Malcom Wilson Named Speaker For CSEA Dinner

Lieut. Governor Malcolm Wilson will be principal speaker at the 54th annual dinner of the Civil Service Employees Association, Lex Lomieux, chairman of the CSEA Social Committee, announced last week.

The dinner will be held March 3 at the Schine Ten Eyck Hotel, Albany. Paul Kro, editor of The Leader, will be toastmaster for the event, to which numerous State officials and other guests have been invited.

MALCOM WILSON

The dinner will be preceded by business meetings attended by several hundred CSEA delegates. Delegations from departments and county units will also meet at various times during the meeting, which will begin March 4 and continue through March 5 in the hotel.

Delegates may register starting at 9 a.m. on March 4 and will resume the next day at 9 a.m. on March 5 in Room 379 (Room of the Schine Ten Eyck Hotel. The business meeting will begin promptly at 2:30 p.m. on March 4 and will resume the next day at 9 a.m. on March 5.

The Education Committee, headed by Celeste Rosenkranz, will hold a training session for chapter delegates on March 4 starting at 4 p.m. There will be panel discussions on "Minimizing Nominating and Election Procedures" and "Responsibilities of Delegates to their Chapters," followed by a question and answer period.

All delegates are urged to act promptly in making hotel reservations.

The meeting will close with a variety show, performed by CSEA members, and a dance.

Nassau CSEA To Fight For Driver Who Lost Job Because He Moved

MINEOLA, Feb. 17—The Nassau County Civil Service Employees Assn., has begun a showdown fight to protect the rights of a Nassau County Police Dept. ambulance driver who was fired from his job for moving.

Who's The Fairest Of Them All?

Miss Civil Service Contest, 97 Duane St.  New York. Each photograph should be accompanied by the name address as, and department where the contestant is employed.

The complete text of Felly's statement read:

"I appear here today as president of the Civil Service Employees Association, representing more than 175,000 public employees in this State, some 89,000 of whom are employees of the State itself.

"From these negotiations came a proposal presented by the Governor which, while failing short of all we felt we had justly, reasonably and correctly needed, did provide an adequate partial settlement. We are completely satisfied. We feel there is room for improvement in many areas of State employee benefits—such as insurance and retirement—but, because we believe this program was offered as the only available approach to this year's adjustment, we are continuing to press our case with the legislature, who are happy to consider any and all possible improvements in the employee benefits of the State and their counterparts elsewhere, and believe we are on the right track in the budget situation facing the State, we gave our full support to the salary-revival proposal outlined in the State budget for fiscal year 1964-65.

"It should be noted, however, that our acceptance and endorsement of this proposal was by no means a vote of confidence in the budget's availability for the entire year.

"And, of course, we are not voting against the reality or possibility of the new benefits we have sought for the last two years, that the benefits for which we have been clamoring will be forthcoming and that the benefits which have been promised will be actually provided.

"On the contrary, we will continue to press the case for the benefits we have sought and believe are merited, and, we will continue to press for anything and everything that will redound to the benefits of the State employees.

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Extra $100 Monthly Income Available Under CSEA Plan

An additional $100 a month supplemental income benefit is now available to members of the Civil Service Employees Assn., who are covered under the CSEA Accident and Sickness Plan, for Bush & Powell, agents for the plan, announced recently.

This improvement in the plan is available through purchase of a rider to present policies.

Full details of the new benefit are available in an advertisement on Page 4 of this issue. An application blank is also provided.

At Budget Hearings

Feily Calls For Approval Of Pay, Pension Program At State Budget Hearing

ALBANY, Feb. 17—Noting that there were always areas for improvement in State employee benefits, Joseph F. Feily, president of the Civil Service Employees Assn., warned against substituting justifiable employee programs in favor of those with more "eye appeal" but less substance.

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World's Fair Tickets At Wholesale Prices

Tickets for the World's Fair are now on sale at the Civil Service Leader at 97 Duane St., New York City, at wholesale rates. The reduced prices are $1.25 for adult tickets and 58 cents for children's tickets.

The regular cost is $2 and $1.50 and $1.10 respectively. When ordering, please enclose a return address and a stamped envelope and a check or money order. A coupon mailing coupon is provided for your use on page 11 of this issue. All orders must be received before February 15.
Don't Repeat This!

(Continued from Page 1)

Director Sargent Shriver, Jr., brother-in-law of the late President John F. Kennedy, and New York City Council President Paul R. Screvane.

The new jobs of both have increased political discussion about both. Shriver has had nationwide speculation; with Screvane, it has intensified speculation; with Shriver, it has intensified speculation—which could spill over into his nomination as the Democratic candidate for United States Senator from New York.

Both are aggressive, persuasive, dynamic men of whom others have succeeded. But bigger things are still expected from both.

Screvane's Candidate

Along with Attorney General Robert P. Kennedy, Mayor Wagner, Under-Secretary Humrury, Eugene McCarthy, Adlai Stevenson and several others, Sargent Shriver has been mentioned consistently as a possible running mate for President Johnson this year. The New York City election is so close that the more intense after Johnson tapped Shriver to lead the President's crusade against poverty.

This is all very flattering to Shriver, but our hunch is that he will not seek the Democratic race for a minute but only wants to help put Robert Kennedy into the White House. If that is the national ticket, Shriver's ambition for the Attorney General far exceeds any political ambitions of his own.

Johnson's declaration of incomming.

Mayor Wagner moved swiftly to join the battle. He declared that the New York action would in Venice immediate activity "by the entire city government"—and his promise of a "sweeping program" is the first shown on his New York City, which has always been a pace-setter in social progress.

Mayors have used the Fair as a means of communicating with all the people of New York, City to this proposal said, Wagner who sues the N. Y. Department of Motor Vehicles is as much a newspaper, television and radio as newspapers, television and radio.

Shriver would have obvious widespread appeal to the voter who is attracted by a "doer." It must be remembered that Mayor Wagner appointed Screvane as Deputy Mayor in February, 1961, because he wanted a man "who could see things done."

Apart from any possible divergence of view on policy or personality, Mayor and Governor have worked closely together, with him agree that "Screvane is a master of planning and follow-through; he is possibly the all-time champion take-charge leader."

The importance of the gift in a campaign cannot be over-emphasized. A candidate's ability to take charge—and give strong but calm direction under even the most frightening circumstances—was given state-wide exposure during the Democratic 1962 Gubernatorial campaign. Screvane and his top leaders still talk about him when the discussion moves into the area of leadership.

Keating No Pushover

The type of campaign which will be waged this year and the effort the candidate will have to generate will be doubly important for the Democrats—because Senator Kennedy is Keating, the incumbent, will be no pushover. Not only has he improved himself unassumingly with the huge liberal bloc of votes in the State since his days in the House, but he has been active, albeit unofficially, campaigning for re-election for the last two years. Mayor Keating too, has seemingly boundless energy.

As for Screvane, however, there is an additional ingredient in his character that is concerned—his name. Rightly or wrongly, there has been a long-standing sentiment in the large Halio-American community of the State. These have been grumbles of disfrusion and frustration, and the candidate is, of course, aware of the sentiment.

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Your Public Relations Ideas

By LEO J. MARGOLIN

Mr. Margolin is Adjunct Professor of Public Relations in the New York University College of Public Administration.

World's Fair—A P.R. Showcase

Public relations will get a well-deserved tribute when the New York World's Fair opens its gates to two million visitors and four days hence—to be exact, at 10 a.m. on April 22.

To witness this salute to public relations will require no more than looking at the Fair itself and the two-hundred buildings.

The Fair is all public relations, at that. Just begin with Robert Moses and the U. S. Steel's "Uptown" above ground; through such pavilions as the Festival of Gas, the electric industry exhibit with its 120-foot tower—a demonstration of assured red umbrella building, General Electric's 200-foot dome, and Florida's "Theme..."

And at the Port Authority's "T" heliport, there's a breath-taking view of the Fair's 646 acres.

The Fair is a vehicle for good public relations, as well as good public relations itself. Every exhibit—corporate, government and religious—is using the Fair as a means of communicating with all the various publics among the 70 million visitors.

What better method of carrying out the Fair's theme of "Peace through Understanding" than through communication?

NOTE: Publication, partial or complete, of this feature by any medium—radio, television, newspaper—is a violation of the Copyright Laws of the United States and of most countries. Written permission must be gained from the author before publication is attempted. If you desire a special release, write to the circulation department, The New York World's Fair, 500 Fifth Avenue, New York 18, N. Y.
Feily Warns Against Substitutions On Pay Retirement Programs

(Continued from Page 1)

has vast substance, despite the so-called tightness of the State budget of this or any other year.

Competitive Improvements

"I believe that the quality of its personnel is of major and even first importance to the orderly and successful operation of any unit of government. If the State of New York is to provide the services demanded by its citizens—and provide them with a reason-able or better source of qual-

ity, while at the same time main-

taining its proper place of leader-

ship among our other 49 states and their counterparts throughout the world, then competitive inducements must be offered to the personnel hired to execute the program of this state.

"If I may offer, for a moment, it has occurred to me that the competition between our form of government and that of governments opposed to us is not merely that we are able to offer our people all of the freedom pres-

ently provided for in the Constitu-
tion, but that we perform efficiently for a price, and that we do the job of government as existing all of the people's needs better. This competence cannot be measured in dollars and cents.

Aldo Trigo Proposes

"I insist seeing you here, gentlemen, that the public em-

ployees in our Democratic society are faced with a unique situation in the approach he must make to secure a just wage and equitable benefits. We could say the public employee actually must expose himself to a triple jeopardy in his quest for better salaries, improved retirement allowances, working conditions and other ben-

efits. First, he must prove his case to the direct representative of his employer, in this case the State Budget Office. If his requests are fair game for any-

one who cares to scrutinize, or without favor, abolished, these requests are distorted and mis-

interpreted, intentionally or other-

wise, in disregard of his reasons. In his quest ultimately most come before you, the members of the Legislature, who may question and dispose of his needs.

"I do not intend to dwell in the mechanics of the present proposal, for I am sure you are most familiar with it. However, for the record, I would note it com-

prises two parts, a graduated salary increase from 3 to 8 per cent, effective October 1, 1964, and the assumption by the State of an additional three per cent of employee contributions to the State Retirement System. The latter, effective April 1. Com-

bined, the two would give us, if not all, state employees a net 7 to 11 per cent take-home-pay in-

crease.

Other Needs

"There are other vital benefits needed by state employees this year which I will not discuss at this hearing because of obvious
time limitations, but which we shall work to have implemented in this session of the Legislature. "In closing, gentlemen, I would like to underline clearly that the organization entrusted with representing the overwhelming majority of State employees, the Civil Service Employees Association, and the agency representing the State as employer, the Division of Budget, have conclusively proved, through honest, arduous and scientific negotiations, that it is in the best interest of Sal-

ary and retirement benefits for State employees. I might add that we are the only two agencies, public or private, that have made a complete study of the facts sup-

porting this need.

"Lastly, if this State is to con-

inue to attract and retain the most competent personnel avail-

able to discharge in the best pos-
bable manner the obligations im-

posed by the people, then it can not afford to offer less than what is offered by its competitors in both the public and private fields. We now leave it to you, our elected representatives, to recognize the equity of this program and to approve it."

Nominations Open In Metro D. E. Chapter

The first series of candi-
dates for the offices of the Metropolitan Division of Em-

ployment chapter of the Civil Service Employees Association is now out. The follow-
ing list was announced by Milton Handel, chairman of the nomination committee:

Robert Dailey, president; Ed Allen, first vice president; Adele

Haley, chief, second vice president; Dana

Baker, third vice president; Aaron Hurd, fourth vice president; Ralph Fabian, fifth vice presi-

dent; Marie Doyle, financial sec-

tary; Jeff Pendl, corresponding sec-

cary; Grace Allen, recording sec-

cary; John LaMonaco, treasurer.

Other nominations were for re-

commendations, etc. for the (Continued on Page 16)
Six Idea-Producing Agencies Cited For Active Incentive Programs

Special awards will be presented to the commanding officers and directors of six New York area Federal agencies for their high participation and high adoption rate of the Bureaucracy Awards Program.

The awards will be given on Thursday by the Federal Incentive Awards Association of Metropolitan New York at their meeting which will be held in the offices of the New York Regional Headquarters of the Civil Service Commission. The CBC Regional Director, Lawrence H. Bass, will make the presentations.

The Federal Incentive Awards Association of Metropolitan New York is comprised of incentive awards program administrators of more than 100 Federal Government installations. The organization’s regular meetings have been held since 1957, as a forum through which these officials keep abreast of the latest developments in the field of incentive awards in both government and private industry.

Navy Yard Columbia

Assn. Installs Slate

The Columbia Association of the Brooklyn Navy Yard will hold its annual installation dinner this Thursday, February 20 at the Hollywood Terrace in Brooklyn.

Special emphasis has been given to the installation of a mechanical engineering technician with the yard’s Production Department, who will be installed as president by Mario Biaggi, president of the New Council of Metropolitan Civil Service Association.

U.S. Service News Items

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Another New Benefit for CSEA Policyholders

$100 A Month Supplemental Income

CSEA members presently insured under The Association Accident and Sickliness Policy who are under age 60 and whose salary is $1,500 a year or more may now apply for the new $100 a month Supplemental Income Benefit Rider.

This Rider has been prepared at the request of your association to permit you to purchase, at a reasonable cost, additional Income Protection in the event of total disability due to non-occupational Injuries or sickness lasting more than 30 days. Because sick leave benefits are generally exhausted within a 30-day period, you are urged to consider this valuable addition to your Accident and Sickness Plan. Examples: If you are totally disabled, this Rider would pay you $100 a month after a 30 day waiting period.

For information on Table of Rates For The $100 A Month Supplemental Rider

<table>
<thead>
<tr>
<th>All Employees</th>
<th>Bi-weekly</th>
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<th>Semi-monthly</th>
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<td>Premiums Up To Age 39½</td>
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<td>Premiums Over Age 39½</td>
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<td>1.48</td>
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This additional benefit is not payable for pre-existing conditions or for total disability resulting from pregnancy, childbirth, or miscarriage, and is otherwise subject to the terms and provisions of policy to which it is attached.

How To Apply:

1. Fill out the coupon below.
2. Write your name, address, place of employment and employee item number in the spaces provided.
3. Mail form to: Ter Bush & Powell, Inc.

CSEA Product

High School Diploma

For information on our complete Information about the $100 a month Supplemental Income Benefit Rider:

Name:

Home Address:

Place Of Employment:

Employee item no:

How To Get A HIGH SCHOOL Diploma

Or Equivalency Certificate

AT HOME IN SPARE TIME

In 1 or 2 years or 6 to 18 months

You can earn a High School diploma. Write for free booklet—tell how

AMERICAN SCHOOL Dept. Y-8 7-57

120 W. 42nd St., N.Y. 36, N.Y. Ph. 7-9204 Day or Night

The Leader, 28th Street and Broadway, New York 1, N. Y.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday.

Hours of Employment: 1.02 1.48 1.11 1.60

For further information write:

SCHENECTADY

BUFFALO NEW YORK EAST NORTHPORT SYRACUSE

FILL OUT AND MAIL TODAY...


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Name:

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81 are based upon the following diagram:

(Assume that the teeth of the gears are continuous all the way around each gear.)

Questions numbered 79 through 81 are based upon the following diagram:

(81) The rise and fall of tides is (A) a direction opposite to gear A (B) gear B rotating on its shaft. In a direction opposite to gear A are rotating around the shaft of gear C (D) locking all of the gears.

82. If gear C is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear A will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

83. If gear B is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

84. If gear B is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

85. The population of Maple Grove was 1000 in 1995. In 1997, the population increased 40 percent, but in 1998, 1999 and 2000, the population decreased 20 percent, 10 percent, and 25 percent respectively. For each year, the percentage change in population is based upon a comparison with the preceding year. At the end of this period, the population was most nearly

86. If the rope on pulley A is 88 are answered on the basis of the diagram shown above.

87. If gear C is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

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89. If gear A should rotate in a circle, arm B will most likely (A) rotate in a larger circle (B) move back and forth in an arc (C) follow an unpredictable eccentric motion (D) drop to the horizontal and kick.

90. If arm A should rotate at a constant speed, arm B will most likely move (A) at an increasing speed (B) at a decreasing speed (C) at a constant speed (D) at varying speeds.

91. The one of the following countries which is now a member of the United Nations is (A) Communist China (B) West Germany (C) Portugal (D) Pakistan.

92. The one of the following statements that is most accurate is (A) rise and fall of tides (B) a direction opposite to gear A in a direction opposite to gear A at another point (C) its shaft will result in supporting frame, not shown, so that it cannot rotate and gear A (D) partially controlled by the West German Government (E) entirely controlled by the West German Government.

93. If arm A should rotate in a circle, arm B will most likely (A) rotate in a larger circle (B) move back and forth in an arc (C) follow an unpredictable eccentric motion (D) drop to the horizontal and kick.

94. Points X, Y and Z will be in a straight line

95. If gear A should rotate at a constant speed, arm B will most likely move (A) at an increasing speed (B) at a decreasing speed (C) at a constant speed (D) at varying speeds.

96. If gear C is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

97. The one of the following statements that is most accurate is (A) rise and fall of tides (B) a direction opposite to gear A in a direction opposite to gear A at another point (C) its shaft will result in supporting frame, not shown, so that it cannot rotate and gear A (D) partially controlled by the West German Government (E) entirely controlled by the West German Government.

98. If gear C is fastened to a supporting frame, not shown, so that it cannot rotate and gear A turns clockwise around the shaft of gear C (B) gear B will turn counter-clockwise and arm D will turn clockwise around the shaft of gear C (D) gear B will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C (A) gear A will turn clockwise and arm D will turn counter-clockwise around the shaft of gear C.

99. If gear A should rotate in a circle, arm B will most likely (A) rotate in a larger circle (B) move back and forth in an arc (C) follow an unpredictable eccentric motion (D) drop to the horizontal and kick.

100. Dean Rusk at present holds the position of
Justice For MABSTOA

I t is now almost two years since the Manhattan and Bronx Surface Operating Authority was born from a labor dispute in one of the world’s largest and private bus companies. The authority, a public corporation operated as a subsidiary of New York City’s Transit Authority, is not only exempted from the civil service system by legislation but also from civil service laws.

These 6,700 employees are government employees—working for New York City and subject to restrictions placed on civil service. Yet, these employees do not have the same rights or protection as other public employees.

A corrective measure is before the legislature now. Introduced in the assembly by Mark Soluri, D-Manhattan, this bill would extend the civil service merit system to MABSTOA. It would seem that the passage of the Southwell bill would correct an injustice to some 6,700 new employees.

We urge its fair consideration by the Legislature and the Governor.

Nassau Nonsense

MEMBERS of the Nassau County Police Department can, if they wish, reside in Nassau, Queens or Suffolk Counties. Police department ambulance drivers can’t.

Robert Westerman was a member of the same precinct as the Nassau police. He had a badge. He was paid from department funds. But when he moved to Suffolk County, he was fired on the grounds that county employees must reside in Nassau.

We believe this firing was justified. So does the Nassau County police department. Although the employee is not a police employee, the authority’s rules may well be applied. Perhaps in the future, the county will take an interest in the duties, positions and responsibilities of all grades two, three, four and more. Our reasons for resigning are personal, but our cause and complaint would be better acted upon.

Let us say that the county is attempting to belittle or degrade any department or single employee. We are not saying that the decision is wrong, but what are the facts that will be presented? Are they better left unsaid? After all, we have not been paid for past experience since it is said that we are not a State employee.

This Week’s Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

Tuesday, Feb. 18

3:30 p.m.—Career Development—Police Department training course, “Narcotics.” Sgt. Edward Rytz.

4:00 p.m.—Nursing Today—NYC Dept. of Hospitals series: “Nursing Care of the Long-Term Patient.”

4:00 p.m.—On the Job—Fire Police Dept. training program.

5:30 p.m.—Nutrition and Your Nutrition Bureau series.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Wednesday, Feb. 19

2:00 p.m.—Around the Clock—NYC Dept. of Hospitals’ series: “Nursing Care of the Long-Term Patient.”

4:00 p.m.—On the Job—Fire Police Dept. training program.

5:30 p.m.—Nutrition and Your Nutrition Bureau series.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Thursday, Feb. 20

2:00 p.m.—Nursing Today—NYC Dept. of Hospitals series: “Nursing Care of the Long-Term Patient.”

4:00 p.m.—On the Job—Fire Police Dept. training program.

5:30 p.m.—Nutrition and Your Nutrition Bureau series.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 91 Duane St., New York 7, N.Y.

"If you cannot work because of a long-term disability, will you have to file a claim for Social Security to be sure all of your benefits are paid?"

Yes. If you are disabled because of a physical or mental condition, you may qualify for benefits, but if it is only temporary you may be directed to another office.

"I am 61 years old and recently had to stop work because of disability. Am I allowed to apply for Social Security even though I am not employed because of disability?"

Yes, if you are disabled even if you do not receive any benefit payments. If you are not disabled, you may apply for Social Security disability benefits.

Don’t forget Civil Service Day at the World’s Fair—June 18th. Free tickets at reduced price, see coupon on page 12.

Appeals Of Performance Ratings

This is the season for performance ratings. Not only the employees but also the rating scales have been under review. A new set of regulations for the Parks Department, the succeeding supervisors disagree, a final decision is to be made by the agency head or someone designated by him.

3. If the employee is dissatisfied, he may appeal

3. If the employee is dissatisfied, he may seek further review by the Performance Rating Board in his agency. The Board’s decision is final except that, if the Board sustains an unsatisfactory rating, the employee may appeal to the Civil Service Commission.

Don’t be surprised if, however, the particular practice in your agency differs from the method used in another. The Civil Service Commission may, and often does, approve individual agency practices.

Failure to spell out, uniformly, the minimum safeguards for appeals procedure has produced some undesirable results.

At least in one agency, the Performance Rating Board reviews and approves ratings before they are issued. Therefore, if the employee appeals, he is asking the Board to reverse its own judgment.

Some Boards do not grant a regular hearing. That is, there is no confrontation with the rating authority and no opportunity to thrash out the basis of the rating.

Many Boards make no transcript. There is not even a record of the rating and the analysis of management’s presentation to the Board. The lack of confrontation is aggravated by the frequent failure to make and prepare a full record of the appeal. This may handicap further review.

At least one agency, the Employment Division, provides that if an employee wishes counsel at the hearing, he must choose him from among Division personnel.

If the employee must finally appeal to the Civil Service Commission, he finds that no hearing is granted. The usual practice is for the Commission to send an investigator to question the employee and separately to question management. The employee doesn’t necessarily know what management has said to the Commission’s investigator. Finally, the Commission’s decision gives no inkling of its basis. It simply sustains or revokes the rating.

Where confrontation, free choice of counsel and transcript of proceedings are absent, there is little substance employee criticism. Some agencies meticulously insure employee rights; others will grant procedural safeguards when requested.

In addition, lack of uniformity among the agencies can damage the moral of employees with an eye to increment and promotion. Employees lacking disciplinary rights may be handicapped in their pocketbooks, and in competition with other employees for promotional opportunities.

It is hoped that the Commission will be able to perfect a uniform and effective rating appeals procedure.
have good public relations in New York City. We let everybody, even book editors, ride our subways.

Fair visitors will do better on the subway. The New York City Transit Authority is putting into service 430 new cars, costing $51 million, especially for Fair-goers.

The Times Square-Fair run will take about 20 minutes, about five minutes less from Grand Central. Nice, shiny, smooth—riding subway cars with picture windows, and the Transit Authority has a new machine to wash them all.

That's good public relations, too.

And don't forget Civil Service Day at the Fair June 5th, sponsored by the Civil Service Leader.

Clerical Posts

The U. S. Civil Service Commission in the Flushing office at Fort Totten is now seeking stenographers and typists. The stenographers positions are offered at a salary of $3,380 to $4,215 per annum. The typists earn from $3,620 to $3,880 per annum.

TO BUY, RENT OR
REAL ESTATE — PAGE II

This is New York State's
No. 1 historical battlefield . . .

In the celebrated Battle of Saratoga, in the year 1777, the ragged Continental Army halted the British forces under General Burgoyne in their attempt to divide the colonies. This battle is considered by historians to have been the turning point of the Revolution. The Battlefield is now a National Historical Park.

... and these are New York State's
No. 1 Get-Well Cards!

More than half a million State employees and employees of many local subdivisions of New York State and their dependents are glad they have it. These New Yorkers depend on the three-way Statewide Plan — Blue Cross, Blue Shield and Major Medical — to protect them against the costs of hospital, surgical-medical and major medical care.

If you're not a subscriber and would like to learn how the Statewide Plan offers the most liberal benefits at the lowest possible cost . . . see your payroll or personnel officer.

BLUE CROSS* Symbols of Security BLUE SHIELD*
Court Attaches Protest One
Exam For All City Courts
Cite Lack Of Qualifications

(Continued from Page 2)

"The establishment of a single list for Probation Officers in the various courts of New York City, with their widely different functions and responsibilities would be a giant step forward in the solution of the great problems facing the Courts in their efforts to apply modern techniques to the increasing crime rate.

There are valid reasons for the historical separation between the Probation Departments of the lower courts which deal mostly with minor criminal offenders and the Probation staff of the Supreme Courts, who have the authority to make binding decisions.

The current system has had the presentation of the SSCAA to protest, and it's conclusions, lack the necessity to make changes which may appear to be warranted, little or no result will come from this type of discussion. We need direct contact with those who have the authority to make binding decisions."

Also present were the five Probation Officer representatives; Edward Berlin, Myra Hardwick, by Kleiman, Albert Korman and Joan McManus.

George Levine, the Judicial Council representative at this conference, John Downing and Reuben Levy of the survey team also express any opinion as to the results of this protest. Although Downing summarized the protests that had followed out from the presentation of the SSCAA representatives and their counsel, Murray Gordon, who was also present.

Rein later pointed out the basic flow in employeep protests of Judicial Council decisions in stating, "As long as we must deal with intermediaries who, regardless of their conclusions, lack the necessity to make changes which may appear to be warranted, little or no result will come from this type of discussion."

The seasonal pavement position is open to men only, has no formal education or experience requirements but must be in good physical condition.

Lodging during the first week of filing will be received only at the Brooklyn War Memorial Recreation Center at Cadman Plaza in Brooklyn. The filing dates for the location are February 10 to 14. From Feb. 14 to April 3 the applications will be received at the following locations in the city; the Arsenal Building, 46th St. and Fifth Ave., Manhattan; Madison Madision Park West and Fifth St., Brooklyn; Administration Building, 1690 Park, Fourth Ave. Bom; The Overlook, Union Turnpike and Park Lane South, New Gardens; Clove Lake Park, 1180 Clove Rd., Staten Island.

The seasonal pavement position is open to men only, has no formal education or experience requirements but must be in good physical condition.
Legislative Program Moving Forward: All SSCAA Bills Printed And In Committees

The SSCAA legislative program for 1964 moved into high gear with the visit to Albany last week of SSCAA President Mike Reim and legislative committee member Mrs. Margarette Thompson.

In a drive to line up legislative support for the SSCAA sponsored legislation, they visited with State Senators John Marchi (D) and Jerry Bloom, (D), also Assemblymen George Ceciotto, (D); John J. Ryan, (D); Edward J. Amann, (R); Anthony Cincotta, (D); and Assemblyman George Thompson met with Joseph F. Felice, president of the state-wide Transit Authority. Candidates who wish to file protests against any of the following answers are urged to do so immediately. The answers are as follows:


Tentative Key

Motorman's Test

The New York City Department of Personnel has released the tentative key answers for the exam which was given February 15 for the position of motorman in the Transit Authority. Candidates who wish to file protests against any of the following answers are urged to do so immediately. The answers are as follows:

SOLD BRICK, large, legal 7 family, 3 and bath, 6 and bath—ideal for 2 stores. For further information, contact the undersigned.

**NATIONAL**

**48c.**

**EXCLUSIVE WALK TO SUBWAY**

**SPACIOUS, detached, 1-family, features & must see rooms, end-on kitchen, front & rear, full basement, attic, all beauty, for 2 large apartments. Must be seen! $15,000, 2098 Cushing St., No Cash GJ.

**JA 9-4400**

135-19 ROCKAWAY BLVD.

SO. OZONE AVE.

**BETTER REALTY**

ALL 5 OFFICES OPEN 7 DAYS A WEEK FROM 9:30 A.M. TO 8:00 P.M.

**WESTBURY**

$11,490

G.I. MONEY $910 TOTAL CASH.

Only $1089.00 needed for G.I., for this attractive 1-story home. Many other money needed, have no discharge papers. Large landscaped lot, full basement, attic, hot water heat.

**WESTBURY**

$11,490

Attractive, 1-story home in 1 family location, large bedrooms, 2 in-moldatite kitchen, basement, attic, all hot, a fine buy.

**BRING DEPOSIT — MOVE IN**

**IV 9-5800**

17 South Franklin St.

HUNSTEAD

**NEWPORT DRIVE**

1/2 & 3 family apartments, all second-floor, semi-furnished.

**CAPITOL CITY**

**355 Monroe St., Brooklyn 35**

Bettes & Thorne.

**NEW**

1 & 2 Family Homes

**BETTER REALTY**

ALL 5 OFFICES OPEN 7 DAYS A WEEK FROM 9:30 A.M. TO 8:00 P.M.

**CAPITOL CITY**

**JAMES W. PERKINS**

601 Washington Ave.—Albany 4. 1223

**NEW**

**ADDFI REALTY**

AX 7-1660

**SOLID BRICK**

**ALCAN**

**BETTER REALTY**

**ALBANY**

**ATTACTIVE HOMES**

**CALL**

**W. F. BENNETT**

**MULTIPLE LISTING PHONES**

**207 CENTRAL AVE.**

**ALBANY**

**UN 9-5378**

**CIVIL SERVICE LEADER**

**Page Eleven**

**REAL ESTATE VALUES**

**LONG ISLAND**

**Long Island**

**Long Island**

**SACRIFICE SALE**

2-FAMILY

TWO 6 ROOM Arms, 3 bedroom, 2 family, 1953, 4 bathrooms, 6x100. Modern throughout. $3,200.

A POEM IN BRICK


**MUST SACRIFICE**

**CALIFORNIA RANCH**

2 1/2 FAMILY, 5 rooms, all good, heated, trash and water bar, modern, downstairs. Only 1990. Cash. 

**TO SETTLE ESTATE**

**CAMBRIDGE HOMES.**

2-FAMILY $17,990

4 down, 3 up, Sukroo, all heat, modern electric. Must see! 

**HOMEFINDERS, LTD.**

FR 1-1195

**EXCLUSIVE W/US**

**RE 9-1500**

168-11 HILLSIDE AVE.

JAMAICA

**BEST BUILD ROOSEVELT**

SPLIT LEVEL

ALMOST 1 1/2 FLOOR 6 room se, 3 bedrooms, 2 garage. Tiled back landscaped plot. For fine living at only $18,500.

**SPRINGFILD GDNS.**

**BRICK**

1-FAMILY, 4 rooms, finished basement. Oversized corner plot 97x150, 3 bedrooms, Hollywood layout, extra 1/2 bath, 2 wood burning fireplaces, front and rear terraces, ultra modern kitchen in basement. Can be used as mother and daughter setup. A dream house at $22,000.

**HULET B. GRAY**

168-33 LIBERTY AVE.

JAMAICA

AX 1-5858 - 9

RIVERSIDE DR./, 1/2 & 3 family apartments, first floor, semi-furnished. With kitchen, electric heat, modern amenities. Must see! 

**HOLLIS**

MAGNIFICENT COLONIAL

9 Jamaica Ave,4 bedrooms, 3 full baths, 2nd floor, semi-finshed basement. Garage, on large lot, 90 x 150. 

**LINCOLN PARK**

$15,990

Charming all brick Ranch type home, 3 large rooms, full basement, fully finished, modern. Must be seen! 

**GREEN VILLAGE**

QUEENS VILLAGE

Colonial, 2 1/2 baths, full modern eat-in kitchen, 4 master bedrooms. Only $15,990.00. Must be seen! 

**QUEENS HOME SALES**

140-03 115th Ave. — Jamaica

**NEW YORK HOMES**

LOW,long, 6 family homes. Perfect location, many fine features. 

**NEW**

**WALK TO SUBWAY**

**Detached Colonial**

4 Bedrooms

No Cash Down Gilis

REDUCED TO $11,500.

**QUEENSBURG HOMES**

**BETTER REALTY**

5. Town, 2-4 family, FHA approved, 4 bedrooms, 2 bathrooms. Only $11,500.00. 

**HOLTE REALTY**

**143-01 HILLSIDE AVE.**

JAMAICA

AX 7-7900

For Sale - Florida

North-West Section Miami

For gracious living or investment, located in a beautiful Mediterranean atmosphere, 3 bedrooms, 2 baths, concrete, brick, shucc, privacy, many fine features. Available for additional room for extra bedroom or study. Conrect you may make additional room 14x24, beautifully landscaped, sunroom and sprillar. Good transportation. Asking $45,000. Terms. Call CO 6-1912.

-following qualifications: high school graduation, at least 17 but less than 20, 20/30 vision in each eye without glasses and at least 5 feet 8 inches tall, able to pass a written, physical and medical exam and be a United States citizen of good character.


Sagar; 1055. Waymon J. Collins; campaign.

For further Information and

Buffalo Grants Days Off For Sat. Holidays

BUFFALO, Feb. 17 — The New York State Legislature has authorized the day before Washington's Birthday, Memorial Day and Independence Day as official holidays for this city. The three holidays fall this year on Friday, May 30, Saturday, June 6, and Sunday, July 4.

The Erie County Board of Supervisors, who are the one- official time off for county employees.

The resolutions cannot be voted and will come up for the next meeting in April.

Erie County Chapter, Civil Serv- ices Employees Assn., which rep- resents about 250 employees, has worked for the council resolution. The Erie County Board of Su- pervisors, who are the one-official time off for county employees.

The resolutions cannot be voted and will come up for the next meeting in April.


Sagar; 1055. Waymon J. Collins; campaign.

For further Information and
COLUMBIA DINNER — The Fire Department Columbia Association's annual dinner-dance to benefit the association's scholarship fund drew a capacity crowd last week at the Astorian Manor in Queens. Shown during the affair were the newly installed officers, left to right, front row: Peter Fauci, treasurer; Vincent Marrotta, trustees; and Anthony Scalera, trustee. In the rear, same order, are: James Cerullo, trustee; Richard Virili, trustee; Larry Montagnero, vice-president; Carmine DeAngelis, vice-president; Richard Bonadue, trustee; Omero Dima, president; Salvatore Valenza, past trustee; Sal Ambrosio, vice-president; Frank Cancellier, financial secretary; Frank Faselli, recording secretary and Mike DiBenedetto, sergeant-at-arms. Missing for the picture was the other sergeant-at-arms, John Scipione.

Summer Jobs
(Continued from Page 8)
employment certificate or vacation benefit.

CIVIL SERVICE LEADER
Page 11th

The Job Market
By V. RAIDER WEXLER

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

- Male and female stenographers are needed by various Federal, City and State government agencies in downtown and midtown Manhattan. Applicants will be tested at 60 words per minute. Federal positions start at $3,800 per year; State at $3,758, and City at $3,750. All provide good fringe benefits together with sick leave and vacations with pay. Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

- Floor assemblers are needed in manufacturing of various types of machinery in Brooklyn. Must work from blueprints and use measuring instruments such as micrometers. Jobs pay $2.00 to $2.50 an hour. Men and women experienced in bookbinding only are wanted as overseers of machine operators. The pay $65 to $75 a week. Apply at the Brooklyn Industrial Office, 300 Flushing Ave., Brooklyn.

- Men and women with six months' experience as hand weavers are wanted in midtown Manhattan. They will get $60 to $75 a week to hand weave worsted fabric samples. A foreman on dolls with 1 to 5 years' experience is wanted in the Bruston or supersede night shift of rotating molders to mold plastic doll parts. Must set up and do minor repairs on rotation molding machines. The job pays $70 to $100 a week. Apply at the Manhattan Industrial Office, 225 West 54th Street.

- Professional nurses are wanted for faculty positions in diploma school of nursing. Qualified instructors in obstetrics, maternal and child health, and medical-surgical nursing, will get $5,150 to $7,000 a year.

- Ph.D. with experience in pediatrics, maternal and child health, and medical-surgical nursing, will get $5,150 to $7,000 a year.
February is the month for new applicants for Civil Service Employees Assn. Group Life Insurance under age 50 to get into the plan without taking the usual medical examination.

The purpose of the month-long special enrollment period was made by Joseph F. Peily, president of the Civil Service Employees Association, who said there are many advantages to the plan for those who qualify.

Among the features of the plan are:

- No medical examination during February, 1964, for applicants under age 50 who have not been permanently rejected for this insurance on the basis of the medical examination.
- $1,500 life insurance protection for 15 cents per bi-weekly payroll period for members 21 years or younger—proportionately lower rates for older members.
- Premiums are waived if you should become permanently and totally disabled as described in the plan.
- Double indemnity in the event of accidental death at no additional cost to members.
- Practically all claims are paid within 24 hours of the Association being notified of death or the town board voting to approve the plan.

Within 24 hours of time the Association is notified of death of members, the plan is made possible by ever-increasing employment usually have to pay additional premiums for life insurance, but in the CSEA Group Life Plan so long as members, regardless of employment, is the same.

Any members of CSEA or eligible employees who join, employed by the State or any political subdivision or agency to which the low cost Group Life Insurance Plan is installed, can apply for insurance.

Any employee of the State or any political subdivision is eligible for membership in the Employees Assn.

Applications and explanatory literature can be secured from any CSEA chapter or department representative or from Association headquarters at 8 Elm St., Albany and 11 Park Place, New York City.

This special offer is good only during February, 1964. Members are requested to bring this matter to the attention of fellow employees.

D.E. Nominations

(Continued from Page 5)

Brook, Anne Bass and Herbert Buchanan; Manhattan, Betty Hoxton, Miss Mary Hoffman, Miss Mary Holdman, Queens, Miss Linda Wenck and Charles Waldman; Long Island, Miss Anna Westermann and Mary Sherman; Suffolk, Miss Edna Mindlich and Miss Helen Taylor. Other nominations should be mailed to Box 758, Brooklyn 1, N.Y.

Health Plan, Holidays

HUNTINGTON, Feb. 17—Two important decisions affecting employees of the Town of Huntington were made recently by the town board at the meeting of the Civil Service Employees Association.

One of the first improvements the town board voted to approve participation in the State Health Insurance Plan covering more than 400 employees of the town.

In other important actions, the board granted town employees three additional days off this year, as a result of three holidays which fell on Saturdays—Washington's Birthday, February 22; Memorial Day, May 30, and the Fourth of July. At the request of CSEA employees, the board was allowed to observe these holidays on the Friday following each of these days.

John Cornicchio, CSEA field representative in the area, said the improvements were sought through the efforts of Robert Winn, town supervisor. Cornicchio said a report on several other benefits and job improvements requested by the Huntington unit and its president John W. Langton will be made in a few weeks.

Nassau To Fight

(Continued from Page 3) Staffman had made his move on the basis of a order issued on the police telephone stating that police Department numbers were within the state Legislature to move to either Queens or Suffolk Counties. However, after Westermann bought his home in Suffolk he was informed that as an ambulance driver he was a county employee and not a police department employee.

Westermann's attorney, Timothy Darrah, called the Kelly decision "an excellent and strong enough to shock anyone's sense of fairness." Darrah said he would take the case to court. Hamm came back and said that the CSEA would assist with legal fees for the suit.

Upstate Legislative Map

Reprinted By Request

Inset shows Long Island Counties