MINELLA—In a rare legal action, the Civil Service Employees Assn. has won a jury verdict reinstating a probationary employee who was denied tenure despite capable performance of her job.

The ruling came in Nassau Supreme Court last week in the case of Rita Smith, a senior library employee. Mrs. Smith had been denied tenure and fired April 29, 1966.

The case, argued by CSEA regional attorney Richard C. Gaba, was unusual in that a probationary employee can be released without a hearing. The burden fell upon the employee to prove that her dismissal was arbitrary and capricious and not in good faith.

After a two-day trial before Supreme Court Justice Theodore Velez, a 12-man jury agreed with the CSEA position. Mrs. Smith will be reinstated with full back pay.

Although supervisors twice reported Mrs. Smith’s work “very good,” and told her that she was doing well, a final written report at the end of her six-month probation period complained that her “inattentive attitude concerning time off and vacation periods much to be desired.”

On the basis of that she was dismissed, Mrs. Smith testified that she asked for a vacation at the same time as her husband’s so they could spend the time together, and that she asked to take her personal holidays on religious holidays. A maximum of four holy days per year was involved.

The ruling was hailed by Nassau county superintendent Irving Flaumenshein, “Probationary employees have rights, too,” he declared, “and we’re here to uphold them.”

CSEA Attacks Proposal for Management Class

Nassau Court Reinstates Probationary Employee As CSEA Wins Tenure Fight

Letter To Convention Committee Sees Destruction of Merit System if Commission Plan Is Implemented

School Districts Can Honor Pay Pledges In Face Of “Austerity Budgets,” Nassau Chap. Asserts

MINELLA—Contrary to the stand taken by some school boards in various Nassau county school districts, the Civil Service Employees Assn. has been defeated from honoring commitments for increased wages, it was reported this week by the Nassau chapter, Civil Service Employees Assn.

Irving Flaumenshein, chapter president, said the question had been thoroughly researched by regional attorney Richard C. Gaba. Gaba reported it is “clear” that the school boards do have the power to honor their commitments, according to Flaumenshein.

The issue arises from deeding local school districts have their proposed budgets go down to defeat in public voting. Almost half the number have since adopted budgets in later votes, but some of the remaining have argued that they must eliminate promised wage increases.

Where voters refuse to pass any budget across-the-board with the increases, what is called an “austerity” budget, such a budget cannot include cafeteria services, extra-curricular activities or transportation beyond two miles.

However, wage increases already negotiated with CSEA are part of “ordinary contingent expenses,” according to Gaba. “Such expenses may be met under the so-called austerity budget,” he said.

It is clear that the school boards have the power to meet these obligations,” Flaumenshein asserted, “and it is their duty to do so. CSEA does not intend to be any part of hard won benefits denied because of a misunderstanding of the law.”

CSEA Bargaining Victory In Newburgh

The St. Lawrence Chapman chapter of the Civil Service Employees Assn., has been unanimously approved as the sole bargaining agent for that county’s employees by the St. Lawrence County Board of Supervisors. It was learned last week.

The action stemmed from a strong effort by the County CSEA chapter and local representatives of the Statewide-CSEA staff.

The initial presentation by the CSEA for the resolution was made on May 8 before the County Board.

Hurd Reassures CSEA On Geographic Pay Plan

ALBANY—T. Norman Hurd, Director of the Budget, assured the Civil Service Employees Assn. last week that the Division will “do its best” to formulate rules, regulations and guidelines in connection with the geographic area salary differential bills won in the past session of the Legislature by CSEA.

Hurd’s assurances were given to Joseph P. Pature, president of the Employees’ Association, as a result of CSEA demands that early action be taken on implementing the new Public Employees Relations Act and have less time than we wish we had available for the geographic and shift differential legislation.

The Budget head said “we shall do our best to see that these are in the near future, but I cannot be specific with respect to a date.”

Hurd added that since copies of the rules and regulations for the two Acts would be available to CSEA “as soon as they are ready.”

St. Lawrence Chap. Wins Bargaining Pact

The St. Lawrence County chapter of the Civil Service Employees Assn., has been unanimously approved as the sole bargaining agent for that county’s employees by the St. Lawrence County Board of Supervisors. It was learned last week.

The action stemmed from a strong effort by the County CSEA chapter and local representatives of the Statewide CSEA staff.

The initial presentation by the CSEA for the resolution was made on May 8 before the County Board.

(Continued on Page 14)

CSEA ATTACKS PROPOSAL FOR MANAGEMENT CLASS

ALBANY—The Civil Service Employees Assn., has released the full text of a letter to Peter J. Crosty, chairman of the Constitutional Convention Committee on Labor, Civil Service, and Public Pensions, attacking a proposal by the State Civil Service Commission which would, if implemented, destroy civil service.

The proposal by the Civil Service Commission, submitted June 8 by its president, Mrs. Ena Pose- on, during a public hearing conducted in Albany by Crosty’s committee, would amend the State Constitution to provide for establishment of a “senior management service” within the State Civil Service Commission, by removing the competitive class the top two percent of all jobs assigned there. (All the present time, two percent of all jobs in the competitive class would be about 13,000.)

The careers of these employees (henceforth CSEA charges, would be at the complete mercy of politi
cally-appointed bosses. In addition, CSEA, the rest of the State working force would be thrown into chaos.

CSEA lists, in its letter to Crosty, a number of possible reme
dies to problems set forth by the Civil Service Commission in an attempt to stifle its proposal.

The complete text of the letter follows:


Mr. Crosty:

"At a recent public hearing held by your committee, it was our

(Continued on Page 16)
Lieutenant, P.D.  Soc., has been recommended for promotion to lieutenant in the Police Department has announced.

Free! New Travel Guide to New York State.

88 pages. 185 color photos.

New! Road map.

Send it for today.

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

A Wake For Daily Newspapers

THE DRAMATIC shrinkage in the number of New York City newspapers poses a number of serious problems for civil service—problems not easily solved.

TO ENUMERATE:

1. There will be much less information in the daily newspapers about government. Thus, the two-way understanding between government and its public will be severely reduced.

2. Lack of competition among the surviving newspapers eliminates a necessary motivation for adequate coverage of government.

3. Government and civil service will have to find alternative means of transmitting information to various publics, thus placing a greater burden on civil service information officers to find more and more alternate means of communication.

4. Government operations will suffer because dissemination of urgent information becomes more difficult than ever.

5. There will be much less recognition of work well done in the civil service.

6. Fewer newspapers will mean still more emphasis on less and advertising more, as the press pool for government's remaining advertising space becomes greater than ever. After all, newspapers are also businesses, so much for profit, although many publishers would have you believe your newspapers are exclusively public service organizations.

7. It is inconceivable that the most populous city in the country, with the largest single concentration of newspapers in the world, should be served by only three City-wide daily newspapers.

THERE ARE OTHER Gulles in the City, but these concentrate their coverage on their respective boroughs—Queens and Staten Island. We do not anticipate a cut in giving government news as civil service in these areas, since a very high percentage of their adult population can read the City's papers.

IF ANYTHING, the growth of those papers and those in the adjoining suburbs has led to a significant increase in reporting government activities in their columns.

GOVERNMENT is a much more personal matter with suburbanites. Most pay taxes directly to local governments. Most are intensively concerned with school activities. Many participate in community activities.

PERHAPS THE FLIGHT of those newspapers and those in the adjoining suburbs has left a void in local government activities in which to solve these problems.
CSEA FIELD FORCE — The newly expanded, 22-man field representative force of the Civil Service Employees Assn., is shown at a recent training session in Albany. The present field staff is the largest in Association history. Pictured, left to right standing area: Arthur A. Grey, Jr., Long Island area; Benjamin Morse, Metro Office representative; John A. Conway, Capital District area; James Powers, Western area; Arnold B. Long, Island area; John M. Carey, Northern New York area; Thomas A. Brann, lower Hudson Valley area; James H. Rogers, Headquarters organizer; Joseph J. Dolan, Jr., Capital District area; Edwin J. Cleary, Long Island area; John L. Logsdon, declined appointment; Robert Guild, Central area; Harry E. Johson, Western area; John J. Ponder, Headquarters organizer; seated, same order, Benjamin L. Roberts, Central area; Edward C. Netzer, lower Hudson Valley area; W. Kenneth Goring, lower Hudson Valley area; Patrick G. Rogers, Supervisor of Field Representatives, John D. Cerrone, Long Island area; Edward J. Gouy, Capital District area, and John Ray, Central area, Missing from photo, Francis A. Martello, Central Area. A vacancy in the Metro area is in the process of being filled.

St. Lawrence Chapter Marks Twentieth Anniversary With Installation And Banquet

CANTON — St. Lawrence County chapter, Civil Service Employees Assn., recently celebrated its twentieth anniversary installation of officers at a banquet at the Treadway Inn, Canton. The chapter was chartered in 1947 following application by the late Philip L. Wilde of Ogdensburg, the first president.

Joseph D. Lochner, CSEA executive director and principal speaker, discussed the new Public Employees Pair Employment Act and explained the various phases of the new act which replace the Condon-Wadlin in governing public employees' rights and responsibilities. The chapter, it was pointed out, has already taken initial steps towards the implementation of the act in the county.

Verner Ingman, former State Assemblyman, commended the toastmaster, Judge Edmund L. Shea, for his long years of public service and as Constitutional Convention delegate. Shea had served as a CSEA regional attorney prior to his appointment to the bench. Shea, having left the late Vernon A. Tappend, second vice-president of the State Association. He recently retired from the airmail service, years ago, when St. Lawrence chapter was founded. Vernon Tapper assisted the chapter and its officers and members unselfishly with advice and counsel.

Mrs. Mildred Talbot was installed as the new president of the chapter by Theodore Wenz, first vice-president of the State Association. Other installed were: Malcolm Stark, first vice-president; Mrs. Eleanor Blowers, second vice-president; John D. Eibell, third vice-president; Mrs. Mary Bush, secretary; Dolcy Scott, treasurer; Mrs. Frances Williams, executive representative; Mrs. Marian Murray, delegate; and Russell Wells, alternate.

Members of the board of directors installed were: Gaylord Allen, Florence Wood, Mrs. Frances Mullin, Leo Lellburh, Mrs. Mary Manning, Mrs. William Brady, Mrs. Barbara Irby, George Brown, Paul Hutchison, and Philip Code.

Social chairmen for the evening were Winifred Brady and Bernice Esh. Mr. and Mrs. Alex Winfield served as chairman of the evening and in the selection of the Queen of the City, William Wells, and Mrs. William Wells, City of Poughkeepsie unit, Thomas Murray, City of Poughkeepsie School District Unit and Larry Quinn, Hyde Park Central School District Unit.

Officers elected for the 1967-68 year include: William P. Schryver, president; Randolph Tappin, first vice-president; Charles Olsen, second vice-president; Mrs. Anne Howell, recording secretary; Mrs. Gertrude Kett, corresponding secretary; Marshall Temple, financial secretary; and Violette Gibney, executive committees; and Donald L. Selwyn, alternate executive secretary. Schryver was also elected delegate.

Those named to the Board of Directors include: Miss Beatrice Southwell and Ellis Atkins. Dutchess County unit; Mrs. Alice Miles and William Wells, City of Poughkeepsie unit, Thomas Murray, City of Poughkeepsie School District Unit and Larry Quinn, Hyde Park Central School District Unit.

Non-Competitive Appointments

ALBANY — Recent non-competitive appointments by the State Civil Service Commission include:

George Schneider as chief housing finance agency representative, Larry P. Macleod, State Thruway Authority; William Cookfair, principal accountant, Tom Turosky, State Thruway Authority; Joseph Quinn, principal accountant, Mental Hygiene; Dennis Lockwood, County Personnel, Motor Vehicles; William A. Clarino, institutional board, State Narcotic Addiction Control Commission.

Mr. Stillhard Installed As Rochester State Hosp. Chapter's New President

ROCHESTER — Mrs. Ellen Stillhard has been installed as president of the Rochester State Hospital Chapter, Civil Service Employees Assn., by William Rossiter, fourth vice-president of the Statewide Association.

Instilled with her at the annual dinner dance of the chapter at the party House recently were: Edna McNair, first vice-president; Patricia O'Connell, second vice-president; Celeste Baerman, corresponding secretary; Edward Champion, treasurer and Claudia E. Rowell, Jacqueline Moore and Helen Hisegany, delegates. Principal speaker at the dinner was Mrs. Ena Ponton, president of the State Civil Service Commission, Donald Sager, 1967 winner of the "Psychiatric Aid of The Year" award at the hospital and Helen Hisegany, who was given the chapter's annual award for the most contributions to the chapter during the past year, were honored guests at the dance.

Other State CSEA officers attending the dinner, under the chairmanship of Claude E. Rowell, included: Joseph P. Foltz, president; Hazel Abrams, secretary and John J. Hennessy, treasurer.

Diviney Re-elected Head Of Nassau Probation Unit

WESTBURY — After a spirited election, Francis J. Diviney, a vice president of the Nassau County chapter, Civil Service Employees Assn., was reelected recently as president of the Nassau Probation Unit.

Diviney won in a vote that saw 244 out of a possible 250 votes cast in favor of his candidacy. The re-election of Diviney was considered a major victory for the Nassau Probation Unit, which represents approximately 200 employees.
"Walden Incident" Retold; Hero Trooper Is Lauded

ALBANY—To the New York State Police, it is known as the "Walden Incident." It happened in 1960, but the story itself is descriptive of the true value of the public service rendered by police everywhere.

The reason the "Walden Incident" is news today is that the state trooper, now a sergeant, has just received an award for his performance of duty as part of the State Police 30th anniversary year.

Here is the exact description of the role Trooper Andrew P. Lustyik played, as told by State Police headquarters here.

"As Trooper Andrew P. Lustyik, now a sergeant, cruised through the Village of Walden soon after eight o'clock on the morning of Sept. 26, 1960, he stepped to warn two police officers and a school crossing guard to be on the lookout for a stolen car carrying three fellows who had escaped the day before from the Federal penitentiary at Lewisburg, Pa.

"The fugitives had armed themselves during a string of burglaries in Pennsylvania and New York. A burglary during the night at Woodbourne, a community between Liberty and Ellenville, suggested they might be in the lower Catskill area.

"Near the western limits of the village, it was observed the stolen car parked facing him, with the occupants studying a road map. At the next intersection, he turned around and after waiting for traffic to clear, moved toward an open space behind the fugitives. Before he reached the spot, several children ran from a nearby house into the space, making it necessary to pull in front of the fugitives.

"As he emerged from the troop car, the stolen vehicle was dis-
The New York City Department of Personnel has released a list of persons certified for the position of Supervisor I Welfare Dept. Some 124 persons certified for appointment of Personnel has released a list of 141 names which follow.

Tuesday, July 20, 1967

The DELEHANTRY INSTITUTE
MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subway)
OFFICE HOURS: MON. TO FRI. 9:30 A.M. to 5 P.M. Closed Sat.

50 Years of Success in Specialized Education
For Career Opportunities and Personal Advancement

CLASSES FORMING FOR NEXT EXAM FOR
FIREMAN

A ROLLMAN
POLICE TRAINEE

CALL OR WRITE FOR DETAILS

Physical Preparation for Bus Operator available at our Jamaica Branch, 87-25 Merrick Blvd., on Mondays 6-7 P.M.

2. HIGH SCHOOL EQUIVALENCY CLASSES

CLASSES WILL MEET ALL SUMMER IN MANHATTAN AND JAMAICA

CLASSES START IN SEPT.

STATIONARY ENGINEERS LICENSE
REFRIGERATION MACHINE OPERATORS LICENSE
MASTERC ELECTRICIANS LICENSE
MASTER PLUMBERS LICENSE

* PRACTICAL VOCATIONAL CLASSES

Licensed by N.Y. State--Approved for Veterans

AUTO MECHINICS SCHOOL

Complete Shop Training on "Live" Car with Specialization on Automatic Transmission

DRAFTING SCHOOLS

Monday through Saturday 9:30 a.m. to 3:30 p.m.

JACK W. COMALGAN, President

RADIO, TV & ELECTRONICS SCHOOL

117 East 11 St. or. AVE., Manhattan

* DELEHANTRY HIGH SCHOOL

Accredited by Board of Regents

19-41 Merrick Boulevard


For Information on All Courses Phone GR 2-4990

ALL Classrooms Air-Conditioned
Wrong Conclusions Dept.

The recent proposal by the State Civil Service Commission to implement a "senior management service" seems another step for the States to discredit the merit system as a means toward the best operation of their administrative agencies.

The Legislative Council's Employees Assn., wasted little time in rebuking the agreements of the Commission's representatives before the Convention's Committee on Labor, Civil Service and Public Pensions favoring the move, calling it a threat to the system of civil service.

A careful reading of the CSRA's statement will more than clarify the basis of that charge.

Although on the surface the motivations of the Commission in suggesting such an arrangement seem altogether worthy of consideration, their conclusions as manifested by their resolution seems to miss the mark—if we are talking about a civil service system which is to serve all of the State all the way down the line in the best possible fashion. It could easily be construed as a classic case of the cure being worse than the disease, for the long run.

The State Constitutional Convention decides to take a militant stand in objection to proposals to the Convention which may be as dangerous to the well-being of all the State's civil servants as would be the elimination of the present safeguards to the merit system and the employee's pension rights. Here is an issue worthy of primary consideration.

Congratulations

CONGRATULATIONS are in order for the employees of the New York City Transit Authority who have, once again, won the coveted Silver Award of the American Transit Assn. for traffic safety.

Also cited with a special citation—the runner up award—was the TA's subsidiary, the Manhattan and Bronx Surface Transit Operating Authority.

This is the fifth time that TA employees have brought credit to the Authority, by winning this award. On two other occasions, they received the runner-up prize.

Another job well done, by civil service employees.

---

Letters to the Editor

Agrees With Letter On 'Just 1/60th'

Editor, The Leader:

I was pleased to read Mr. Busell's letter regarding a Just 1/60th retirement plan that would be applicable not only to uniformed court service, but to the old timers, whose work and contributions have made the present non-contributory plan possible.

The issue affects tens of thousands of employees in every phase of the State's merit system and the State itself should proceed with the program in regard to these employees and remove this rank discrimination.

Mr. Busell and the Leader deserve credit for focusing attention on this vital matter. If the many thousands who have a state civil service career or who have held and in many cases will become eligible, do not speak for themselves and support the claim for a JUST 1/60th pension plan, then these workers are treated as second-class citizens.

ED CAROLAN

Transit Assn.

Administrative Asst.

Examination Protest

Editor, The Leader:

Will all those candidates who took the Administrative Assistant Examination on Feb. 13, 1967 at the Franklin D. Roosevelt High School, Brooklyn, N.Y., and were in the room in which the time allotted was distorted in the examination, come forward to the Personnel Department, 1st Thomas St., New York, N.Y. 10038.

Urges Support For Ombudsman Law

Editor, The Leader:

As the original sponsor of legislation to establish a State Ombudsman, I was interested in your editorial of May 23. I am pleased to see the Senate即将 propose in the New York City Council.

This editorial may give rise to some misunderstandings as to the functions actually performed by the Ombudsman in Albany, or the present proposal in the City Council does the Ombudsman serve in the same way sewage and public employees (other than those in his own office) or to reverse the function of the Ombudsman in the fiscal aspect. The Ombudsman is unable to resolve the matter satisfactorily. I have the duty to protect the public. The inability is to publicize his finding.

May your readers should know that in every county where the Ombudsman concept has been formalized as a matter of policy, normally and without a public hearing, the Ombudsman enters the scene and enters the area of public services to the complaining citizen as to why governments act or fail to act as they should.

Also, in every county where it has been tried, the establishment of an Ombudsman has resulted in improved service.
Personnel Council Marks 12th Anniversary At Dinner

The Personnel Council of the City of New York, celebrating its twelfth anniversary, held its annual dinner last week at the Fifth Avenue Hotel.

Marvin T. Geraghty, Board of

tor, acted as master of ceremonies for the program. Solomon Hober-

tor, City Personnel Director and

Civil Service Commission Chairman, opened the dinner by reviewing the Personnel Department’s activities for the past year.

Hoberman noted the establishment of a Council committee to study the pre-promotion training policies of City agencies. One of the functions of this committee, Hoberman noted, is to determine what responsibility each agency has to train its employees for promotional examination.

Other Council activity included committee reports on rules pertaining to personnel administration, employment of the handicapped, and work-study programs. Hoberman noted that a Council recommendation to issue identification cards, providing employees with emergency medical and immunization records, had been implemented this year by the Health Department. During the year, Hoberman said, experts had reported to the Council concerning administrative services, the agency’s obligations on receipt of eligible list certification, and revisions in the performance evaluation system. Hoberman made further re-

data at the dinner concerning the activities of the City Depart-

ment of Personnel. “We have introduced several major rule changes within the City Civil Service Commission,” he said, “including the combination of Parts I and II of the non-competitive class. Each individual agency now has greater responsibility in examining and appointing all of its non-competitive employees.” New programs within the Per-

sonnel Department, he continued, include a “Career Executive Pro-

gram,” and a consulting service to agencies.

Those members of the Council who received retirement certifi-

cates from Gill were John Allen, Housing and Redevelopment Board; Mildred Parrillo, Office of the City Sheriff; Thomas F. Golden, Office of the Borough President—Manhattan; Herbert Robbe Jr, Real Property Assessment Department; Henry L. Neus- bauer, Office of the Borough President—Queens; Daniel O’Con-

nor, Department of Welfare; Lester J. Ronson, Department of

(Continued on Page 11)

Television

(Continued from Page 4)

Fire Department training pro-

gram.

3:30 p.m.—City Government in Transition—Solomon Hoberman hosts series. Program No. 2: "The Recent Past: Background and Growth of New York City."

Friday, June 30

4:00 p.m.—Around the Clock—N.Y.C. Police Department training pro-

gram.

7:00 p.m.—TV Shorthand class

No. 21—Manhattan Education Institute presents program.

10:00 p.m.—Behind the Laws—Analysis of selected State laws: "Murrogie's Court Procedure Act."

Saturday, July 1

7:30 p.m.—Community Action—Ted Thackrey moderates pro-

gram.

7:30 p.m.—On the Job—N.Y.C.

Fire Department training pro-

gram.

THE STATEWIDE PLAN

specifically designed for protection against the cost of hospital and medical care for public service employees. For one thing, if you have to go to the hospital in the middle of the night, or over the week-end, your STATEWIDE PLAN identification establishes your credit. You’re admitted without making a deposit or a lot of fuss. And when you leave, there’s no worry about cash . . . Blue Cross will pay the bill. You couldn’t possibly have better protection than the STATEWIDE PLAN . . . Blue Cross hospitalization, Blue Shield medical and surgical, and Metropolitan major medical.

Ask your payroll or personnel office for complete details about the STATEWIDE PLAN. Then you’ll understand why these are . . .

NEW YORK STATE’S

NO. 1 GET WELL CARDS

STATE OF NEW YORK

PA 7-11-1964

BLUE CROSS

BLUE SHIELD

ALBANY • BUFFALO • JAMESTOWN • NEW YORK • R.I. CHESTER • SYRACUSE • UTICA • WATERTOWN

THE STATEWIDE PLAN — COORDINATING OFFICE — 135 WASHINGTON AVENUE, ALBANY, N.Y.
Sample City Tests

Clerk Exam

Each of questions 41 to 83 contains a word in capitals followed by four suggested meanings of the word. For each question, indicate the letter preceding the word which means most nearly the same as the word in capitals.

41. ADAPT: (A) make suitable, (B) soften, (C) do away with, (D) improve.
42. CAPACITY: (A) need, (B) willingness, (C) ability, (D) curiosity.
43. EXEMPT: (A) defend, (B) excuse, (C) refuse, (D) expect.
44. CONFORM: (A) conceal, (B) mistake, (C) violence, (D) predicament.
45. DILEMMA: (A) decision, (B) mistake, (C) violence, (D) predicament.
46. OPPORTUNITY: (A) temperary, (B) future, (C) sudden, (D) recent.
47. DEVISE: (A) turn aside, (B) suggest, (C) refuse, (D) expect.
48. COMPARE: (A) like, (B) consider, (C) refuse, (D) expect.
49. MANIPULATE: (A) attempt, (B) add incorrectly, (C) handle, (D) investigate closely.
50. POTENTIAL: (A) useful, (B) possible, (C) welcome, (D) rare.
51. AUTHORIZED: (A) write, (B) permit, (C) request, (D) recommend.
52. ASSURE: (A) set a value on, (B) belong, (C) think highly of, (D) increase.
53. CONVENTIONAL: (A) decorative, (B) convenient, (C) modern, (D) customary.
54. DEPLETE: (A) replace, (B) exhaust, (C) review, (D) withhold.
55. AUTHORIZE: (A) write, (B) permit, (C) request, (D) recommend.
56. COMMEND: (A) agree, (B) approve, (C) request, (D) recommend.
57. SUBSTANTIATE: (A) place, (B) suggest, (C) verify, (D) suffer.
58. DISCOURSE: (A) remainder, (B) disagreement, (C) pressure, (D) dishonesty.
59. TENACIOUS: (A) vicious, (B) invariant, (C) truthful, (D) unusual.
60. ALLIATE: (A) relieve, (B) appreciate, (C) succeed, (D) admit.
61. FALLACY: (A) base, (B) false idea, (C) guilt, (D) lack of request.
62. SCRUTINIZE: (A) reject, (B) bruit about, (C) examine, (D) insist upon.
63. IMMINENT: (A) anxious, (B) well-known, (C) important, (D) about to happen.
64. All the clerks, including those who have been appointed recently are required to work on the new assignment.
(To Be Continued)

Just Installed — The new officers of the J. N. Adam Memorial Hospital chapter of the Civil Service Employees' Association, are pictured above after their recent installation in Perrysburg. Seated in the front row from the left are: Mona Moore, altern-
Here's A Valuable And Useful Gift
For Every Member Of Your Family
recommended by thousands of dentists

Water Pik® helps clean effectively
for healthful care of teeth and gums

Give Water Pik®—the thoughtful family gift—
recommended by thousands of dentists.

The new Water Pik Oral Hygiene Appliance—for healthful care of teeth and gums—supplements regular brushing and professional care in a new and effective way never before possible at home. The amazing Water Pik appliance—with individual, interchangeable jet tips—is a gift truly appropriate and meaningful to each and every member of the family.

The Water Pik pumps out a pulsating jet stream of water—actually 20 separate spurts each second—to clean out loose bits of food trapped under the free gum margin; between the teeth; under, around and behind orthodontic appliances, fixed bridges, partial dentures. Helps you clean effectively in places your toothbrush may miss—places you might be neglecting. The Water Pik appliance is small, light and attractive—easy and pleasant to use. Now—this season—isn't Water Pik the thoughtful gift your family deserves? Supply may be short during the holiday season...so get your Water Pik today. At leading stores everywhere. Available in Canada.

Ask your dentist about Water Pik® Oral Hygiene Appliance, a Product of Aqua Tek Corporation, Denver, Colorado.

Look for this symbol, it's your assurance of

SERVICE & SAVINGS

Call EV 8-0800

for the address of your local member of the

RETAIL PHARMACY LEAGUE
A schedule of 50 examinations for licenses in the New York City high school, junior high school, elementary school, special services and other positions has been announced by the Board of Education for the Fall term of 1967.

The following are unofficial key answers to the examination for various licenses that have been released April 9.

KEY ANSWERS

- 91 (4); 92 (1); 93 (3); 94 (2); 95 (1)
- 101 (2); 102 (4); 103 (3); 104 (1); 105 (4)
- 111 (3); 112 (3); 113 (1); 114 (2); 115 (3)
- 120 (4); 121 (1); 122 (4); 123 (1); 124 (4)
- 125 (1); 126 (5); 127 (2); 128 (1); 129 (4)
- 130 (1); 131 (4); 132 (1); 133 (1); 134 (4)
- 135 (1); 136 (1); 137 (1)
LEAVING EARLY — Three retirees from the State Division of Parole are pictured above at a recent testimonial dinner given in their behalf at the Parole Officers Club of the Brooklyn institution by John J. McIugh, in the center, in retiring after thirty years of State service as a chief clerk. Mr. Mary Carney, on his left, and Elizabeth J. Lynch, on his right, are also retiring after twenty years in the State's employ. The honored guests are proudly displaying a plaque by the New York State Employees Federal Credit Union in appreciation of many years of service to that agency.

Personnel Council

(Continued from Page 5)

by learning at HOME!

Food Service

Workers Sought

The Veterans Administration Hospital, 840 Poly Place, Brooklyn, is seeking three persons for food service worker. WA-1, to earn $14.00 per hour (part-time, evening shift) and work from 7:00 a.m. to 10:30 a.m. For further information, call 966-6000, ext. 389 or 392.

High School Equivalency Diploma

This N.Y. State diploma is the legal equivalent of graduation from a New York high school. It is available to non-graduates of High School for:

Employment • Franchise • Advanced Educational Training • General Information

Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by the N. Y. State Dept. of Education, certified to meet or exceed State Standards.

ENROLL NOW! Classes Meet Monday, Wednesday & Friday at 5:30 to 8:30 P.M.

DELEHANTY INSTITUTE
35-35 Main St., Manhattan 806-0545

School Directory

We Teach
Stenotype
Stenograph
Exclusively

Levi Morgan, 126 E. 125th St., N.Y. City 355, N.Y.

LEAVING EARLY — Three retirees from the State Division of Parole are pictured above at a recent testimonial dinner given in their behalf at the Parole Officers Club of the Brooklyn institution by John J. McIugh, in the center, in retiring after thirty years of State service as a chief clerk. Mr. Mary Carney, on his left, and Elizabeth J. Lynch, on his right, are also retiring after twenty years in the State's employ. The honored guests are proudly displaying a plaque by the New York State Employees Federal Credit Union in appreciation of many years of service to that agency.

Personnel Council

(Continued from Page 5)

that they were required to take an open examination in competition with others who may have diminished their confidence in their ability to compete successfully. I feel that such members given an opportunity to take an examination for promotion to elevator mechanics in which competition is restricted as required by the specifications for the position.

In accordance with such reason, the Appteeation Division declared the examination of elevator mechanics void. Consequently the examination itself was annulled.

Elevator Mechanics

Helper Examination

The New York City Department of Personnel held a written examination for elevator mechanics helper last week, in which some 256 candidates participated.
Rainbow Lake Lodge is located at Indian Lake just 1½ hours northwest of Albany on Route 28.

RAINBOW LAKE LODGES
WASHINGTON LAKE, NEW YORK 12584

Please send additional details on Vacation Homes and the two day trip to Rainbow Lake Lodge.

Rainbow Lake Lodge is situated in the scenic Adirondack Mountains, where every year round vacation activity is at the fingertips of your entire family. City water, electricity, and other vital community services now exist for your convenience and pleasure.

Rainbow Lake is a unique, carefully planned recreation center offering the beauty of the natural landscape and the majesty of the Adirondack Mountains to those who wish to relax and enjoy a peaceful, carefree vacation.

The Lodge is a place of entertainment and relaxation, with a variety of activities to suit all tastes. Whether you are interested in sports, nature study, or simply taking in the beauty of the surrounding area, Rainbow Lake Lodge has something for everyone.

The Lodge offers a variety of accommodations, from rustic cabins to modern motel rooms, all designed to provide comfort and convenience.

Vacation Homes

Vacation homes are available for rent at Rainbow Lake Lodge, providing visitors with the opportunity to enjoy the beauty of the area from the comfort of their own homes.

For more information or to make a reservation, please contact Rainbow Lake Lodge at (518) 385-5555.
CSEA Protests Thruway Plan For Temporary Jobs

ALBANY — The Civil Service Employees Assn., has protested a proposed State Thruway Authority plan to hire temporary toll collectors for the summer peak traffic period as being contrary to a previous agreement granting preference for overtime work to regular toll collectors.

CSEA contends an understanding was reached at a meeting with Thruway officials on May 1 that all requests for available overtime work by permanent toll collectors would be accorded, and that temporary staff would be used only when sufficient regular personnel did not volunteer.

This was part of an arrangement the CSEA had with the Thruway, the Employees Association said, whereby the Authority was to take immediate action to instruct supervisors to post names of collectors seeking overtime assignments at the time the request was received by the collectors.

CSEA has appealed to Thruway Chairman Burdett Bixby to honor the May 1 agreement and indicated it would pursue remedial action with "whatever steps may be necessary."

Batahivia Council Move A Saver

BATAVIA—Consolidation of the City of Batavia's Civil Service with the Genesee County Civil Service Commission will save $25,000 a year in operating costs, City Administrator Tr. M. Gates told the City Council.

However, Francis M. Robbemoh, chairman of the county agency, opposed the plan at a public hearing recently, saying the City would be "giving up one of its responsibilities."

State And County Eligible Lists

State And County Eligible Lists

FOOD MEASURABLE COLLECTION

<table>
<thead>
<tr>
<th>Name</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>John B. Hefflin</td>
<td>80.0</td>
</tr>
<tr>
<td>Peter P. Kirke</td>
<td>80.0</td>
</tr>
<tr>
<td>Bill E. Farrell</td>
<td>80.0</td>
</tr>
<tr>
<td>Larry J. Hefflin</td>
<td>80.0</td>
</tr>
<tr>
<td>Robert A. Holton</td>
<td>80.0</td>
</tr>
<tr>
<td>William N. Anglin</td>
<td>80.0</td>
</tr>
<tr>
<td>John F. Musgrave</td>
<td>80.0</td>
</tr>
<tr>
<td>William H. Adlitz</td>
<td>80.0</td>
</tr>
</tbody>
</table>

Investigation — The Westchester County unit of Westchester chapter, Civil Service Employees Assn., in conjunction with the County Board of Supervisors and The Barrington Associates, a professional employee research firm, is working on a new salary schedule for Westchester County employees. Shown leaving a meeting of the research team are, left to right: Pat Maselli, president of the CSEA unit; Robert Bench of Barrington and David Walsh, assistant personnel officer for the County. The unit is also in the process of inaugurating a membership drive. Full details will be reported next week.

Suffolk County Opens New Office

SMITHTOWN — The Suffolk County chapter, Civil Service Employees Assn., opened a new expanded headquarters last week.

The new quarters are at 335 East Jericho Turnpike and the telephone number is (516) 266-0075. Members, chapter secretary, will be on duty from 10:30 to 4:30 p.m. through Thursday, and the telephone will be manned from 9 a.m. to 5 p.m. every day.

The move, after consultation with the Board of Directors and members, gives the chapter a more centrally located headquarters with better parking facilities," said Robert Villa, chapter president.

This was part of an arrangement the CSEA has with the Thruway, the Employees Association said, whereby the Authority was to take immediate action to instruct supervisors to post names of collectors seeking overtime assignments at the time the request was received by the collectors.

CSEA has appealed to Thruway Chairman Burdett Bixby to honor the May 1 agreement and indicated it would pursue remedial action with "whatever steps may be necessary."

Four Pass State Engineering Test

POUGHKEEPSIE: Four Poughkeepsie residents坦sured to pass the competitive civil service examination for engineering aides.

They were among 566 who passed the exam of a total of 753 who took the test. The pass has a salary range of $8,000 to $14,000.

The four are: Frederick Meyer, Maple View Road; Kenneth O. Leach, 4590 Old Trail, and W. John McCutcheon, 13 S. Grand Ave., and Joanne Faktour, 33 Kelley Blvd.

Newburgh Victory

(Continued from the last page)

The vote, which was taken at a meeting on June 12 at the City Council. City Hall, with Mayor Joseph X. Mullin presiding.

FREE BOOKLET by U.S. Gov't on Social Security; MAIL orders to: 51 Duanes St., N.Y. 10013 City; N.Y. 10013.
Last Call For 22-Day European Tour

Last call is being sound for a 22-day tour of Europe available for members of the Civil Service Employees Assn. and their families. August 3 and returns to New York late. The tour, which departs August 25 includes stays in many countries.

Transportation between hotel and airport will be by deluxe motorcoaches.

For further information about the few remaining seats for this trip, contact immediately Miss Eve Armstrong, Employees Assn. and their families.

516 MO 9-6327.

THE Fenn Cliff House

EAST DURHAM, N.Y. (518) 634-7424

A CHAMPIONSHIP GOLF COURSE ON A 100 RESORT

CATERING TO THE FAMILY TRIP

• HOLLYWOOD STYLE MOTOR INN • CHAISE LOUNGES
• TENNIS • BASKETBALL • SHUFFLEBOARD
AND ALL OTHER OUTDOOR ATHLETIC ACTIVITIES

OUR RATES START AT... $49 WKLY.
FREE COLOR BROCHURE WITH RATES AND SAMPLE MENUS

THE "ON DEMAND" YOUR HOTEL! OWNERSHIP MANAGEMENT

SUMMER RATES TAKE A REFRESHING DIP AT "America's Most FUNful Resort-Motel" THE CASTAWAYS ON THE OCEAN AT 164TH STREET MIAMI BEACH, FLA.

540 oversize air-conditioned guest rooms, many with kitchens and private terraces, FREE 21" TV and Hi-Fi in every room, FREE entertainment and dancing nightly to 3 Great Bands. 6 swimming pools (fresh & salt water) NOBODY PAYS FOR OPEN TUBS.. THURS.. & FR$... 9:00 PM UNTIL 9. CLOSED MONDAYS.

RESERVATIONS: See Year

ON THE OCEAN AT 164TH ST.

MOA - 3,136

SUMMER CLOTHING NOW AT A SAVING TO YOU 621 RIVER STREET, TROY

Title... 2-2022

LUSTER, TURK'S & FILL DEER UNTIL 8 CLOSLED MONDAYS.

TROY'S FAMOUS FACTORY STORE

Men's & Young Men's Fine Clothes

CEDAR HILL LODGE

RD 2, Cutchill 6, N. Y.

On the glories of Northern Catskills—7 acres

The most famous of all Catskills, West End, New York. Tel. area code 518-949-2357 "ITALIAN-AMERICAN CUISINE"

• New Double Decker Motels • Some With Air Conditioning & Heat • Most with Spectacular Swim Pool & More Enlarged Sea Patios • Dining Nightly
• Weekly Broadway Step Shows • Cocktail Lounge • Press Week Beaches • Musical & Social Director • Children's Cordon • Teens Activities • All Sports • New & Improved Health Food • Meat Hall • SEND FOR FREE COLOR BROCHURE & MENU. Special Low June Rates.

MILLY'S BUNGALOW COLONY

Now and cardiffed beverages and excursions to ... hamp. Box 2487, CATON.

LAPELA, N.Y. M. I. A. T. P. M. 241-3966

LAPELA, N.Y. M. I. A. T. P. M. 241-3966

ALBANY BRANCH OFFICE

FOR EXCLUSIVE TOURS AND TRAVEL SERVICES.

Phone 8464

JOSEPH W. HELLAW

908 W. MADISON ST.

ALBANY, N.Y.

I want Service with No Service Charges— I'd contact... THE Kennesaw National Bank Kennesaw, N.Y. 536-7273

CIVIL SERVICE LEADER

Page Fifteen

 ensures excellence, satisfaction and self-
"First-hand from the president of the mission, a proposal to amend the State Civil Service Employees Assn. is never opposed, nor will the Civil Service Employees Assn. be offered as much as 12.5% more by private industry than he gets of criticism from heads of departments. Recent figures in the public press. The employees' acceptance of any proposal should be recognized as an indispensable commitment to the success of the proposal, but that such a commitment is not a prerequisite to its consideration as to this Association's views on soliciting and involving a majority of the members in the discussion of the proposal of the Department of Civil Service with renewed conviction.

Clearly, the proposal, as outlined, to create a Senior Management Service in the executive branch of State government, is not well-taken. It is not in the public interest. We hope and trust that the members of the Constitutional Convention will see this proposal for what it is—an open acknowledgment of failure by the Department of Civil Service to accomplish its prime function: effective operation and preservation of the merit system in New York State.

"Unfortunately, there has been speculation that the Constitution, as it relates to the merit system, is not fully understood by the people. We do not attack the people of those who make this proposal. The spirit of this proposal is the most part well-meaning. The fact, however, that they are operating from a desire to improve the system. The Constitution is not at fault; it is the administration of the system that is in need of reform.

As an answer to the questioning of the public on the merits of the proposal, the St. Lawrence County chapter and local CSEA membership committees at the Court House in Canton, to construct a concentrated program for the passage of the new legislation."

CSEA Sees Threat to merit System

(Continued from Page 1)

"In addition to these changes, completely feasible within the framework of the present system, there are many more things that we must also point to the glaring need to pay the kind of money that is not entrance level salaries which will permit the State service to attract its share of bright young people. We are highly certain that, in a fact that we received a copy of the consulting study referred to by the Commission, but only after it had been issued to private industry. Remarks figure

"The president of the Convention, in her statement, openly opposes the proposal. The president of the Convention states that the proposal is unacceptable because it threatens the 'flexibility' in administrative positions. The president's statement is directly from the fact that the salary schedule of the State Civil Service is not responsive to current conditions and, therefore, the elevation of chosen candidates to top level, policy-making positions is not feasible. We, however, believe that the State service does not attract many highly competent professional and administrative employees. The salaries offered by the State are not competitive. Equally true, however, is the fact that many of these individuals do not remain in their positions for any length of time (or for their full potential) at the higher levels. Thus, too, are hired into the public service by the higher levels of public service. This disproducible drain of in-service talent. By definition, it simply means offering unrealistic salaries."

"We have complete confidence that the proposal is acceptable. The merit system is not well-taken. It is not in the public interest. We hope and trust that the members of the Constitutional Convention will see this proposal for what it is—a proposal to improve the system toward the States' Civil Service. Again, we say, the States' Civil Service is not the only road toward the protection of the merit system. The States' Civil Service is the road that may be the best, but it is not the only road."

"In the part of the Civil Service to accommodate itself to the changing demands of the public, it should be increased to as much as 12.5% more..."