office or from The Director New York Region, U. S. Civil

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# Civil Service Solves Recruiting Difficulties Through Emphasis On Security And Other Benefits

By JOE DEASY, JR.

The results of competitive examinations for civil service positions have been showing, in recent years, a gradual decrease in the number of persons interested in civil service careers.

Despite the unemployment problems faced by many "employable" people, government agencies are finding it increasingly hard to fill positions with qualified personnel.

To cite an example, the 1932 examination for fireman resulted in an eligible list of over 30,000. Many more tried for this examination and failed. Filing for the last examination resulted in less than 10,000 persons filing for the exam and the establishment of an eligible list of only 4,143 young men. In addition, to attain this number, the New York City Department of Personnel "scaled" the results of the test, allowing 1,343 additional applicants to pass. Had the scaling formula not been used, only 2,900 names would appear on the list.

### Filling Vacancies

The police patrolman examination, in the past years, would have drawn an almost overwhelming crowd to the applications section of the Department of Personnel. The police examination was one of the most popular in civil service. Recently the Department of Personnel is going all-out just to fill vacancies in the department.

Paid advertising, public service radio announcements, personal visits to schools, armed forces discharge centers, as well as an extensive out-of-town recruitment program, are being used to stimulate interest in civil service employment.

What are the reasons for these problems facing the various civil service commissions?

### Salaries Biggest Factor

Most observers point to one reason which can be applied to practically every title in civil service—the failure of the various governmental agencies to keep up

with outside employers in the payment of salaries. Most people today look at their salary in terms of hard, cold, cash, after taxes and other deductions. However, they fail to realize the benefits of civil service employment which far outweigh those offered by private employers, namely: sick leave, pension systems and other retirement benefits, vacation leave, health insurance plans and, most important, job security.

Job security is offered by very few corporations, the notable exceptions being those in the public service fields, such as public utilities.

Hardly ever are government employees laid off because of a loss of business. When such losses cause a "tightening up" of employment within government agencies, surplus manpower is generally moved from one department or agency to another and rarely is a job lost although hiring may be temporarily suspended.

### Automation's Effect

One of the biggest problems facing the labor market today is automation. More efficient ways of performing various operations are being found and are being put into practice. This means job loss for employees in private enterprise. However, through automation, civil service employees are usually not being furloughed but are being retrained to new, and often higher paying duties.

To turn the tide in the battle for qualified employees, governments have started to re-evaluate

their thinking on salary matters and are continually conducting studies on outside wage scales. Training programs are being inaugurated to stimulate interest in promotional opportunities among employees. Societies are being formed from the ranks of personnel specialists from federal, state, city and local civil service commissions to discuss and act upon their mutual problems.

The City of New York was facing an ever-increasing crisis when applications for patrolman dropped to a dangerous level. The number of successful candidates was not high enough to cope with the number of policemen who were being separated because of death, retirement, and other causes. The City Department of Personnel rapidly faced up to the crisis. A many-pronged attack was launched, including the advertising, out of town recruitment and other programs previously cited, and gradually the tide of battle was turned.

Police Commissioner Michael Murphy and his predecessor, Stephen Kennedy, refused to drop the rigid qualifications for employment despite the crisis. However, they assigned members of the department to assist the Department of Personnel in carrying out the recruitment drive.

### Reasons for Success

Three factors must be cited, especially, for the success of this drive. Filing fees were dropped, residence within New York City was no longer required for admission to the examination and a weekly system of examinations

# Patrolmen Sought For Seasonal Work In Suffolk County

The Suffolk County Police Department is recruiting for seasonal patrolmen who would work during vacation and holiday seasons to accommodate the overload which is felt during these periods. The positions are ideally designed for teachers and students who would not normally be employed during these periods.

In an effort to establish an eligible list for seasonal patrolman positions for Suffolk County, the Civil Service Commission in Riverhead is offering an examination to determine eligible candidates.

The candidate would perform general police work during the summer and the Christmas holidays. Final filing date is March 1. Minimum requirements are a New York State Equivalency Diploma or the equivalent and legal residence for at least one year in Nassau or Suffolk Counties.

with no prior application was started.

Today the department is at its highest strength in history although the intensive recruiting campaign is continuing. This is necessary to increase the department's present strength and to establish an eligible list which will forestall the necessity of such a crash program in the future.

One big problem remains, however. Once trained, government employees are leaving the service to answer the attractive beckonings of private industry. Bonuses and other promises are being made — ones which government agencies are unable to make under law.

To plug this hole in the dike of public employment, most observers feel that civil service agencies must continue their surveys on outside salaries and act favorably upon the results of the surveys. In addition, they feel that employees should be reminded of the benefits they enjoy which, in most cases, negate the lack of sufficient cash compensation they receive.

The examination will test the knowledge of the candidate as to learning ability, ability to use good judgment in the police field, ability to deal effectively with others, and the ability to read and understand written material.

For further information and application forms write to the Suffolk County Civil Service Commission, County Center, Riverhead, or call Park 7-4700 ext. 249.

## McGinnis To Attend Correction Conf. In Albany, Mar. 4, 5

The New York State Correction Conference will hold its general meeting in Albany at the Sheraton Ten-Eyck March 4 and 5. There will be general business meetings both days and the featured guest of the conference will be Commissioner of the Department, Paul D. McGinnis. Commissioner McGinnis will discuss problems and suggestions which are pertinent to the future of the department.

In addition to the business meetings, the conference will sponsor a cocktail party to which state legislators have been invited. The legislators will be those who have direct contact with the correction chapter areas. The purpose of this party is to establish more amicable relationships between the correction personnel and their respective legislators.



**WELCOME BACK** — Judge Joseph E. O'Grady, newly appointed Transit Authority chairman receives the oath of office from Commissioner John J. Gilhooley, left, while his wife and Commissioner Daniel T. Scannell look on. Judge

O'Grady was welcomed back to the authority following the swearing-in ceremonies at a dinner in his honor. He resigned as transit commissioner in August to accept the seat on the criminal court bench. He returns to fill the vacancy caused by the death of Charles L. Patterson in October.

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# Clerk Title To Open For Filing March 6; Salary To \$4,580

The New York City Department of Personnel is expected to open the filing period for clerk, grade 6, on March 6. This position offers a salary range of from \$3,500 to \$4,580 per year.

The written test, tentatively scheduled for May, will evaluate the candidate's clerical aptitude and ability to follow directions, and may include questions on vocabulary, arithmetic, grammar, spelling, and other pertinent subjects.

Those who attain the title of clerk are accorded promotional

opportunities to the title of senior clerk, when eligible.

### Requirements

Applicants must have been graduated from a senior high school, or must possess a high school equivalency diploma issued or recognized by the University of the State of New York, or must

possess an equivalent G.E.D. certificate issued by the Armed Forces.

Among the duties delegated to those in the title of clerk are performing clerical work of ordinary difficulty and responsibility under direct supervision and performing other such related tasks.

A clerk receives, processes, and delivers mail or other materials; packs and unpacks all kinds of material; and transports material between locations within a department or agency; operates postage meter machines; keeps requisite orders.

Clerks also maintain files and retain statistics, etc. In some cases, a clerk acts as a receptionist, meeting the public, directing the public to the person or location most able to furnish the service requested. On occasion, those in this title may operate one or more simple office machines and may do typing.

### Filing

After March 6, applications for this examination may be obtained at the application section of the Department of Personnel, 96 Duane St., free of charge. These applications are issued and received Monday through Friday from 9 a.m. to 4 p.m. and Saturday, until noon. No applications will be given out until the opening date March 6.

### Speech Therapists Needed; \$8,045 & Up

Speech pathologists, audiologists and audiologist-speech pathologists, at \$8,045 to \$11,995 a year are wanted for duty at Veterans Administration installations throughout the United States and Puerto Rico.

Information and applications may be obtained from your local post office, or from the U.S. Civil Service Commission's Information and Examining Office, 800 E. St. NW., Washington 25, D. C.

### LEGAL NOTICE

File No. P3758, 1963.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Karl Kessler, Erna Heil, Katharina Heil, Reinhold Kessler, Anna Stengel, Ludwig Sonn, Wilhelm Sonn, Maria Fetting, Maria Mahlschnee, Sofie Hommel, Maria Kessler, Karl Deibel, Waltra Deibel, Wilhelm Mohr, Karl Funk, Oskar Kessler, Friedrich Mohr, whose place of residence, if living, is unknown and cannot after diligent inquiry be ascertained and, if dead, to his heirs at law, next of kin, distributors, legatees, executors, administrators, assignees and successors in interest, who and whose names and places of residence are unknown and cannot after due diligence be ascertained; and Martha Detten-Lane, nominated as executrix in the probated paper writing bearing date September 27, 1953, whose place of residence, if living, is unknown and cannot after due diligence be ascertained. 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, on March 5, 1963, at 10:00 A.M., why a certain writing dated September 27, 1953, which has been offered for probate by the Public Administrator of the County of New York, having his office in the Hall of Records, 31 Chambers Street, New York 7, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of Anna Thamm, deceased, who was at the time of her death a resident of 600 West 162nd Street, in the County of New York, New York, and why Letters of Administration et.c. should not be issued thereon to the Public Administrator of the County of New York. Dated, Attested and Sealed, January 21, 1963.

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

### LEGAL NOTICE

COLEMAN, DOROTHY H.—CITATION.—File No. P 3126, 1962.—The People of the State of New York, By the Grace of God Free and Independent, To PERCIVAL S. SPRINZ and to the heirs at law, next of kin and distributors of Dorothy H. Coleman, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributors, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on March 20, 1963, at 10:00 A.M., why a certain writing dated October 21, 1959 which has been offered for probate by Robert Dorn, residing at 292 Madison Avenue, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Dorothy H. Coleman, deceased, who was at the time of her death a resident of 230 West 145th Street, in the County of New York, New York.

Dated, Attested and Sealed, January 29, 1963.

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

CITATION.—File No. P3853, 1962.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Heirs at law, next of kin and distributors of RADOLPHO MURREIGHO, dec'd., if living, and if any of them be dead, to their heirs at law, next of kin, distributors, legatees, executors, administrators, assignees and successors in interest, whose names are unknown and cannot be ascertained after due deliberation.

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, on March 27, 1963, at 10:00 A.M., why a certain writing dated July 31, 1951, which has been offered for probate by ELSA J. JANSEN, residing at 679 Amsterdam Ave., New York City, should not be probated as the last Will and Testament, relating to real and personal property, of RADOLPHO MURREIGHO, deceased, who was at the time of his death a resident of 154 W. 77th Street, in the County of New York, New York. Dated, Attested and Sealed, February 4, 1963.

HON. JOSEPH A. COX, Surrogate, New York County. Philip A. Donahue, Clerk.

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### LEGAL NOTICE

WING, BERTHA H. CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To S. BYRCE WING, DION K. KERR, III (minor), HELEN WING FAIRCHILD, WILLIAM S. FAIRCHILD (minor), PAMELA WING FAIRCHILD (infant), JEFFREY C. FAIRCHILD (infant), STUART WING WILLIAMS (infant), being the persons interested as distributees or otherwise, in the trust for the benefit of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha H. Wing, deceased, who at the time of her death was a resident of the City, County and State of New York, SEND GREETINGS:

Upon the petition of Manufacturers Hanover Trust Company, a corporation organized under the laws of the State of New York and having its place of business at No. 350 Park Avenue, in the Borough of Manhattan, City, County and State of New York as trustee of the trust for the benefit of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha H. Wing, deceased, and the petition of Francis Price, Jr., Cecil I. Smith, and Leslie D. Dawson, as executors of the last will and testament of L. Stuart Wing, a deceased trustee of said trust:

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York, to be held at the Hall of Records in the County of New York, on the 15th day of March, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of Manufacturers Hanover Trust Company and L. Stuart Wing as trustees of the trust for the benefit of S. Bryce Wing and remaindermen created in and by the last will and testament of Bertha H. Wing, deceased, should not be judicially settled and allowed.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE S. SAMUEL DI PALCO, a Surrogate of our said county, at County of New York, on the 24th day of January, in the year of our Lord one thousand nine hundred and sixty-three.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

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

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Research and programming specialists are needed by the U.S. Office of Education in Washington, D.C.

Appropriate education and experience in a professional educational capacity are required. Graduate study may be substituted for the professional experience for positions paying \$6,435 and \$7,560 and in part for the higher paying positions. Details about the duties and requirements are contained in Announcement No. 284B.

Announcements and application forms may be obtained from the Executive Secretary, Board of U.S. Civil Service Examiners, General Post Office, Room 413, 271 Washington Street, Brooklyn or from the U.S. Civil Service Commission, Washington 25, D.C.

### Ass't Chemist Promotion

Forty-three persons filed for the promotion examination for assistant chemist during January, the Department of Personnel has announced.

ington Street, Brooklyn or from the U.S. Civil Service Commission, Washington 25, D.C.

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# FIRST NAMES ON FIREMAN LIST

(Continued from Page 5)

A. Munno, Stephen Bearak, Raymond W. Alexander, Arthur H. Wohlgenuth, Daniel P. Bradbury, Christopher Kennedy, Thomas A. Cummings, Raymond J. Braunaegel, Joseph P. Blake, Jr., Joseph M. Skowronski, Alan R. Marz, Robert A. Siddons, Daniel T. Reich, William J. Barry, Robert C. Braver, George R. Kreuzer, Paul L. Kahan, Alfred D. Sparra, George J. Idiart, John M. Quevedo, Jr., Thomas P. Tracy, Patrick J. Larkin, Patrick Welby, Richard J. Littmeyer, Kenneth L. Battcher, Stanley J. Wagner.

361-390

Donald J. Jankowsky, Craig M. Eolint, Albert L. Smith, Gerald R. Iovino, John J. Murphy, Michael G. Corrigan, James H. Lilley, John M. Kennedy, Bernard G. Stell, Jr., Bernard J. Harrington, James E. Given, Charles W. Cook, John P. Hardy, Robert Leddy, Bruce W. Hassett, Stanley M. Kralik, Donald W. Brown, James Macleese, Robert E. Lopez, Matthew L. Grimaldi, Frank A. Roesch, Thomas P. Rooney, Robert H. Turan, Vincent C. Kennedy, Robert T. Morris, Edward L. Ford, Kevin P. Farrell, Joseph F. Benante, James A. Geyer, Russell L. Soderlund.

391-420

John G. Latanzio, Jr., William A. Crable, George F. Speth, Jr., Edward E. Loughman, Edward J. Hand, Jr., Philip Sherman, John McLoughlin, Thomas J. Mutchler, Gerald D. Stein, Stanley J. Zadrozny, William Rutherford, William R. Sargent, John L. Nolan, John G. McKeon, Bernard P. Cassidy, William P. Budford, Patrick J. Walsh, James P. Hughes, Robert H. Pease Jr., Michael G. Kowal, William R. Steele, Thomas M. Lynch, Eugene J. Edwards, Robert G. Cottad, Gerard J. Logan, James M. Mulcahy, Francis J. Annitto, William J. Kimmig, William H. Blenk, Santo J. Lisa.

421-450

James R. Brand, George O. Weiss, Michael D. Poust, Peter B. Antonio, Dennis V. Lech, Joseph J. Higgins, Jr., Thomas Holbovitz, Walter W. Pay, Patrick J. Kenny, Byron J. Murrain, Donald J. Grieco, Edward L. Fruehwirth, Kenneth R. Cavenz, Raymond P. Fogarty, Jr., Herbert J. Schiffer, James W. Sawyer, Jr., Donald R. Deloreto, John L. Dooley, John P. O'Connell, Robert J. McClean, Stephen Rosato, Peter F. Kocher, William F. Secor, Anthony J. Cuomo, Richard M. Kleasne, James T. Landie, Joseph C. Lambert, Ronald L. Ferrazzi, Charles J. McNulty, Joseph B. Dunn.

451-480

Ronald J. Little, Robert A. Kuhnle, Daniel J. Pezzola, Richard F. McGee, Robert A. Loesch, John J. Brooks, Peter J. Marian, Joseph B. Maggio, Richard MacKay, Thomas J. Morley, Henry F. Birney, Jr., Daniel J. Ellis, Gerald V. Conlon, Ronald W. Martinsen, Cornelius Sheridan, Thomas H. Sullivan, Leonard Labita, Charles J. Lang, Donald J. Gemmell, Ormand W. Samuel, John P. Rynne, Thomas J. Sutton, Patrick F. Gartlan, Francis E. McEvey, Norman R. Alston, Alexander Quinn, James B. Burns, James P. Lynch, Charles M. King, Frank J. Concilio.

481-510

Peter T. Wozgens, James J. Hennessey, 3rd, William A. Eick, Stanislaus Kadnar, James D. McSwigin, George J. Contos, Donald R. Healy, Brian J. Ledwith, August Turiano, Robert Streicher, Joseph E. Russell, Stephen J. LaRosa, Joseph Dominano, Louis Carasso, Joseph J. Bock, Richard P. Ganther, William H. Moore, Richard E. Mills, Thomas E. Reed, Jr., Robert Stears, Richard P. Trombetta, Ralph A. Giuliano, John R. Langstrand, Raymond T. Heffernan, Donald A. Parbinski, James J. Dilworth, Stanley E. Carpenter, Jr., Gordon Larsen, Jerry P. Caputo, Joseph De'ce.

511-540

Edward A. Morgan, Robert E. Pfeifer, John J. Clark, Christopher Casa, Frank J. Zecca, Anthony J. Palombini, Jr., Raymond P. O'Reilly, Joseph Kupiec, Jr., Anthony Petro, Jr., Robert V. Farren, Stephen P. Lyons, Timothy

M. Lyons, Kenneth Cerreta, Joseph C. Paccione, John J. Doherty, James J. Ward, Kenneth G. Dolan, Edward J. Enright, Kenneth E. Martin, Daniel J. O'Reilly, Alfred J. Bold, Gerard P. Brady, John J. Donovan, Michael J. Borik, Robert E. McMahon, Frank Corradino, Alfred H. Hansen, Jr., John A. Lagattuta, George H. Lee, Andrew J. Hetzel.

541-570

Joseph E. Fitzgerald, Hugh A. Hagan, James P. Hogan, James H. Hoerschel, Brendan F. McCormick, Joseph J. Meerman, Jr., Hugo C. Anderson, Anthony B. Bottone, Anthony F. Barone, Patrick J. Skelly, Nicholas P. DeLuca, John J. McSweeney, Victor J. Duell, Frederick Fowler, Herbert V. Rohlfing, William F. Flood, Alfonso G. Jones, Jr., Richard J. Carroll, Frank J. Gannon, Stephen F. Harvey, Stephen Koepfer, John W. Bunn, John P. Reynolds, Joseph C. Dillane, Arthur J. McKee, John P. Goss, Robert Tucker, Francis P. Fanning, Joseph Grosso, James A. Saccardo.

571-600

John V. Depalo, Jr., John L. Murphy, Peter D. Ceriani, Albert P. Fuehrer, George E. Adams, Raymond P. McMahon, Richard

J. Bartell, William F. Bennett, George J. Sikoryak, Joseph A. Morrissey, Jr., Oliver L. Williams, Frank Connolly, Michael J. Carney, John J. Gannon, John W. Barry, Jr., Daniel J. Haggerty, Jr., Allan F. Crane, Charles R. Rupp, Bynum F. Terry, John R. Maddock, Richard H. Surridge, Robert M. Mosler, Jeremiah P. Hawe, Anthony J. Sacchitiello, John F. Mahoney, Anthony A. deBlasi, Daniel J. Zaveckas, Edward N. O'Keefe, George A. McCann, Robert Fimmel.

601-630

Gerald E. Inken, Charles Bon-signore, Dennis A. Cross, John L. Wright, Robert M. O'Brien, Howard M. Ramshorn, John Battle, Thomas P. Dunn, Goffer H. Bhuya, John E. Corbin, Frank X. Barrett, George F. Cirabisi, Kevin J. Newman, Albert J. Gut, Kenneth R. Stewart, James F. Hampton, John P. Fitzmaurice, Carlo M. Costanzo, Timothy Driscoll, Kevin P. Rynn, Roger A. Stefanchik, Joseph H. Coamey, Daniel Salvo, Frank Gusmerotti, Werner Gerke, John P. Horigan, Pasquale U. Marcello, Cornelius O'Rourke, Richard Harrington, Stanley P. Herwick.

631-660

William Bonacki, Richard C. Maass, Ronald F. Lindemann,

Lawrence E. Nevins, Jesse J. Coleman, Jr., Frank G. Henkel, Jr., Alfred W. Vogt, Raymond E. Price, Robert A. Mayo, Lawrence D. Green, Allan Keiser, John McDougall, Robert M. Sitler, Robert Corrigan, Edward T. Rowan, William G. Terra, Robert E. Colombo, Joseph Damico, Frank S. Volin, Jerome B. Gallagher, Edgar J. O'Sullivan, Charles F. Kohler, Joseph J. Scanza, Leonard J. Messineo, Jr., Norbert R. Meehan, Frank Chircop, John J. Ruddy, Thomas J. O'Neil, Peter A. Caporaso, William P. Nolan, Jr.

661-690

Clifford F. Youngs, Patrick Gray, Richard A. Barth, Thomas F. O'Connor, Jr., Vincent M. Sullivan, Kevin Moroney, Donald J. Shea, Robert E. Percival, Alan G. West, Roger Martin, George R. Schomber, John E. Sisson, John F. Hillen, Edward K. Sullivan, Jr., Raymond J. Hoepfner, Nicholas J. Amodeo, Mario deSena, Sebastian deMartini, George T. Burke, Donald H. Albert, John J. Balaker, John P. Vitelli, James J. McCann, Joseph M. Perillo, Anthony R. Summa, James J. Ryan, George F. Wallner, Anthony E. Madelinckas, William R. Conte, Donald S. Travers.

691-720

Robert F. Hill, John T. Byrne, Gerald F. Muldoon, Joseph A. Kowalski, Steve C. deRosa, James J. Costello, Ronald E. Hillen, Edward F. King, Daniel F. Gallivan, Michael J. Chaiken, John P. Curry, John J. Callaghan, Albert M. Deiso, George T. Clark, James P. Lange, Robert J. O'Hara, George Ehler, John J. Fox, Charles J. Hughes, Vincent L. Accardi, Ervin R. Graves, George A. Wahl, Carl D. Pope, Josef G. Boutin, John T. Henihan, James P. King, Andrew T. Hickey, Edward J. Dennehy, Charles J. Zarelli, Jr., Peter L. O'Brien.

721-750

Joseph A. Clementi, Harry F. Rowe, Kurt R. Hallman, Charles J. Collier, Richard M. Hellstrom, Joseph W. Shreck, James J. Reilly, Cecil Cannon, Gevo J. deSimone, Vincent J. Ferrari, James C. Downing, Francis J. Hagan, Joseph T. Dailyda, Francis E. Clark, John C. Pedalino, James J. Martin, Donald W. Chesney, Fred R. Brown, John Fortmeyer, James F. Dowd, Joseph A. Mullings, Richard J. Jaycobs, Edward J. Lintz, Joseph W. Tetonie, Charles W. Edmonds, William D. Martin, John M. Dillon, Donald F. Pisculli, Donald R. Thorsen, Robert V. Cegisliski.

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Simply because you don't know the right way to feed your mind facts, figures and names and faces — so they burn themselves into that mind in such picture-form that you remember them forever!

Simply because you don't know the right way to feed your mind a **FULL CHARGE OF ENTHUSIASM** — so that it revs up instantly every morning... so that it operates at full power, not for just a few brief minutes each day, **BUT FOR AS MUCH AS 8 TO 10 FULL HOURS AT A STRETCH!**

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Yes! Problem-solving is a trick! Concentration is a trick! Memory is a trick! Habit-breaking is a trick! And, above all, generating the will power that means success IS A TRICK! Mind power can be made to order — you don't have to born with it! The secret of a fast-acting, full-power, **THINKING MACHINE MIND** is as simple as tying your shoelace! And I'm willing to prove it to you without your risking a penny! Here's how!

All I ask from you is this. Let me send you — at my risk — one of the most fascinating books you have ever read. When this book arrives, set aside a few moments each day from the following weekend. Glance through just one chapter. And get ready for one of the most thrilling weekends of accomplishment in your entire life!

**The Very First Hour After You Pick Up This Book, You Will Perform A Feat Of Mind Power That Will Astound Your Friends!**

What you are going to do in that very first hour you receive the book, is this. Turn to page 144. Read three short pages — no more! And then, put down the book. Review in your own mind the one simple secret I've shown you — how to feed facts into your mind so that they stay there — permanently — as long as you wish!

Then put this simple trick to work for you — that very same hour!

Call in your family or friends. Ask them to make a list of any **TWELVE** facts, names or objects they wish, as fast as they wish. Have them write down the list so they won't forget it! But, as they give you each fact, **YOU** are going to perform a simple mental trick on that fact, that will burn it into your mind, **IN PERFECT ORDER**, as long as you wish!

And then — **INSTANTLY AND AUTOMATICALLY** — you are going to repeat that list, backwards and forwards, in perfect order, exactly as if you were reading that list in your friend's hand! And you are going to have one of the most exciting moments of your life, as you watch the expression on those people's faces as you reel off those facts as though they were flashing on a screen on the inside of your memory!

Thrilling? Yes! But also one of the most profitable secrets you will ever learn. For that list of twelve facts can just as easily be an appointment schedule — with each appointment flashing automatically into your mind at just the right time and place that you need it! Or a shopping list — or the outline of a speech — or a sales presentation — or the highlights of an important article — or a list of things that have to be done in perfect order!

Any one of them — they flash into your mind automatically, as though you pressed a button! And this astonishing mental gift — which will serve you every day for the rest of your life — is yours from the very first hour that you pick up this book!

And yet it's only the beginning!

**Which Areas Of Your Mind Do You Want To Strengthen In A Single Weekend? Concentration, Will-Power, Self-Confidence, Habit-Breaking!**

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## CORRECTION CORNER

By CHARLES LAMB

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

### Figures Don't Lie, But—

**FIGURES ARE FUNNY.** Just analyze some that recently appeared during budget discussions. It has been claimed that the cost of State personnel service in 1958 was 388 million dollars and the estimated cost for the same services in 1963-64 would be 577 million. The budget intent is to show an increase of 187 million dollars in this item. It does not show how many more employees are on the payroll today as compared with 1958. Does this 187 million dollars reflect the proposed 1.3 million for 200 new State Police troopers, \$800,000 for 199 new employees on State highways, 1.7 million for 200 meat inspectors, 70,000 dollars for increased Parole Board staff, 1.9 million for 342 employees in Mental Hygiene for the narcotic program, 773 new employees at 2.1 million dollars to staff the Bronx State Hospital, 376 new positions at 1.9 million for the West Seneca State School and 284 teachers in the State Universities? If this rate in new employees has been constant since 1958 it approximates some 14,000 new positions in state service, so an increase of 187 million dollars in new positions in six years is not something that will make the average state employee shout in the streets.

**SOME 121 MILLION** dollars is allocated in the proposed budget for Public Safety which includes the State Police, Public Service Commission, Prisons, and the Parole Board. As noted above the State Police and Parole Board have increases proposed but, as usual, Correction is on the bottom of the totem pole.

**SENATOR DUTTON S. Peterson** has requested the Legislature to appropriate 1.5 million dollars to provide a 5% cost of living pension hike for retired state employees.

**IT HAS BEEN** well publicized that the Budget is so tight this year that no funds would be available for salary increases for State employees. The State Budget should be required reading for all state employees. That book would really open their eyes. Just a few items at random from that famous book. Cabinet members and State brass have requested salary increases of \$1,385 other increases are scheduled down the line to the eighth category, at \$875 dollars. Their present salaries are from \$17,500 to \$28,975. Supreme Court Justices requesting an increase of \$5,750; their new salary \$35,100; Clerk, State Court of Appeals and Deputy Clerk requesting an increase of \$2,250 and \$1,115 respectively. The entire salary boost in these courts amount to 1.3 million dollars. Legislators salaries went up \$2,500 January 1, 1963 and proposed salary increases of about \$1,000 each for certain State police brass. All this writer can say, is what happened to that austerity budget. The average State employee is a piker when it comes to seeking salary increases.

**OUR SINCERE** congratulations to our old friend Alexander Falk on his reappointment to the Civil Service Commission. Al has always been a good friend of Correction Employees and a sincere friend of this writer for many years—**GOOD LUCK AL.**

# Aides' Needs Are First And Foremost—Feily

(Continued from Page 1)

increases from five per cent at the lower grades to more than 15 per cent at the upper. It should be noted, however, that the first step was put into effect almost one year after the study.

"The second and, generally, the completing phase of this major overhaul took place the following year—the State's fiscal 1962-63. But, phase two had a delayed effective date within the fiscal year, of which it can only be said that the State decided it could save some money at the expense of State employees—money the State's own consultants had recommended as needed in the salaries of these same State employees, as does private industry for its employees. A wholesale revision will be required in the near future that will cost the State an enormous sum of money; a sum that will be doubly more difficult to obtain and more difficult for the public to accept and understand.

### Public Support Seen

"You may feel that the public will not support the salary adjustments which are needed at this time. We do not believe this to be the case. Rather, we believe that the quality of services being rendered by public employees in this State is a recognized fact and that this commodity—"quality service"—and it is just that, a commodity, is indispensable to the public. We believe the public realizes this.

"Perhaps even more so than some of the members of this Legislature. For instance, when we talk about the services provided by attendants in the State's mental hygiene institutions; services observed day in and day out by the visiting public; services which are being rendered to the citizens of this State, we do not believe that you will find any

### Sneddon Named

ALBANY, Feb. 25—Assemblyman Anthony Savarese, Jr., Queens Republican, has named Leonard Sneddon of Glendale to his staff at the State Capitol.

Sneddon is now attending the State University at Albany and will work part-time in the Legislature.

problem in making certain that these attendants and their fellow employees are fully qualified, fully trained and justly compensated for their services. I am sure you will agree, gentlemen, that, in the area of mental health, the public will stand for no less than the best of treatment for their loved ones . . . and this is a service rendered by our State employees. No less can be said in the area of correction; or for our parole officers; or the great services in our State hospitals where cancer and other deadly diseases are being treated and studied and conquered or the help to our mentally retarded; or the guidance given to our wayward youth.

### For Services Rendered

"All of these services, and many, many more, are rendered by this State's public employees. And, it is you, sirs, who establish their wages, their fringe benefits and their standards of living. An analysis of the change in the general wage level shows that it has moved up nearly four per cent in the past year. Over a two-year period, it has moved up nearly eight per cent. From interpretations of a U. S. Bureau of Labor statistics wage study, which was used by the Federal Government for a similar purpose, we conclude that our State employees' general wage level lags by some nine per cent. Analysis of area wage surveys conducted by the same bureau demonstrates ample support of our request for a wage adjustment of eight per cent.

"These studies encompass the New York City metropolitan area, the capital district area and the greater Buffalo area. Also the State of California, while geographically remote, has many common characteristics with this State in terms of services provided for its citizens, but our general state employee wage level is significantly below that state and also below the state of Michigan. Thus, there is ample statistical evidence of the need for a general wage increase.

"With respect to improvement in the retirement system, during a tight budgetary year the manner in which the retirement system bills the State affords a greater period of time for the administration to locate and allocate the monies to carry out important employee benefit programs. It is for this reason that we wish to give special emphasis to improvements in the retirement system.

### Non-Contributory Retirement

"The employees believe that the State should move this year toward a wholly non-contributory retirement system. When we moved to the five percentage points program a few years ago, it was estimated that we had moved three quarters of the way toward making the retirement system wholly non-contributory. If the State were to increase the five percentage points to seven and one-half per cent, most of the employees would become non-contributory. The employees have discovered that gross income is meaningless, it is net income or spendable dollars that are important to our members and it seems foolish not to take immediate advantage of the tax benefits of such a program.

"Finally, by making the system non-contributory, the

members of the system would have more net income at a cost substantially less to the State than through other demands. Perhaps, most importantly, we wish to point out that the first monies which would be rendered by the retirement system would be required two years from now, in June of 1965. When one considers the total State program, this is not an enormous sum of money when viewed in the long range.

"Much of what has been said about the non-contributory features of a retirement system can similarly be said for making the State's health insurance plan non-contributory. Employees are paying tax dollars on the money which they are expending as their portion of the health insurance plan. If the State were to pay for the entire charge, at a relatively small cost, the State could provide a significant salary increase to all State employees at a relatively modest cost.

### No End In Itself

"I might say here, gentlemen, that although a balanced budget is an appropriate goal, the balancing of a budget is not an end in itself and the public employees of this State will not stand by while other unnecessary programs go forward and their needs are absolutely and totally ignored.

"In this year's budget we do not have one single employee program worthy of the name. Although we have publicly conceded that the State has accomplished much in the recent past for State employees, it now appears as though it has embarked upon a course totally inconsistent with these past accomplishments. We call on this body to correct this situation."

## New Target On Membership

(Continued from Page 1)

committee member could offer advice and assistance directly to the local membership chairman.

It was also recommended that headquarters should supply chapters with the names of state committee members in their areas and inform them that the committee members are available to help with chapter membership drives.

### Active Resolution

In order to maintain up-to-date lists of chapter officers and chapter committee chairmen, the membership committee referred to the Constitution and By-Laws Committee for appropriate action the following resolution:

"That each chapter in the Association be informed that the next dues refund will not be made unless the chapter submits to headquarters within 60 days following its regular election, a list of all duly-elected officers, a list of all committee chairmen, and the date of their election."

It was noted that most chapters comply with the resolution at the present time, but because some do not, the resolution is needed.

The committee also agreed that, in conjunction with the CSEA Education Committee, the membership section in the present Chapter Officers' Manual be up-dated and expanded.



(Photo by Lea Christensen)

### SOCIAL WELFARE DELEGATES—

Delegates and guests at the recent meeting of the Social Welfare Institution are shown following the session at which the agenda for the March meeting in Albany was set. Attending the session were, left to right, second row: Tom Brann, CSEA field representative; Tom Coyle, CSEA research analyst; Richard Davis and James DeCicco, Highland

Training School for Girls; John Milos, Troy branch of Girls Training School; and Richard Lowenstein, Goshen Annex. Front row, same order are: Howard Davis of Warwick Training School, Sharon Powers, New Hampton Training School; Roland Spencer, Social Welfare representative; Mr. and Mrs. Jasnauf of Industry Training School; Issy Tessler, New Hampton; William Wyman and Olin Benedict, also of New Hampton.

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## Miss Susan Breaton Retires From Public Works After 39 Years

Susan Breaton, of the New York State Department of Public Works, recently retired after more than thirty-nine years of State service.

Miss Breaton lives at Stonehenge in Albany. She was graduated from the high school in Green Island, where she formerly lived, and attended the Albany Business College. Miss Breaton began her career in the department December 1, 1923 as secretary to the commissioner of Canals and Waterways.

During her career, she served as secretary to five commissioners and three deputy chief engineers.

Deputy Chief Engineer E. W. Dayton of the department presented Miss Breaton with a purse and a scroll signed by the superintendent and her many friends in the department.

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### Editor to Serve

ALBANY, Feb. 25 — Alton T. Slitter of Troy has been appointed to the Tasonic State Park Commission for a term ending Jan. 31, 1968. Members serve with compensation.

Slitter, editor of the Troy Record Newspapers, is an additional member of the commission, which was enlarged from seven to eight by the 1962 Legislature.

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### 622 APPLICATIONS

As of January 23, the Department of Personnel had received 622 applications for the custodian's examination.

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# Central Conf. Meet, County Workshop, Syracuse Chapter Dinner Make For Big Meeting

(From Leader Correspondent)

SYRACUSE, Feb. 25—The Central New York conference, CSEA, has approved resolutions opposing the current continuous recruitment and work performance rating system for state employees.

At the Conference's 16th annual winter meeting here, the delegates also were briefed on how to prepare their legislative program by John C. Rice, newly-appointed assistant CSEA counsel, and discussed other pertinent matters such as retirement, sick leave, medical plans and others.

More than 300 officers and delegates of state and county chapters in 22 counties of central, northern and southern New York attended the two-day meeting in the Hotel Syracuse's Country-house.

## Rice Speaks at Dinner

A highlight was the Syracuse Chapter's 26th annual dinner dance, at which Rice was the principal speaker, which closed the meeting. Mrs. Mary McCarthy was dinner chairman.

An informal meeting of chapter presidents started off the joint meeting with the Central County workshop on Feb. 15. Following the discussion of various problems, the group attended a social get-together.

Saturday morning, the two groups attended a joint session at which Rice explained how a resolution originating in a chapter reaches the Legislature in bill form, if approved at all intermediate steps.

The resolution must be approved by the chapter, then by the conference of which the chapter is a member, then by the resolution committee of CSEA, and by the Association's delegative body at the annual meeting, Rice said.

If the resolution is approved at the annual meeting, he said, it goes to the CSEA counsel for preparation as a bill. The counsel also explores possible administrative solutions to the problem before submitting a bill through the proper legislators, Rice said.

The Central Conference delegates adopted the two resolutions at their afternoon business session.

## Realistic Rules

(Continued from Page 1) time thereafter in reference to texts and other matter in order to prepare effective examination appeals.

### Time To Prepare

2. Appellants should be given at least a ten-day period after review of their papers to prepare and file their appeals, using the notes they have taken during their examination reviews.

3. An effort should be made to advise appellants as to why their answers, which are under dispute, are not correct. Concerning the latter point, Felly said, "We do not feel that appeals generally should be dismissed with trite decisions consisting of several words only."

Felly further urged the Commission to consider the recommendations and amend the rules to give appellants a reasonable opportunity to prepare and file an effective appeal.

### What Resolution Would Do

The recruitment resolution asks that all examinations for state jobs be given by the Civil Service Department only, and no other state agency. Under this proposal, all tests would be given under the same conditions, the resolution states.

The second resolution urges that a uniform rating system be established for all state departments, agencies and institutions, in the place of the present work performance rating method. This would eliminate the "human factor" in the present system, the delegates said.

### Frank Simon Talks

At an open session at 3:30 p.m., Frank E. Simon, New York State Employees Retirement representative, discussed retirement.

After discussing legislative programs at the dinner, Rice commented: "The Civil Service Employees Association is founded upon basic, fundamental, democratic principles. The Association gains strength from the fact that its policies and resolutions are the result of democracy."

"The significance of the membership of 110,000 is that the measures which the Association sponsors are proposed and adopted by the members themselves and not by the staff. Our past success and great growth are attributed to this," he said.

### Workshop Hears Terry

In the County Workshop business sessions forum, Assemblyman John H. Terry of Onondaga County spoke on legislation from a legislator's point of view. Vernon A. Tapper, CSEA third vice president, discussed the importance of legislation to civil servants. William A. Frost of Group Hospital Service spoke on the State Health Insurance Plan and answered questions.

Presiding at the meeting was S. Samuel Borelly, Utica, president of the County Workshop. Robert Cliff, executive chapter representative of Onondaga chapter introduced the speakers. Some 43 delegates and members of nine county chapters attended.

At the conference session, Tom Ranger of Syracuse, Central Conference president, announced that the name of the late Clarence W. F. Stott, first president of the Conference, will be placed on the John M. Harris Memorial Plaque of CSEA at the Association's headquarters in Albany.

### Originated Conference Idea

Mr. Stott, who died Oct. 13, 1961, originally conceived the plan of CSEA regional conference groupings, and helped set up the regional conferences. He was CSEA third vice president in 1948-51, and a founder and past president of the Binghamton chapter, which submitted his name for the plaque. Stott also helped organize many chapters in the state and aided in the getting through the 25-year retirement plan and other important CSEA legislation.

Hosts for the meeting were local chapters, headed by: State University at Syracuse chapter, Albert Bregard; Hancock Field Air Technicians, Otis Cottet; Syracuse & Vicinity Armories, Arthur Delaney.

Also, Syracuse Division State Thruway, Archie McGraw; Syracuse State School, Charles Ecker; Onondaga County, Miss Leona Appel, and Syracuse chapter, Miss Margaret Obrist.

### Guests

Guests at the dinner included Joseph F. Feily, CSEA state president; State Senator Lawrence M. Rulison, and Assemblymen Robert Hatch Jr. and Terry, all of Onondaga County; Miss Mary Goode Krone, State Civil Service commissioner; Paul Kyer, editor of the Civil Service Leader; George Van Lenegen, chairman, Onondaga County Republican Party Committee; Thomas H. Dyer, regional attorney;

Also, Raymond G. Castle, second CSEA vice president; Tapper; Hazel M. Abrams, CSEA secretary; Dr. Theodore Wenzl, CSEA treasurer; Lea Lemieux, CSEA social chairman; Patrick G. Rogers, CSEA supervisor, and field representatives Benjamin L. Roberts and J. Ambrose Donnelly.



**GROUNDBREAKING** — While other officials look on, Governor Malcolm Wilson breaks ground for the new \$24,000,000 teaching and research hospital of the State University of New York's Downstate Medical Center in Brooklyn. The new hospital-doctor training center is scheduled for completion in July, 1965.

## Jones Beach Parkway Aides Await Decision On Upgrading Appeal

(From Leader Correspondent)

WANTAGH, Feb. 25—Toll collectors and parkway foremen employed by the Jones Beach State Parkway Authority are awaiting action on appeals for upgrading which have been under consideration by state officials for several months.

The toll collectors are seeking a raise in grade from Grade 8 to 10. The Jones Beach State Parkway Authority has previously approved an upgrading to Grade 9. The appeal is now awaiting action by the J. Earl Kelly, director of classification and compensation in the Civil Service Department.

The parkway foremen are seeking an upgrading from Grade 8 to Grade 11. At the present time, according to William Hurley, president of the Long Island Inter-County State Park chapter, Civil Service Employees Association, the foremen are only one grade higher than the men they are supervising. The result is that newly-employed foremen may be earning less money than men working for them, who have been in grade for some years.

Meanwhile, the Bethpage State Park Authority has issued winter and summer uniforms for all employees. There are about 800 full-time employees whose number increases to about 3,000 in the summer. The CSEA request for

uniforms was granted by Robert Ott, assistant superintendent at Bethpage and Vincent Letch, administrative office of the Long Island State Park Commission.

## Homer On Stand In Rochester

(Continued from Page 1)

AFSCME since June 22.

—He did not ask the CSEA to submit proof until Sept. 24, when he sent a letter asking for it by Oct. 1, a week later.

—By his recognition of the union he intended to grant exclusive collective bargaining rights to the union without any requirement that they represent the majority of employees within the unit.

—He met with Lochner, who asked that CSEA have as much time as the AFSCME to recruit city employees.

Homer recognized the union last Oct. 25 after the Appellate Division, 4th Department, upheld the recognition. CSEA appealed to the State Court of Appeals, which ordered the trial to determine on what basis Homer recognized the union.

Justice Newton also withheld judgment on a city request for removal of a stay prohibiting the city from negotiating with AFSCME.

### Lochner Disputes

The number of cards furnished for examination by the City, which Homer listed as more than 1,500, was disputed by Lochner, who said the total was nearer 1,000. Homer said some who had submitted cards died, left city employ or asked that their cards be withdrawn.

John E. Holt-Harris of Albany represented CSEA; Curran and John Garrity the city and Arthur V.D. Chamberlain, the union.



## OSWEGO DINNER-DANCE

Two state officers were on hand for the annual dinner dance of the State University College at Oswego chapter, CSEA, at the Oswego Elks Lodge recently. From left are the Rev. Robert Hall, assistant pastor of St. Mary's Church, Oswego, who offered the benediction; Vernon Tapper of Syracuse, CSEA third vice-president; Raymond Castle of Syracuse, CSEA second vice-president; College

at Oswego president Foster S. Brown; Dr. Charles Yager, professor of chemistry, toastmaster; Edward Boardway, president of the College at Oswego chapter; David Hopkins, president of the Oswego County chapter; Ben Roberts, CSEA field representative, and the Rev. A.P. Goodwin, pastor of West Baptist Church, Oswego, who offered the invocation. One-hundred fifty members and their wives and guests attended.