Appellate Division Upholds Lower Court Decision Against Oral Exam Used In DE Titles

ALBANY, Dec. 9—The Appellate Division has upheld a lower court decision which vacated the results of an oral examination given in 1959 for two job titles in the Division of Employment. It is the first such decision in recent years in which a decision concerning oral examinaions has been brought up to the Appellate Division by the State Civil Service Commission. The decision was handed down by Judge John H. Bell and Justice John P. Sweeney, Jr., and entered on December 7.

The case concerned the validity of the oral examination given in 1959 for two job titles in the Division of Employment. The case involved two employees who had taken the examination, and the challenge was brought by the Civil Service Employees Association (CSEA) and the employees themselves.

The case resulted in a decision by the lower court which vacated the results of the oral examination, and the decision was appealed to the Appellate Division.

Justice Bergan, in his decision, observed:

"This was not done here, and the standards used to evaluate the candidates were not followed. The court held that the standards were invalid, and the decision was upheld by the higher courts."

Further Opinion

The court also stated that "the abilities or skills of the examiner must be evaluated before they can be considered in determining the validity of the oral examination."

The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division. The decision was appealed to the Appellate Division by the State Civil Service Commission. The decision was upheld by the higher courts, and the case was remanded to the lower court.

The case was originally brought by the late Harold Herzstein, a New York City attorney and the law firm of DeGraff, Poy, Conway and Holt-Harris of Albany. The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division.

The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division. The decision was appealed to the Appellate Division by the State Civil Service Commission. The decision was upheld by the higher courts, and the case was remanded to the lower court.

The case was originally brought by the late Harold Herzstein, a New York City attorney and the law firm of DeGraff, Poy, Conway and Holt-Harris of Albany. The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division.

The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division. The decision was appealed to the Appellate Division by the State Civil Service Commission. The decision was upheld by the higher courts, and the case was remanded to the lower court.

The case was originally brought by the late Harold Herzstein, a New York City attorney and the law firm of DeGraff, Poy, Conway and Holt-Harris of Albany. The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division.

The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division. The decision was appealed to the Appellate Division by the State Civil Service Commission. The decision was upheld by the higher courts, and the case was remanded to the lower court.

The case was originally brought by the late Harold Herzstein, a New York City attorney and the law firm of DeGraff, Poy, Conway and Holt-Harris of Albany. The case was argued before the Appellate Division by the law firm of DeGraff, Considine, O'Hara, and John C. Rice, of counsel, and the arguments were presented to the Appellate Division.
The Woman's Angle
By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the editorial office of the New York Post about gifts of interest to women in civil service. Deadline for this material is Thursday at noon. (Previous item: an excellent Police Duty Awards were handed out.

The whole story will never be told... police work is like that... but... In the New York City Police Department got a large number of last year's annual Excellent Police Duty Awards were handed out.

Feeling as homeys and working together in a covering service, and in a wire room, DETECTIVE EDWARD and POLICEWOMAN KATHLEEN KENAI helped break up a large operation of bookmakers, policy and loan sharks in Manhattan and Brooklyn.

DETECTIVE VERA TINSLEY, a member of the Narcotics Squad, while working on a drug case, obtained information in connection with the shooting. Her work led to the arrest of five men... is on one of the biggest that's to the large.
Conference And Chapter Health Plan Committees Urged For Coordination

ALBANY, Dec. 9—The formation of committees on a county and chapter level to handle and coordinate health plan programs has been recommended by William G. O'Brien, manager of the government group relations for Blue Cross-Blue Shield.

The recommendation was made to the county chapter representatives at a meeting of the Civil Service Employees Association. O'Brien, in urging what he termed an "important addition to the coordination of health plans," said that the committees could aid in the recruitment of members, would allow the association to tap international resources and would serve to coordinate all the health plan programs in various chapters and conferences.

O'Brien mentioned that he would be available for meetings with any CSEA group at any level and also to any representatives of any other New York City agency for conferences on the State Health Plan. He added that he would discuss the aspects of all health programs.

For further information, contact the New York State, Civil Service, 133 Washington Ave., Albany.

Pay Hike For Some Onondaga Employees

(From Leader Correspondent)

SYRACUSE, Dec. 9—The Onondaga County Board of Supervisors approved special raises for some 359 employees in the county's Highway Department and the County Penitentiary.

The raises will average $125 to $500 annually and will total $81,111. A total of $45,472 will go to highway workers, principally permanent employees like mechanics and laborers who receive the extra pay. The other $35,639 will go to guards and other full-time employees of the county's institution.

Surprise

The funds needed for the special raises—totaling $81,111—will come from the county budget, which was approved last week by the Board of Supervisors.

The 1964 budget itself has been approved.

The committee approved the pay increases during a post-Thanksgiving meeting.

Last summer, the supervisors turned down a new pay package that would have given all county workers raises for 1964. Some special raises up to $300 were approved "Where It's Needed".

The personnel committee said it would give pay raises to employees "where the money is most needed" next year.

It would be to give every county employee a boost in salary, the group said, but the funds are not available at this time.

Shaw Reappointed

ALBANY, Dec. 9—Governor Rockefeller has reappointed Joseph R. Shaw, an industrial consultant, to the state Air Pollution Control Board and president of Associated Industries, to the Ohio River Valley Water Sanitation Commission for a term ending June 7, 1969.

FREE BOOKLET by U.S. Gov- ernment on Social Security. Mail today. Leader, 97 Duane Street. New York 1, N. Y.
U.S. Service News Items

President Johnson
On Civil Service

President Lyndon B. Johnson, during his 35 year career as a legislator, has been a firm believer in the merits of our civil service system. The following remarks, addressed to employees of the U.S. Civil Service Commission on the 70th birthday of the Civil Service Act by the then Vice President Johnson present a portion of his beliefs.

"Certainly one of the great milestones in the development of our government was the birth and growth of the Civil Service system.

Today Roosevelt was one of the earliest and most instrumental in making the system work. May-be it was fitting that it took a 'rough rider' to do it.

Heart of Government

"But I am convinced that this is a factor which will have to play a larger role in our foreign aid programs. We must ship not just the

Pioneers in Protection

Just as Dr. Salk was first to offer a real weapon in the fight against paralytic and bulbar polio... so the STATEWIDE PLAN has the first program of protection against the costs of hospital, surgical-medical and major medical care for the employees of the State of New York.

This three-part program—Blue Cross, Blue Shield, and Major Medical—offers most State employees, active or retired, the most liberal

On April 12, 1955, one of the most dramatic announcements of modern times was made to 500 physicians, scientists, and journalists at the University of Michigan. As just a vaccine had been found to prevent that dread scourge of childhood, poliomyelitis. The name of its discoverer, Dr. Jonas E. Salk, will be forever enshrined in the annals of medical history.
Bus Driver Questions

An analysis of the key answers as they were given for the surface line operator test in a past issue of The Leader will now be applied to the exam as it was given, 23,425 persons took the test on November 27, 11,713 in the morning period and 11,713 in the afternoon session. There were ten sabbatical observers. Protocols for these tests allowed to be used a submitted until midnight, November 22 along with evidence of substantiation. The analysis of a number of questions in the morning session follow below. The questions will continue in the next issue of The Leader.

42. In the Civilian Defense air raid warning system, a three minute warning sound of the sirens is the
(A) alert signal. (B) test signal. (C) call clear signal. (D) take cover signal.

43. If a person should ask you while on duty in your bus, for directions on how to reach a particular location to which you do not know the answer, your best course of action is to:
(A) tell the person you do not know. (B) give the person the best signal your intention. (C) turn on the back-up light. (D) check the brake lights.

44. The rules of the transit authority state that employees should not make any statements concerning transit accidents except to proper officials of the transit authority upon inquiry. The probable reason for this rule is to:
(A) conceal facts which may be damaging. (B) avoid conflicting testimony. (C) prevent lawsuits. (D) prevent unofficial statements from being accepted as official. (At a moment of confusion like this, it is best to wait until a statement is made.)

45. As a potential bus operator you should know that when you are about to back a bus it is never necessary for you to:
(A) check that there is sufficient room behind the bus. (B) signal your intention. (C) turn on the backup light. (D) check the brake air pressure.

46. A flashing red traffic signal indicates that a driver:
(A) must stop and wait until the light stops flashing. (B) must stop and then proceed when the way is clear. (C) may make a

Question number 51 is based upon the following paragraph:

"A plastic does not consist of a single substance, but is a blend of combination of several. In addition to the resin, it may contain various fillers, plasticizers, lubricants and coloring material. Depending upon the type and quantity of substances added to the binder, the properties, including combustibility, may be considerable. The flammability of plastics depends upon the composition and, as with other materials, upon their physical size and price. Thin sections, sharper edges, or powdered plastics will smolder and burn more readily than the same amount of identical material in heavy sections with smooth surfaces."

Questions numbered 52 through 54 are based upon the following paragraphs:

"To guard against overloading of electrical conductors in buildings, an overcurrent protective device is provided for each circuit. This device is designed to open the circuit and cut off the flow of current whenever the current exceeds a predetermined limit. The fuse, which is the most common form of overcurrent protection, consists of a fusible metal element which when heated by the current to a certain temperature melts and opens the circuit."

52. According to the above paragraph, a circuit which is not carrying an electric current is:
(A) an open circuit (B) a circuit protected by a fuse (C) a circuit protected by an overcurrent protective device other than a fuse. (D) as used in the above paragraph, the one of the following which is the best example of a conductor is: (A) a metal table which comes in contact with a source of electricity (B) a storage battery generating electricity (C) an electrical wire carrying an electrical current (D) a dynamo converting mechanical energy into electrical energy.

54. As used in the above paragraph, the maximum number of circuits that can be handled by a fuse box containing 6 fuses (A) is 3 (B) is 6 (C) is 12 (D) cannot be determined from the information given in the above paragraph.

This week's answers are: 51,A; 52,A; 53,C; 54,B.

(A) is 3 (B) is 6 (C) is 12 (D) cannot be determined from the information given in the above paragraph.

Thorough Preparation for Written Exams, Mar. 21

PATROLMAN
N.Y. Police Dept. & Transit Authority

$7,978
A YEAR
AFTER 5 YEARS
All and notified agencies

FREE CIVILD SERVICE PREPARATION COURSES
A WEEK
April 20-25—Fri., May 5-9
(To Be Continued)
Herbert H. Lehman—Statesman, Citizen

Herbert H. Lehman served the citizens of New York State as both Senator and Governor, but to most civil servants he was a personal friend. In the voting public, government was so extensive that it is impossible to pay tribute to everything he accomplished in the two important offices he held.

Governor Lehman was more than a public servant; he was a noted philanthropist—both by himself and on behalf of all Americans as head of the United Nations Relief agencies. He was a staunch defender of freedom, Americanism, and his gifts of talent, devotion to service and a long life in which he exercised his abilities, was, indeed, a blessing to us all.

Uniform Change Will Raise Police Image

The proposed change of uniforms for members of the 25,000 member Police Department should not only be accepted but expedited. The aim of the move is to make the uniforms more practical, comfortable, and distinctive.

Commissioner Murphy's point that his men are being confused with policemen of other jurisdictions including some private detective agencies is well taken. Quite often, after seeing a solvency dressed, unkempt and unfamiliar uniform, the New York police are likely to be heard to say: "Look at that disgraceful policeman." This has happened regularly. New badges were ordered, quite different from those of City policemen, for all non-official purposes.

The present uniform is considered dangerous by many people who are acquainted with police work. The heavy, bulky overcoat slows down a policeman in a chase while the bulky overcoat and other restraints make self-defense tactics hazardous. We strongly urge that the change in uniforms be expedited so that the men of the New York City Police Department may carry out their duties in safety and prestige.

Questions Answered

On Social Security

Below are questions on Social Security problems and answers prepared by professional workers and answered by a legal expert in the field. Anyone with a concern on Social Security should write it out and send it to the New York Post, Civil Service Leader, 97 Duane St., New York, N. Y., 10013.

"Why is it necessary to call at police security offices promptly when a person is so disabled he can't work if there's no possibility of receiving a pension benefits for six months have passed?"

Your social security office will tell you that there is no such thing as "six months have passed." If you have worked long enough to be insured, you must submit your inquiry.

"If I call to find out if I may have family benefits due you, and to tell you how to file for those family benefits—all of which will help insure that you get your first check on time."

"Will I lose my disability money if I don't report to the social security office promptly when I am disabled?"

Your delay too long, some benefits may be lost as the social security law permits payment of benefits only for 12 months or less. More dangerous than that—If you delay more than 18 months you may even lose your entitlement to any benefits at all. A prompt call at your social security office is always your best protection.

In my last column, I introduced the subject oforal examinations and pointed out the conflict presented by Fink v. Finegan, 270 N.Y. (1936). It now seems that the subject as well as the case could not have been more topical. In Interpersonal relationships. The Court of Appeals heard the case of the qualifications of the Fink case were met in oral teaching and in the case could not have been more topical. The Court stated: "The law does not require the improbability of the requirements of the Fink case were met in oral test, then it must be shown that the subjective qualities involved are necessary to the position and impossible to evaluate objectively. Notice must then be given in writing that the subject will be tested objectively; and that no notice was given that these qualities would be tested.

In this opinion which sets the basic guidelines for examinations in the competitive service, the Court of Appeals ruled that the New York Constitution requires that examinations be competitive, as far as practicable—and "competitive" means using measures or standards sufficiently objective to be capable of challenge by review by other examinations. To justify a non-competitive examination, it must be shown that the subjective qualities involved are necessary to the position and impossible to evaluate objectively. Notice must then be given in writing that the subject will be tested objectively; and that no notice was given that these qualities would be tested.

SOME CIVIL service employees believed that the Fink case spoiled the end of oral. Their guess was wrong. ONE YEAR later in Staat v. Board of Examiners, 274 N.Y. (1962), the Court concluded that the requirements of the Fink case were met in oral teaching and in the case could not have been more topical. The Court stated: "The law does not require the improbability of the requirements of the Fink case were met in oral test, then it must be shown that the subjective qualities involved are necessary to the position and impossible to evaluate objectively. Notice must then be given in writing that the subject will be tested objectively; and that no notice was given that these qualities would be tested.

In this opinion which sets the basic guidelines for examinations in the competitive service, the Court of Appeals ruled that the New York Constitution requires that examinations be competitive, as far as practicable—and "competitive" means using measures or standards sufficiently objective to be capable of challenge by review by other examinations. To justify a non-competitive examination, it must be shown that the subjective qualities involved are necessary to the position and impossible to evaluate objectively. Notice must then be given in writing that the subject will be tested objectively; and that no notice was given that these qualities would be tested.

In AFFIRMING, the Court squarely held that the quality oral was governed by the competitive requirements stipulated by Fink. The scope of the oral tests in this case (as will be described in the next) depend on the potential supervisory ability or "managerial ability" and "skill in interpersonal relationships." The Court noted that such abilities or skills are capable of being tested according to objective standards. The results were not tested in this case. It did not, however, condemn the use of separate panels.

THE PRINCIPLE now seems well established—the competitive system requires objective testing as far as practicable. And that means that the "oral test" (or "evaluation") are subject to this requirement. Even subjective qualities can be rated objectively. While the rating standards cannot and need not be perfectly objective, the courts will insist that the essential elements of objective evaluation are present.

Mr. Hallinan is a member of the New York State bar. (The views expressed in this column are those of the writer and not necessarily constitute the views of this newspaper or of any organization.)
BENRUS

GIFT WATCHES

WE WILL GIVE YOU $20 Trade-In Allowance On Your Old Watch

IN THIS FABULOUS PREVIEW ARE:
- Self-Winding Watches
- Waterproof Watches
- Diamond Dial Watches
- Diamond Watches
- Fashion Watches
- Calendar Watches
- Embraceable Watches

Priced from $59.50

TABCO
1225 BROADWAY
NEW YORK 1, N. Y.
MU 6-3391
Civil Service In Action

Mrs. Jones Has A Shadow

Although She Doesn't Know It

Tuesday, December 10, 1963

By a U.S. Civil Service

This is how average housewife, Mrs. Jones, spent Tuesday, Dec. 9.

She picked up her newspaper yesterday morning and read with appreciation that a narcotics gang had been trapped by Federal agents of the Treasury Department.

As she read, she listened on the radio to the latest market prices released by the U.S. Department of Agriculture and decided to go shopping.

At the store, she bought USDA inspected meat including a Bollesville turkey, a mostly variety developed by the USDA Research Service. She spent paper money which was engraved by the Bureau of Engraving and Printing and received change in coins produced at the U.S. Mint.

When she returned to her home, she found her mail which had been delivered by Mr. Smith, the letter carrier. It contained her husband's veterans compensation check.

Her husband telephoned from out of town to say that his plane had landed safely. He did not think of, nor mention, the Air Traffic Controllers of the Federal Aviation Agency who had controlled and guided the plane's takeoff and landing. He did mention that the strike at his company's out-of-town plant had been settled and the shop from the Federal Mediation and Conciliation Service was a nice guy and very helpful to both sides. The National Labor Relations Board would soon conduct an election.

In all these incidents and transactions, civil servants of the United States Government were directly, or indirectly protecting or serving Mrs. Jones, her family, or her husband's employer.

That afternoon, she was thrilled by a movie on television about the exploits of the "Smoke Jumpers" of the Forest Service as she sat on a sofa constructed by these Forest Rangers.

Later, as she sat on a sofa constructed by these Forest Rangers, something about "All those trees in the forest which had been protected by these Forest Rangers."

That afternoon, she was thrilled by a movie on television about the exploits of the "Smoke Jumpers" of the Forest Service as she sat on a sofa constructed by these Forest Rangers.

When the announcer said something about the 85th Anniversary of the Civil Service Act, Mrs. Jones shrugged and muttered something about "All those clerks down in Washington." She never did realize how much every hour of her life was affected in ways she will never know.

(Continued on Page 12)
President Lyndon B. Johnson On Civil Service

(Continued from Page 4)

...the only hope for an orderly...

Upon the killing and eradicating diseases with the hope that eventually we can eradicate these diseases of mankind.

...we must continue our attack...

"We must devise new means to handle the periodic recurrences which have weakened our economy."

"And above all, we must continue our never-ending search for peace—because...inside, in each one of us, each single one of us...each free man can be secure."

"None of these aims can be attained without you—the dedicated men and women of the civil service."

"To you, all Americans owe their unity, their strength and their ability to move in a world where freedom is gravely endangered. On behalf of all Americans, I thank you for your daily efforts."

KELLY CLOTHES, INC.
TROY'S FAMOUS FACTORY STORE
MEN'S & schöEN MEN'S FINE CLOTHES
AT A SAVING TO YOU

421 RIVER STREET, TROY
2 Blocks No. of Hoosick St.
Tel. AS 2-2022

SUNBEAM

Cordless
Shavemaster Electric Shaver
Built-in power supply lets you shave anywhere anytime!

The Oaughleigh
by Stetson
joins the move to
Mid-Tones for fall!

The luxurious Oaughleigh...made for men who prefer a light, easy hat. Even the finish is new...Stetson stylistic cut in "Velvette"...rich in texture and features...See the Oaughleigh in new Mid-Tone shades...lighter versions of grey, brown, and green. A tiny Acorn graces the bow. The price—just $7.00.

PHIL FORSTADT
EXCLUSIVE HATTER
423 FULTON STREET
At Pearl Street
1825 PITKIN AVENUE
At Saratoga Avenue
Brooklyn, New York

A MONDAY's Best* B. Davison** D. Simon***
*Producers Makers of Stetson Hats
**Price incl. fed. tax
Thank You and Best Wishes.
We enjoyed serving you throughout the year.
And to all our Happy Clients and Friends
Our Holiday Greeting.
The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

 Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.

SEE YOUR PAYROLL CLERK OR PERSONNEL OFFICER FOR FURTHER INFORMATION

H.I.P. WIDENS AREA OF ENROLLMENT

The Health Insurance Plan of Greater New York has extended its area of enrollment to permit eligible city and state employees to join the plan even though they live outside the areas in which H.I.P. Medical Groups make home calls.

Employees living in Westchester, Suffolk, Rockland, New Jersey or other areas outside New York City and Nassau can now enroll in H.I.P. and select any medical group to serve them and their families. With the exception of home calls, this medical group will provide them with comprehensive medical, surgical and special care without any charges beyond the premium.

Employees enrolling for this extended-area coverage will receive all medical group services except home calls and be entitled to cash payments by H.I.P. toward doctor services provided in cases of hospitalized emergency illness or accidental injury, when they cannot be transported to a hospital within the area where they live. They will also be entitled to payments for emergency treatment during the first 24 hours following an accidental injury occurring outside a hospital.
INCLUDED IN THIS FABULOUS PREVIEW ARE:

- Self-Winding Watches
- Waterproof Watches
- Diamond Dial Watches
- Diamond Watches
- Fashion Watches
- Calendar Watches
- Embraceable Watches

Priced from $59.50

BENRUS WATCHES

TABCO

1225 BROADWAY
NEW YORK 1, N. Y.
MU 6-3391

EVERY BENRUS WATCH MOVEMENT MUST BE PROPERLY REPAIRED IN THREE FULL YEARS OR BENRUS WILL REPAIR IT FREE.

$59.50 Your choice of a BENRUS Watch.

$20.00 Trade-in allowance on your old watch.

You Pay Only $39.50
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.)

State Salaries

New York City is granting its employees under the Career and Salary Plan Leave regulations, a day off on either Friday, November 29th (the day after Thanksgiving) or Thursday, January 3rd (the day after New Year's). Equivalent time off is authorized for employees who cannot be released on one of these days.

When comparing salaries in the State Department of Correction not only the Correction Officers salaries have constantly been on the down hill trend, but also the salaries of its supervisory staff. Let us see how this group compares with other uniform supervisory staffs.

<table>
<thead>
<tr>
<th>State</th>
<th>Captain</th>
<th>Lieutenant</th>
<th>Sergeant</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Police</td>
<td>$10,923</td>
<td>$11,658</td>
<td></td>
</tr>
<tr>
<td>Federal Correction</td>
<td>$9,495</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York City Police</td>
<td>$8,770</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York City Correction</td>
<td>$8,903</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Captain (First promotion from Correction Officer) $8,995, 5-9-63

It is interesting to note when using the maximum salaries of titles in two state wide agencies, State Police and State Correction, you find the following percentage differences. Correction Captain 38%, Correction Lieutenant 18%, Sergeant 15%, lower in salaries than their state police counterparts.

Even the 12 1/2% salary increase proposed by CSEA will not bring the salaries of these employees into alignment with those of other officers in these other enforcement agencies, not only on a state level but on a federal and city level as well.

Over a year ago maximum salaries in entrance level enforcement positions were higher than State Correction Sergeons maximum salaries today. Also note that over 85% of the Police Officers in Nassau County were receiving more than $7400 per annum.

How has such a condition developed in a department that at one time received higher salaries than most of the others mentioned above? Good question. Let us look at the record these past ten years:

- 1955 — No adjustment in salaries
- 1956 — $300 salary increase for all grades plus a four hour reduction in hours.
- 1957 — $100 increase in lower grades to $1500 in higher grades. Reduction of two hours.
- 1958 — No adjustment in salaries, reduction of two hours.
- 1959 — $300 increase in salary or one salary grade.
- 1960 — Reduced employees contributions to retirement.
- 1961 — Salary Increase of five percent effective May 1, 1961 to 1½% in highest grades. Plus a longevity increment at 12½%.
- 1962 — Five percent salary adjustment effective August 1, 1962.
- 1963 — No salary adjustment.
- 1964 — 3%

In analyzing the above you do not have to be a mathematician to figure where your purchasing power has gone to. Especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living. Private and other civil agencies have gone to, especially with the constant increase each year in the cost of living.

The CSEA negotiating committee has worked sincerely and forcefully with the Administration in their justifiited request for a 12½% salary increase for employees this year and will succeed if they receive the unstinted cooperation and support of every employee who must contact personally his local legislators at their homes in your community and secure their support for our salary request this year.

Suffolk Chapter Installs Selden Non-Teaching Unit

Selden, L.I., Dec. 9 — The newly formed unit for Middle Country Central School District No. 11 (Selden-Centerport) Suffolk County chapter, Civil Service Employees Assn., will be installed Saturday, Dec. 14 at 10 a.m. in the Newfield High School.

The chapter welcomes the opportunity to represent the non-teaching employees in the Middle Country school system, said Thomas Dobbs, president of the Suffolk County chapter. He continued, "Our people have been organizing for many months in the chapter. It will succeed if they receive the cooperation of the membership.

Legislative Ethics To Be Investigated By Comm.

Albany, Dec. 9 — Lloyd Laporte, distinguished New York State Assemblyman, has undertaken the task of investigating legislative ethics and making recommendations for possible changes in the State Code of Ethics.

His appointment, announced recently by Senate Majority Leaders Walter J. Mahoney and Assembly Speaker Joseph F. Carlino, is one of several moves to follow. Mr. Laporte will serve as chairman of a citizen's committee to determine whether the present state code should be strengthened.

At present, Mr. Laporte serves as chairman of the Board of Ethics of the City of New York.
"Bright" Employees

JAYMAR HATTERS
101 DELANCY STREET
NEW YORK CITY
GR 5-0508

**KNOX HATS**
**KNOX HATS**
**KNOX HATS**

**SCHOOL DIRECTORY**

**BUS DRIVER TEST QUESTIONS**

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.

BUSINESS SCHOOL

**SCHOOL DIRECTORY**

SCHOOL DIRECTORY

**SCHOOL DIRECTORY**

MONROE SCHOOL—IBM Machines

TRACTOR TRAILERS, TRUCKS

AMERICAN HOME CENTER

614 Third Ave., at 45th St.
New York City, M 3-3416

ADAM'S BUSINESS SCHOOL

ALPHABETS—Labor Dept.
Ulster CSEA Urges 10% Raise For County And Kingston Employees

(From Leader Correspondent)
POUGHKEEPSIE, Dec. 9—A 10 per cent salary increase for all City of Kingston and Ulster County public employees has been urged by the Ulster County chapter, Civil Service Employees Asn.

Washington Aide Joins State Staff

ALBANY, Dec. 9—Dr. Richard Mayer, formerly with the National Science Foundation in Washington, D.C., has joined the State University staff as an associate professor and assistant director of the New York Atmospheric Science Research Center. His salary is $13,500 a year.

The chapter's stand was presented to the Kirschman Board of Commissioners in a letter from Dr. James Martin, chapter president. This action, and others, was reported on at a recent meeting of the CSEA unit.

Graffiti

Other discussion at the meeting centered on the fact that any member of the group can present a complaint or grievance to the Grievance Committee, made up of Leon Riulli, Daniel MacMonagle, Joseph Schrowang, Harold DeGraf, Grace Wojciechowski and John Dicus.

Officers attending the meeting were Martin president, Albert Collier, first vice-president; Margaret Pellegrini, recording secretary; Martin Kelly, financial secretary; Fred Paulus, treasurer; Burt and Dorothy Lacey, directors; Charles Kuhl, Harold Pettey, Archie Humin and Stephen Winzenz.

Recommendations and requests made by the salary committee will be brought before the Budget Committee of the Ulster County Board of Supervisors.

Dr. Wendell Hoover, superintendent of Kingston Consolidated Schools, is one of the speakers at the meeting.

A&M Cancels Parly

ALBANY, Dec. 9—The state Department of Agriculture and Markets has joined the growing list of state agencies to cancel annual Christmas parties because of the period of national mourning for the late President Kennedy.

25-YEAR AWARDS—Four women from the Newark State Farm are among the 25 for 25 years of State service. The women are (L) Julia Cordon, senior stenographer; Mrs. Eva B. Herman, senior institution teacher, and Mrs. Hilda Eisenmann, attendant. At the ceremonies were (L) Dr. Frank B. Hennes, director of the school; Dutton S. Peterson, State Senauer and speaker; and William F. Falvey, president of the Federation.

Next meeting of the CSEA unit was set for Tuesday, December 10, 1963.

POUGHKEEPSIE, Dec. 9—A 10 per cent salary increase for all City of Kingston and Ulster County public employees has been urged by the Ulster County chapter, Civil Service Employees Asn.

Public Relations Improvement Stressed By CSEA Officials At Nassau County Dinner Meeting

Baldwin, Dec. 9—"Tell the people, there is a great deal of civil in Civil Service," Joseph D. Lochner, executive director of the Civil Service Employees Association, urged the Nassau County chapter at a dinner meeting held here at Carl Hoppl's restaurant last week.

Lochner, one of five speakers to address the unit representatives, pointed to the importance of boosting the image of the public servant and stated that the only way you can accomplish this is to make the public realize that the job is a good job, that you are happy doing it and that you have a great desire to do your work.

The meeting was held to allow unit representatives to learn on a first hand basis of the various activities of the CSEA and to allow a question and answer session on any subject of interest to them.

Irwin Flaschaublum, president of the Nassau County chapter, in describing the concept of the meeting, emphasized that if these educational meetings should be successful then they would be held on a periodic basis in addition to the regular chapter meetings.

Unit representatives were invited guests of the chapter.

Units of Purpose

Gary Peterson, public relations director for the Association, discussed three aspects of public relations and their effect upon the public and the civil servants.

He urged that members, aware of the purpose of the Association, allow enthusiasm for their profession and its activities and finally report their efforts over and over again to make a lasting impression.

Jerry Roemer, supervisor for the Suffolk Pay Boost

(Continued from Page 11)

The pay raise within the CSEA original proposal would be a 10.5 per cent increase plus the normal increment which in this case would have amounted to a 10.5 per cent increase for the board pay raise. The Commission has recommended an increase of 1.8 to 10.6 per cent depending on the job involved. When the normal increment is added some of the increases total 10.1 per cent.

Some Total 15 Percent

The pay raise within the CSEA original proposal also筠ured a 10.5 per cent increase for the board pay raise. The Commission has recommended an increase of 1.8 to 10.6 per cent depending on the job involved. When the normal increment is added some of the increases total 10.1 per cent.

West Seneca State Board of Visitors

ALBANY, Dec. 9—Governor Rockefeller has named seven members to the Board of Visitors of the West Seneca State School in Erie County. They are: Fred J. Schleicher of African, Irene M. Hennes of New York; Mrs. Estelle C. Herder of Gowanda; Homer J. Myers of North Tonawanda; John H. Foster of Dunkirk; Peter C. Kreisheimer of Derby, and Mrs. Ruth Hibbard of Kenmore.

7 Are Appointed To Bronx State Hospital Board Of Visitors

ALBANY, Dec. 9—Seven Bronx residents now are serving on the Board of Visitors for the new Bronx State Hospital, an institution under the State Department of Mental Hygiene.

Appointed by Governor Rockefeller, subject to Senate confirmation next year, are: Dr. Harry Weaver, a director of radiology at Union Hospital in New York City; Vincente Ingelbou, a real estate and insurance broker for more than 30 years; Elizabeth M. Fray, supervisor of the electronic data processing center for American Telephone Company in New York City, and Joseph J. Scecor, a certified public accountant and graduate of New York University.

Also appointed were: George Salazar, a New York City attorney and former judge of City Court; Mrs. Evelyn Schott, a teacher in the New York City public schools, and Douglas C. Green, plant superintendent for several food production firms.