At Harlem Valley Hospital

Feilh Charges Union Used Grievance Procedures To Discipline State Worker

(Special To The Leader)

Albany, Dec. 7—Joseph F. Feily, president of the State-wide Civil Service Employees Assn., today stated that while a union is claiming victory through a recent State grievance Board decision affecting employees at Harlem Valley State Hospital, he feels that the union, through the alleged success, had forfeited the right to represent any public employee in this state.

Aided Supervisor's Reprisal

Feily charged that the union, in an effort to win its grievance, "had utilized the state grievance procedure in such a way as to carry out acts of reprisal by a supervising nurse against a subordinate employee."

Feily's allegations were in reference to a decision made by the State Grievance Appeals Board in which it found, in effect, in favor of a fee supervising nurse over a subordinate.

CITIES TELEGRAM

"In fact," Feily said, "the record of the union grievance discloses that the following telegram was sent by the union to the director of Harlem Valley State Hospital while invoking the grievances procedure:

"On behalf of Council 50, Director Alfred Wart, I formally request that charges be brought against Barbara Horn."

TAKES TITLE

"This means," Feily said, "that the Department of Mental Hygiene and the State Grievance Appeals Board has wholly failed to protect the rights of lower grade employees.

"This is the latest in a series of recent developments which CSEA has uncovered in its investigation of the workings of the State Grievance System in New York State."

Feily said that in the past several months "the Department of Mental Hygiene has made it clear that the State Grievance System, while it has been "good for the hard core member," was not working for the average common employee who is "kicked around by the system."

New Building For CSEA

Feily announced the purchase of the site for the new facility, which is located several doors west of present headquarters at 8 Elk Street, Albany.

The proposed structure at 31-33 Elk Street will provide at least twice the office space existing in the present building and will be built with expansion in mind, Feily said.

Metro Public Service Yule Party Is Dec. 21

The Metropolitan Public Service chapter of the Civil Service Employees Assn. will hold its annual Christmas Party Dec. 21 at 12:30 p.m. in Canasta Restaurant, Duanes St., it was announced last week.

Tickets for the event, for which a deluxe buffet luncheon has been arranged, will be $3.50 and may be purchased from Eileen Dwan in Room 1600.

The chapter also reported a very successful "Turkey Drive."

'Dig We Must' For New CSEA Headquarters

ALBANY, Dec. 7—The Civil Service Employees Assn. will begin construction of its new headquarters building sometime next spring, Joseph F. Feily, its president, has announced.

Occasion for the announcement was the purchase of the site for the new facility, which is located several doors west of present headquarters at 8 Elk Street, Albany.

The proposed structure at 31-33 Elk Street will provide at least twice the office space existing in the present building and will be built with expansion in mind, Feily said.

The new site, on which two deteriorated buildings presently are standing, was purchased from the Elk Park Corp. of Albany for $30,000.

Purchase of the buildings and construction of the new headquarters were authorized by delegates to CSEA's 54th annual meeting at Syracuse in October, following recommendations by a Special Building Committee which had studied the building problem for several months.

Feily said demolition of the two old buildings will begin as soon as possible. He said he expected it to be completed by the first of the year.

Details on architectural style and an architect who will design the structure will be announced soon, he said.
Burro Bidder ‘Draws The Lion’ On Daughter’s Pet Request

I

In November, 1962, a little girl in Holyoke, Mass., got national notice when her letter to the New York City Purchase Dept. was released. It seemed that she wanted to buy a burro the Department was selling. She was outbid on the burro, but her father bought her one anyway. As a former bidder, he received notice recently of a new sale of animals by the Department. His reply follows.

Dear City of New York:

Bally already has a Burro. I do not think we have a room for a Hippopotamus. My youngest daughter is now 8 and 1/2 years old and wants a little burro. It is CIVIL SERVICE LEADER

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

Reflectionized Public Relations

CAN YOU IMAGINE the public relations impact of approximately 8 million motor vehicles of all kinds lighting up the message of the Empire State at night with reflectionized license plates?

FIGURATIVELY, the glow could light the heavens. Actually, the public relations advantages are too numerous to set forth at

Your Public Relations IQ

by LEO J. MARGOLIN

(Carried on from Page 1)

The actual date for party primaries is set by the State Legislature, and so is the date of the New York City goes, is usually in the Fall. What. What makes what’s new and pretty exciting, is the possibility of a candidate on an informal basis in order to have the committee 16 months in advance to help to plan the GOP selection’s image. This means that the Republicans plan your most serious and strenuous efforts in years to unseat the Democrats at City Hall, or at least, to make a huge change in Mayor Wagner’s consistently huge pluralities to the Democrats in the eyes of local voters here.

Statewide Battle

At the same time, both Democrats and Republicans statewide will be fighting tooth and nail for control of the Legislature in 1965. The GOP is banking on a revival of Republicans voting in upstate areas plus a upturn from reactivation of the present, lame duck Legislative party in the eyes of local voters here.

There is no doubt now that the Republicans plan an aggressive and determined campaign, to which the Democrats must respond, of course. This, in turn means an unusual amount of financing for both sides.

A similar situation will exist in 1966, when the state will have a gubernatorial contest in the place of the mayoralty and race, and, for the first time in a long time, the Republicans plan to be reactivated again to fulfill the task of the court ruling on reapplication.

High Stakes

The stakes both years are tremendous. A Republican win in City Hall would favor the GOP to recapture the Legislature. Should the Republicans also win in 1965, the undoubtedly could see it all in a win securing the governor seat again, with a New York City vote for the GOP mayoralty, plus recapture of the Legislature. A major win in either year would be almost as effective a victory.

The Republicans face considerable odds, however, and not many know it. Very few men could be expected to understand Robin P. Whalan as mayor, it could be that Senator Jarvis and Congressman John Lindsay rate as the only possible candidates.

(Carried on from Page 6)
FRED GRAF RETIRES, BUT NOT FROM CSEA

RINGHADTTON, Dec. 7—Freda Graf, senior account clerk for the Broome County Department of Public Works, was honored at a retirement dinner attended by about 60 friends and co-workers last week.

J. L. Moe, county public works commissioner, and John Daughton, a deputy commissioner, presented her with a watch in recognition of her service as secretary of the chapter of the State Civil Service Association.

Miss Graf, who has been a member of the CSEA chapter's Board of Directors and chairman of its Fellowship Committee, has been a County employee for 15 years.

She said at the dinner she plans to continue her activities in the area.

Other guests on hand were Curtis J. Nickerson, deputy commissioner of engineering; Elmer Nichols, deputy commissioner of buildings and grounds; Roger Wheelie, deputy commissioner of public works; Robert. T. Love, superintendent of County Conservation; and land carrier, commission of motor vehicles; Edward Hasrett, commissioner of real estate and taxes.

Union Forfeits Its Right To Represent Aides

(Continued from Page 1)

Once procedure into a disciplinary proceeding whereby an employee represented by a union. The State Grievance Procedure, established by both Governor Harriman and Governor Rockefeller, is designed to protect the rights of employees and the public by their grievances against management without reprisals.

Foley said, "Now we have been permitted to dispose of the grievances procedure by representing a top management employee without going ahead with a personal trial against a grade employee, thereby creating such a dangerous precedent that there is every reason to suspect that there is a concerted attempt by the union to destroy the State Grievance appeals procedure." Therefore...

"Unfortunately," Foley said, "the State Department of Mental Hygiene and Civil Service Grievance Board has failed either to recognize the threat or to stop it.

Anything For Publicity

The CSEA president said, "The union has, however, directed its main efforts in the last few weeks at deputizing the County Welfare Board in its, so-called, investigation of the county's proposed 1965 budget, ordered its Welfare Committee to investigate the circumstances surrounding the purported contract settlements, and, in that capacity, failed to attend the meeting of the board at its meeting Dec. 8. In the meantime, CSEA representatives, the leader has learned, failed to meet with the committee as a result of a request by Foley. Results of the meeting were not known at Leader press time.

CSEA was also awaiting an answer to its request to Welfare Commissioner John D'Agostino for assurance in writing that there would be no wholesale firings of employees when he takes office in January.

CSEA is confident such assurances will be forthcoming, he said.

Disappointments

Among those attending were...(Page 3)

BARTH, ALBANY, Dec. 7—Dean John P. McManamon of the State College of Ceramics plans to retire next October after 30 years of service as a teacher and administrator. He is a Fellow in the American Assn. for the Advancement of Science, named in 1938 and is a Fellow of the New York Ceramic Society. He has served as associate president.

Public Works, Dist. 4, Yule Party Is Dec. 18

CHERRY HILL, Dec. 7—Members of Public Works Chapter, District 4, Civil Service Employees Assn. Hollis, have invited the community to Christmas Party Dec. 18 at 6:30 p.m. in Hospitality House, Penfield Road.

"We, on the part, have plans for a cocktail hour, dinner and a dance.

State Hospital. We have asked the State Grievance Appeals Board to determine once and for all the merits of this case, to retransmit and transfer the head nurse back to her former position. We feel that the determination of our grievance...We have also asked the Governor to set a point of view on the impact of the decision of the State Grievance Appeals Board on the rights of State members, to refrain from taking any further action which might affect the outcome of our grievance. We are confident of the result of it," Foley declared.

McManamon To Retire After 30 Years

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Friends Honor Mrs. Ann Martin

WINDELA, Dec. 7—A retirement dinner was conducted at the Kentucky Inn recently in honor of Mrs. Ann Martin who has worked in the secretarial department of the Harlem Valley State Hospital for several years. Mrs. Martin plans to make her home in Pennsylvania.

Among those attending were Dr. Lawrence P. Roberts, director, Mrs. Edith P. Roberts, Mr. and Mrs. Harry Biddle, Dr. and Mrs. Arthur Sullivan, Dr. Alfred Kitano, Mr. and Mrs. Edward Swain, Miss Helen Lawler, Miss Madeline Chapple, Dr. and Mrs. William Thompson, Martha Wilkin, Mrs. Lee Smith, Mrs. Bernette Rogers, Mrs. Mary H. Stave, Mrs. Raymond McMillan, Miss Lucy Cottolo, Mrs. Mae Madden, Mrs. Jean Dumas, Mrs. Sarah Low, Mrs. Robert Dalessandro, Mrs. Dean Staal, Miss Ellen O'Hara, Mrs. and Mrs. Robert Sullivan, Miss Carole Noon, and Mrs. Matti Goodyear, Mr. and Mrs. Al McAllister, Mrs. and Mrs. J. Carlisle, Mrs. Marion Von Kolin and Miss Martha McCallin.
Where to Apply
For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (near the corner of Broadway and the State Line). Three blocks north of City Hall, one block west of Broadway.

HOURS are 9 A.M. to 4 P.M. Monday through Friday, and Saturday from 9 to 12 noon.

Telephone 662-9293

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

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

The Applications Section of the Personnel Department is near the Chambers Street entrance of the main subway lines that go through the area. These are the IRT 7 Avenue Line and the Broadway Avenue Line. The IRT Lexington Avenue Line stop is less than a block away from the Broadway entrance, and the BMT Brighton local's stop is City Hall. Both lines have exits at Duane Street, a short walk from the Personnel Department.

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., center of Chamber's Greut Hall, 65 Liberty St. (at 2nd Avenue).

Telephone 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany, State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester (Wednesdays only).

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

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

FEDERAL—Second U.S. Civil Service Region Office, News Build- ing, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., June 20, west of the United Nations building. Take the IRT Lexington Avenue Line to Grand Central and walk two blocks north to Second Avenue. Catch the 6 from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop. Hours are 8:30 a.m. to 5 p.m. Monday through Friday. Telephone number is YU 6-2626.

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

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

U.S. Service News Items

PRESIDENTIAL HONORS—Presidential citations for outstanding performance received by Post Office personnel recently for developing significant cost reductions and increased efficiency. Sean P. Keating, left, Regional Director, presented the citations. Also shown are: from left: Edward J. Quigley Postmaster, Brooklyn; John Q. Sheehan, Regional Counsel, New York Region; Sidney Schoor, Postmaster, Far Rockaway; Henry A. Kreme Chief, Real Estate, New York Region; Postmaster Francis P. Tobin, Yonkers; Postmaster Edward H. Eulig, Jamaica; John F. McNally, Director, Operations Division, New York Post Office, accepting award in behalf of Postmaster Robert K. Christenberry; New York Region Assistant to Employment and Placement, Peter Huggler; Postmaster Donald E. Harrison, Glenn; and Anthony J. Pannalol, New York Region Suggestions Officer.

LIVE TO LEAD—Herbert L. Hoover, former President of the U.S., said that it was his honor to present the 1964 Presidential Awards at an event held at the National Museum of American History. The awards were presented to individuals who have made significant contributions to the nation. The recipients included prominent figures such as Albert Einstein, Mahatma Gandhi, and Martin Luther King Jr.

ACCIDENTS—According to the National Safety Council, the number of workplace accidents in the United States has decreased by 20% in the past year. The council attributes this decrease to increased safety regulations and improved workplace conditions. However, the data also shows that workplace accidents continue to be a significant problem, with over 10,000 fatalities reported in 2013 alone.

Syposium on Tax Crisis Planned—The New York Chamber of Commerce will hold a symposium on the Tax Crisis Facing New York City and New York State.” on Wednesday, Dec. 16 at the Chamber’s Great Hall, 65 Liberty St.
Filing Date Set For Maintainer's Helper; Apply March 3 to 23

The City of New York has set a filing date for a long-anticipated exam for maintenance helper (A and D) jobs with the Transit Authority. The filing period is set for March 3 to 23, with the exam scheduled for June 12.

After Jan. 1, the starting salary for the jobs will be $2.69 an hour for the basic 40-hour week.

Minimum requirements for this examination are five years of recent satisfactory experience as a helper or mechanic in the main trades. An equivalent combination of experience and education will also qualify applicants for appointment.

In addition to passing the written examination with a 70 percent average, applicants must also pass qualifying medical and physical tests prior to certification.

The physical requirements are designed to test the candidate's strength and agility. In order to qualify, applicants are required to be able to walk a long jump of not less than five feet and lift in excess of 40 pounds. In addition, a 40-pound dumbbell with one hand and a 30-pound weight with the other. Wrist strength must be lifted a full arms length over the head.

Careers For Women In N.Y.; Personnel Jobs

Professional career opportunities for women have been announced by the State Department of Labor. The positions are in the field of personnel.

Jobs are available in employment interviews, county employment security placement, clerical work, shorthand and typing, and unemployment insurance clerical work. Wages range from $5.34 an hour for stenographers to $7.48 an unemployment insurance claims clerk.

For further information and applications, contact the Professional Placement Center, New York State Employment Service, 444 Madison Avenue, New York City, or at other State Employment Service offices.

New Conservation Headquarters Open in Central N.Y.

ALBANY, Dec. 7—State Conservation Commissioner Harold O. Wilcox has dedicated a new $300,000 regional department headquarters buildings at Prattsville. The building is an eight-story building in the city of Prattsville.

He declared: "Opening of this headquarters marks the beginning of a closer working relationship for the outdoor-minded people in the region and the Conservation Department. It is a solid link in a chain of refined headquarters which forms a vital part of a state-wide plan to reorganize our forest forces into more efficient units."
LEADER BOX 101

Letters To the Editor

President Honors 30 Gov't. Employees For $85 Million Savings

WASHINGTON, Dec. 7 — President Lyndon Johnson urged government employees to make a greater effort for economic efficiency and to plan to 30 civil service employees who received the government's $85 million.

One of the outstanding money savers was Royce C. Hulsey of San Diego, Cal., who is acting chief of contract administration for his department.

He was cited for saving over $10 million when he conducted a man-power study on a contract thus reducing the cost of the company's work force.

Area Winners

New York area award winners were: Fred Dulekty, Roslyn, L.I.; Samuel L. Hack, Tennyson, N.J.; Mike Hill, Boston, Mass., and Peter B. Devine, Rockville Centre.

In attendance at the ceremony was Civil Service Commission chairman John W. Macy Jr. He said that the occasion was historic because "this is the largest audience of a significant portion of key officials ever assembled here in Washington to be addressed by the President of the United States.

The Right Judge Helps

A JUDGE's personal philosophy may have greater influence upon his decision than the law. This is another way of saying that the right judge may be more important to a litigant than the wisdom of the decision itself.

THE POINT is illustrated by a clerical employee's petition for a judicial determination directing the New York City Civil Service Commission to give him a special promotional examination because a monitor had torn up his essay answer.

EXCEPT FOR a three year interruption for military service, the petitioner had served as a competitive civil service employee with the Department of Finance for twenty three years. By passing three promotional examinations during this period, he had advanced three grades above his initial classification.

THE PETITIONER'S fourth promotional examination was in two parts. Part I consisted of 50 multiple choice questions. Part II was an essay examination. Following a pattern which has reocurred in all past examinations, the petitioner first answered those multiple choice questions which presented little difficulty. He then proceeded to write the essay required by Part II, intending to allocate left over time to approximately forty multiple choice questions requiring longer deliberation to answer.

THE EXAMINATION booklet advised: "Write legally. No credit will be given for material which can not be read easily. Additional paper, if needed, can be obtained from the monitor.

PETITIONER decided to rewrite and copy his essay in neatness of appearance which he intended for additional paper for that purpose, but she refused to give it to him until another monitor said he could have all the paper he wanted. The petitioner then discovered that his original essay was missing. The following day, he was informed by the chairman that she had torn his essay into pieces. She took bits of paper from a waste paper basket, placed them upon the petitioner's desk, and told him he should piece his essay together. The petitioner was so discouraged, so disheartened, so discouraged, that he finally gave up and handed in an one-half hour attempt at an essay before his return, which resulted in a total failure.

AFTER FIFTEEN months of deliberation, the Commission denied the petitioner's request for re-examination because, in their opinion, the sheet is for reports of any irregularities or complaints about the conditions of the examination.

THE CONFLICTING contents appear from the following quotation from the Judge's opinion at Special Term:

"It is claimed by the petitioner that one whole hour was consumed by this altercation and that even though he asked for additional time the monitor neither granted the same nor made any attempt to ensure whether additional time could be allotted. Respondents deny the petitioner's assertions based upon the absence of any reports made by the monitors and denied the petitioner's protest, stating that he had turned in his paper one-half hour before the final bell and evidently had insufficient time to recopy the original answer to Part II if he had placed it together as suggested. The futility of this proposition appeared inauspicious to petitioners because of the loss of time and for that reason he states he turned in his papers. No affidavit is submitted by either of the monitors to answer the petition.

If no satisfactory explanation is offered as to petitioner's contentions, issues of fact are raised which should be decided by the trial court. The examination of the evidence at this stage is for a determination by the trial court."

THE TRIAL FULLY sustained the petitioner's version of the facts and the trial judge's opinion differed from Special Term.
Dec. 17 Is Closing Date For Jan. Entrance Exam; To Fill Career Jobs

Applications for the Federal Entrance Examination will be accepted until Dec. 17 for the Jan. 16 test. After that, applications will be taken until Jan. 21 for the Feb. 20 test.

Thousands of positions with the government will be filled through these tests.

For the GS-7 vacancies ($6,505 to $7,850) if they have completed or expect to complete within nine months at least one year of full time graduate study or have another year of required study over the requirements of GS-5 or have the equivalent combination of the education and experience.

Thousands of positions with the government will be filled through these tests.

180 career fields are filled through this examination. In effect, it is one application to many employers at the same time.

More than 8,000 appointments were made from this examination last year for positions in the United States and foreign lands. In addition, many persons who have entered the government service through the FEPC have advanced through the merit promotion program after demonstrating a potential capability for high level responsibility and leadership.

Qualifications

To qualify in the general examination all candidates must pass a written test which is designed to measure their potential for growth in the federal career system, or have obtained scores in the verbal and quantitative parts of the graduate record examination aptitude test which, when added together total 1000 or more.

In addition for the GS-5 position which pays from $4,000 to $6,455 a year, candidates must have completed or expect to complete within nine months, a four-year course leading to a bachelor's degree.

Treeman Jobs

Candidates who meet the education requirements for the GS-5 position will be rated eligible also

New Rochelle Seeks Treeman

The City of New Rochelle is seeking applicants for the position of treeman. Applications for the job must be in the hands of the New Rochelle Civil Service Commission by Dec. 31.

The jobs pay from $4,500 to $6,000 a year, subject to adoption of the County's 1965 budget.

Four months residence in Westchester or Bronx Counties, and one year of experience are required. A satisfactory equivalent of the course of study and experience indicating ability to do the work will also be acceptable.

Treeman trim, thin and top trees, remove dangerous limbs, fell large trees, prune trees, apply tree wound dressings, use ropes, prunning poles and other tools and means in running.

Pulasky Assn. To Meet On Dec. 10

The Salvation Department's Pulasky Assn. will meet Dec. 10 at 8:00 P.M. in National Hall, 41-60 54th Road, Woodside, Long Island. Door prizes will be given out and refreshments will be served.

Hey There! its yogi

The funniest bear, anywhere...

in a fun-filled Columbia Pictures 8mm Home Movie

SEE THE ENTIRE PICTURE AT YOUR

FAVORITE MOVIE THEATER... ENJOY

THIS SOUVENIR 8mm

SHORT OVER AND

OVER AGAIN IN YOUR

OWN HOME

Here's Yogi himself... the scourge of Jellystone Park... pirate of the picnic baskets and terror of the tourists... in selected souvenir scenes from his first full-length feature film "Hey, There, It's Yogi Bear," it's a delightful addition to every home movie library... a charming film that both kids and adults will chuckle over again and again.

KIDS FROM 6 TO 60 WILL LOVE IT...

UNITED

Invites you to see a demonstration of West Germany's most popular 35mm Single Lens Reflex, Edixa-Mat Edixaflex

UNITED CAMERA EXCHANGE

95 CHAMBERS STREET

1122 AVENUE OF THE AMERICAS

1662 BROADWAY

1140 AVENUE OF THE AMERICAS

265 MADISON AVENUE

112 EAST 60 STREET

Civil Service Law & You

THE TRIAL JUDGE dismissed the petition in an oral opinion delivered from the bench at the close of the trial. The Judge said the petitioner was an experienced examiner and should not have allowed himself to become upset. Unfortunately, the petitioner could not afford an appeal.

The Commission itself will direct a special examination in a proper case, thereby obviating the need for judicial review. However, the examinee should not depend upon the blue sheet, especially when the irregularities reflect upon the monitor. The candidate should seek out the examiner-in-charge and make his complaint directly to him.

IN A SERGEANT'S promotional examination, candidates were distracted by a clanging radiator. The Commission itself authorized a special examination for those examinees who would sign an agreement to be bound by their grades on the second examination, even if they did better on the first.

IN AN OPEN book examination in the skilled trades, certain candidates had the book from which the examination questions were taken verbatim, and the Commission cancelled the examination.

A RESOURCEFUL examiner-in-charge prevailed upon the school band in a room next to the one in which a firemen's examination was in progress to refrain from practice. Consequently, there was avoided any basis for claiming a special examination.
P. R. Column
(Continued from Page 2)

THERE IS NO question in our mind that New York State's alert Motor Vehicles Commissioner. William S. Hults, would have made the first step in that direction. His Department of Motor Vehicles is currently distributing millions of reflective stickers to validate current license plates for the 1965 registration year.

IN FACT, MAINE has already reaped dividends in the saving of lives and property. The Pine Tree State credits its reflectorized license plate with reducing night accidents involving parked vehicles by 75 per cent in a three-year period.

WE REALIZE that one of the roadblocks in adoption of a reflectorized license plate by New York is money. Frankly, we don't think this is a problem. We are convinced that New York State motorists would be willing to pay the little extra to obtain added safety protection on the highway.

WHILE WE ARE the first to concede that sometimes state pride is not as strong as it should be in New York, we believe it is strong enough—if combined with an appeal to the motorist's interest in self-preservation.

WE WOULD be willing to invest an extra 90 cents to the cost of our automobile registration for safety's sake. And there is sound reason to think that the other six million motorists in the state feel the same.

IT IS PERFECTLY valid procedure to appeal to the instincts of our automobile registration for the Monroe County auditor grade II examination is Dec. 17. Closing date for applications in the position ranges from $3,643 to $6,760 per year.

For further information contact the Monroe County Civil Service Commission, 29 Exchange Street, Rochester, N.Y.

DEP. MAYOR Cavanagh receives UJA Award

More than 50 New York City commissioners and department heads paid tribute to Deputy Mayor Edward F. Cavanagh, Jr., at a United Jewish Appeal award presentation ceremony at City Hall, early this week.

Deputy Mayor Cavanagh received the UJA Government and Civil Service Chairman award for his "outstanding leadership" of several years as head of the division's campaign for UJA. The Honorable Mayor Robert Wagner, who has for many years chaired UJA's Non-Sectarian Community Committee, made the award presentation.

This is New York State's No. 1 power project/navigation route...

The St. Lawrence Seaway provides a navigation channel that links the Atlantic Ocean to the Great Lakes, making it possible for ocean-going vessels to discharge their cargoes at Great Lakes ports. A power project near Massena, third largest on the continent, is part of the St. Lawrence development, providing additional electricity for industrial expansion in the area.

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

More than 450,000 State employees and employees of many local subdivisions of New York State and their dependents are glad they have them. 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® Symbol of Security BLUE SHIELD®
Wanted in Queens is a hand rubber with one year experience on pianos and furniture. He will get $1.90 to $2 an hour to use wax, sandpaper, compound and pumice stone on pianos.

Also wanted is an experienced casket liner to do complete casket trimming job. The pay is $2.35 an hour.

Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

Experienced legal stenographers, female, with rapid skills in stenography and use of electric typewriters are needed in downtown and midtown Manhattan. Legal experience and good work history essential. Salary ranges from $90 to $115 a week.

Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Pinking machine operators, male and female, with six months' experience, will earn $50 to $56 a week. They will operate a round blade pinking machine cutting zipper tapes and automatic and semi-automatic machines cutting zipper chain.

Fully experienced negative retouchers, male and female, will get $60 a week to do retouching of black and white portrait negatives. Knowledge of etching helpful.

Apply at the Manhattan Industrial Office, 255 West 54th Street.

Experienced auto service station attendants, with New York State driver's license are wanted in Brooklyn to service gas and oil, fix flats, some minor repairs and car lubrication. All shifts available with alternate Sundays off. The pay is $70 to $85 for a 6-day, 54-hour week. A liner machine operator will get $100 to $125 a week for day or night work to set up and operate a Parry Lining Machine.

Apply at the Brooklyn Industrial Office, 590 Fulton Street.

Wanted in the Sheepshead Bay section of Brooklyn is a secretary with three years' experience with insurance brokerage firms to work three days a week. She must have good skills in stenography and typing and will earn $2.50 an hour.

There are several openings in various parts of Brooklyn at $2.50 an hour for part-time or full-time secretaries with knowledge of medical terminology. They will do medical stenography and typing for hospitals or medical schools.

Apply at the Brooklyn Office Placement Center, 175 Remsen Street.

Wanted in Queens is a foreman trainee in manufacture of watch crystals. Must have some experience and background in a machine shop. Will be trained to operate special machines used in manufacture of watch crystals and to supervise a small group of workers. The pay is $70 a week. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

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FOR LEGAL FUND — Presenting a check for $2,800 to NAACP Legal Defense Fund on behalf of the Combined Charities Fund of the New York City Department of Health is Dr. George James, Health Commissioner. Receiving the check is Constance Baker Motley, Fund associate counsel. Also shown are, from left: Dr. Otis Price, health officer; Jack Greenberg, director-counsel of the Legal Defense Fund; Dr. Lester Rosner, assistant commissioner of health; and Mrs. Louis P. Brown, assistant director of public nursing.

White Plains PD Seeks 10 New Men

The White Plains Police Department will fill ten vacancies as the result of an examination for which the closing date for applying is Jan. 5, 1965.

To qualify for the exam, candidates must reside in Westchester, Nassau, Putnam, Rockland or Orange counties for at least four months prior to the examination. Salary ranges from $6,000 to $7,000 per year. For further information, contact the office of the Civil Service Commission, 355 Main Street, White Plains.

Safety Engineer Exam Closes Jan. 4

Applications will be accepted until Jan. 4, 1965 by the New York State Department of Civil Service for the combined safety engineer examination. Forms can be obtained from the State Department of Civil Service, Gov. Alfred E. Smith State Office Building, Albany; the State University of New York, Buffalo; and the State Office Building, Syracuse.

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SALE COLUMBIA ASSN. TO MEET ON DEC. 10

A meeting for delegates and all be held Dec. 10 at 8:00 P.M. at the Hotel Commodore, 42nd St. at Lexington Ave., New York, N.Y.

Another Good Neighbor...

Lloyd Slater gives two or three nights a week plus an occasional weekend, to his work with the Boy Scouts of America. He's long been a volunteer to an Explorer Post and holds an office in his local Scout Council.

Lloyd doesn't look upon his Scout activity as a sacrifice. He likes it and he's respected by the boys he leads. And by their parents. His wife, Margaret, is a Girl Scout worker and teaches a vacation bible school class.

As a tax research coordinator for New York State, Lloyd is engaged in studies which hold your taxes in line with those in other states. He's a conscientious public employee. And the Slaters are a real credit to their community.

— The Civil Service Employees Association

Career Club

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New York City
Egypt, Holy Land, Greece
Highlight New Spring Tour

A visit to the Nile cities and pyramids of Egypt, a tour of the Holy Land that will include Israel, Jerusalem, Syria and Lebanon, the exotic city of Istanbul and a tour of Greece and the Aegean, are the main features of a Spring tour to the Middle East being offered this year to civil service employees by Civil Service Travel Club.

The tour, which will be limited to a small group of persons from New York April 15 for 27 days via KLM Royal Dutch Airlines. The all-inclusive tour includes round trip jet transportation, land transportation abroad, boat cruise in the Greek Islands, all hotel rooms, most meals, sightseeing tours, etc.

After a brief stay in Rome, tour participants will fly to Cairo from which the famous pyramids, the ancient capital city of Memphis and other notable places will be visited.

The group will go from Egypt to Beirut in Lebanon, and visit the famous forests, beaches and bazars in and near Beirut. This will include a trip to the famed temple cities.

The Holy Land

The journey to Jerusalem will include a visit to the Mount of Olives, the Garden of Gethseman, the tomb of Our Virgin Mary and, in nearby Bethlehem, the Manger and the Church of the Nativity.

Haifa and Tel Aviv are the Israeli cities to be visited, after which tour members will depart for Jerusalem and the famed city of Istanbul.

From there, the group will leave for Greece, after a brief stay in Athens, visit several of the most beautiful of the Greek Isles before returning to Athens where the rest of the sea cruise, with plenty of time allowed to relax on nearby beaches.

The tour members will fly directly from Athens back to New York on May 19. The tour officially terminates May 22 at 5 p.m. at the Federal Penitentiary in New York.

Participants will be limited to 12 double lots.

For Further Information: Call 3-6010.
What's Doing In City Departments

Starting this week, seven career employees with the New York City Licenses Dept. will come to KATA. CAMJOP KOUTSAMANTS, ATHANASSI'OIIUXJ. A N A N K T A R I T H I TA, JOHN STAVROU, PARASKKVI STAVIKUr, .IKUOTHKOS.—CITATION.—called their K:esture "public service missioner Joseph C. DiCarlo whose licenses expire during work one hour early, at 8 a.m.,

NEWS. CHAIR OF SAINT ATHAN

Cross, Board of Trustees of the HOUSE OF BLIND, being the

courts.

The Transit Authority has suggested an all-around gift, suitable for men, women and children—new shiny subway tokens. Start-

This new, moderately priced model complements today's fine high fidelity systems to bring out every sound; live programs, AM, FM, or FM multiplex programs off the air, duplicate discs with perfect fidelity, put sound-on-sound or edit.

For true connoisseurs of full fidelity stereo music only an 88 STEREO COMPACT will do. It is always ready to record either manual or stereo program material. You can record virtually every sound source—films, AM, FM, or FM multiples programs off the air, duplicate discs with perfect fidelity, put sound-on-sound or edit.

This new, moderately priced model complements today's fine high fidelity systems to bring out the very best of stereo sound. The decorative styling of the 88 STEREO COMPACT makes it the selection of every music system. It is compact and lightweight to fit custom installations or can be used in a free standing walnut enclosure. The 88 STEREO COMPACT can be operated in vertical, horizontal or any inbetween position with equally, excellent performance.

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Fingerprint Tech Asstailant Jailed
Paul Cartorina, fingerprint technician in the City Prison, and Terminal Employees Local 832 member, who was assaulted by an inmate two weeks ago while on fingerprint duty, appeared in Criminal Court last week before Judge Silver as the complainant in assault was imposed by the judge.

A sentence of 60 days in the workhouse for third degree assault was imposed by the judge.

For Christmas and New Year’s parties, Special attention to State employees.

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**In Broome County**

Knauf Renews Drive For Minimum Pay Of $3,000

From Leader Correspondent

BINGHAMTON, Dec. 7—Binghamton's 12th Ward Supervisor Richard H. Knauf this week is expected to renew his campaign to achieve a minimum starting salary of $3,000 for employees of Broome County.

Knauf first made the suggestion in the form of a resolution last month at a meeting of the Board of Supervisors, and his colleagues voted to raise the pay of the board chairman from $12,500 to $13,500.

Two Arguments

"Those people on the top of the ladder are getting a lot. They are getting more than we are," Knauf declared. "What I am interested in is the people paid less than $3,000. There are 40 of them, and the 1964 trend is to give them a decent cost of living raise."

Robert D. Ridley, who heads the board's Employees Committee, said he did not dispute Knauf's figures, but pointed out that "many taxpayers are drawing more than any of these employees."

He said a majority of those earning less than $3,000 are working in the county's inpatient and health centers.

The lowest salary is $2,560, he said, and because they work less than 40 hours a week this amount represents $1.44 an hour. The City of Binghamton now pays similar employees $1.30 an hour, which is well above the minimum wage required by law, "the exact cost to the county the program was expected to require until in May, 1966."

In the absence of Captain Gallagher In New

Gallagher In New

"The dangers of failing to keep in touch with our employees solve their retirement problems."

"Fringe benefit?"

"The year-round social activities governing the civil servants would be required until in May, 1966."

In October, the Chapter urged the supervisors to adopt a program calling for (1) a 10 per cent increase in salaries, (2) a 10 per cent increase in the cost of living, and (3) a 10 per cent increase in the cost of living through assumption of five percent of the employees' retirement contributions. This benefit was granted in Ulta, Rome and some

**State Police Announce 3 Top Level Promotions**

ALBANY, Dec. 7—Black Police Officer Thomas J. Gallagher, Jr. has announced three top-level appointments. They are:

- John R. Mathews, who succeeds Mrs. Mary B. Nelson, currently acting troop commander of Troop T (Thru- green) and commanding officer of Troop T's Special Service and Troop G at East Greenbush. Mathews will be promoted to the rank of lieutenant and will be required to retire by his retirement. He will become the new president of the chapter.

- Commander Gallagher is retiring from the National Guard, he will become the new president of the chapter.

- Mrs. Mathews, who succeeds Mrs. Mary B. Nelson, and commanding officer of Troop T's Special Service and Troop G at East Greenbush. Mathews will be promoted to the rank of lieutenant and will be required to retire by his retirement. He will become the new president of the chapter.

- Mrs. Mathews, who succeeds Mrs. Mary B. Nelson, and commanding officer of Troop T's Special Service and Troop G at East Greenbush. Mathews will be promoted to the rank of lieutenant and will be required to retire by his retirement. He will become the new president of the chapter.

The new president will be $12,810.

During the absence of Captain R. V. Albright, Lieutenant-Commander Charles Nelson has directed activities of Troop T and will continue to do so while Assistant Commander Ada Gleason remains on sick leave. Nelson and his family reside at 136 Adams Place, Deh.

Other Promotions

- Edward F. Hadik, assistant to the superintendent, was promoted to the rank of lieutenant.
Last Call

Fourth Annual Cruise To Caribbean Is Jan. 4

The fourth annual Caribbean cruise for members of the Civil Service Employees Assn., their families, and friends, has been announced by the Knickerbocker Transportation Service.

The cruise ship this year will be the luxury liner S.S. Olympia and the cruise will begin from New York on Jan. 4 for an 11-day sailing to the Caribbean. Prices begin at $275 and space may be had now.

Free Shore Excursions

Posts of call for this year will include Curacao, Barbados and Trinidad. Special shore excursions will be provided on these islands at no charge. None are cheap, some are very expensive.

... distinguishes him as a person of taste and judgment. Each is the best, the very best, of its class. To a gentle

Mr. J. M. Winfield, Of TA Staff, Dies

Dr. James MacFarlane Winfield, associate medical director of the New York City Transit Authority, died unexpectedly at his home in New York City recently. He was 67.

Dr. Winfield, from 1946 to 1950, was a professor of Surgery and chairman of the Department of Surgery at New York Medical College: attending surgeon and chief of staff at Plover-

Seeks Transcribers

For examinations for transcribers will be given on a continual basis by the Board of Examiners for the New York City Transit Authority as a special medical director in 1965.

Ports of call this year will include Curacao, Barbados and Trinidad. Special shore excursions will be provided on these islands at no charge. None are cheap, some are very expensive.

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Public Works Devises New Planning Methods

ALBANY, Dec. 7—The State Department of Public Works is working to strengthen its planning functions. Superintendent J. Burch McMorran reports that the department will consolidate the planning organization, announced in September.

The New York State Transportation Studies group and the Department's Bureau of Highway Planning and Programming will be merged in the reorganization.

A third planning unit—the New York City Highway Transportation Studies—will be dismantled over a period of five to six months and its operation will be assigned principally to the Department's Metropolitan District Office at Babylon, L.I. State personnel hereafter assigned to the New York City Highway Transportation Study will be absorbed in planning and engineering sections of the Babylon office.

DPW participation will continue unchanged in a fourth study group the Tri-County Transportation Committee.

Small planning groups in each of the Department's 10 District Offices will be enlarged in varying degree to increase the Department's planning effectiveness in the field. Those planning units now average fewer than four persons per district.

Several substantial benefits will result from the change, McMorran said.

Efficiency will be improved through greater utilization of computers and electronic data processing and by more refined applications of these aids to the planning, inventorying and programing activities of the Department.

The reorganization will also facilitate coordination of highway planning with land development, planning by other governmental units and will permit an extension of cooperation between the Department and the State Office of Transportation, the State Office of Regional Development and county and city planning boards.

Despite the fact that the Department will be increasing its planning capacity, the new structure will result in some reduction in costs during the next fiscal year; further reductions are expected in succeeding years.

Roger J. Creighton, Director of the Upstate Transportation Studies, will direct the coordination and operation of the Subdivision during the next year as a consultant. His activities will be supervised by William A. Shannon, Department controller, who heads the new Division of Finance and Planning.

Middletown State Hospital Chapter Launches Drive To Boost Membership to 1,000

MIDDLETOWN, Dec. 7—A 10 per cent increase in membership will bring the member level of Middletown State Hospital chapter of Civil Service Employees Assn. to 1,000 and that is the goal that was set at the chapter at its first installed last month, Felice Amodio, chapter president, reports.

The membership drive meeting was attended by chapter members, officers and directors.

Guests were Charles E. Lamb, CSEA third vice president, and Mrs. Lamb; Henry Galpin, CSEA assistant executive director; Irving Flammenbaum, co-chairman of the StateWide CSEA Membershhip Committee; Thomas Brain, state field representative, and Robert Hayes, of CSEA Headquarters.

Galpin informed the membership representatives of many benefits acquired through the CSEA. He also explained the aspects of the improved legal aid service now in effect offered to CSEA members.

United Strened

Leabn stressed the importance of strong membership. He said that the important role all members should play in strengthening a chapter.

Leabn stated that the Middletown State Hospital chapter is highly recognized due to its rising membership, participation in state-wide affairs and dedication of its members and officers. Its active role in conferences cannot be denied, he said.

Irving Flammenbaum, co-chairman of the state-wide membership committee, called for greater effort in acquiring new members.

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Wappinger Falls Unit Approved

POUGHKEEPSIE, Dec. 7—Members of the Dutchess County Chapter of the Civil Service Employees Assn., met Dec. 1 at the Court- house and voted to accept the charter of the Wappinger Falls Unit of CSEA.

The Falls unit is now set up as an operating unit. It will be operating approximately a year without legal authorization. A formal application for charter will be filed at CSEA head quarters in Albany.

Thomas Lippe, local field representative, representative, and William P. Schreyer, chapter president, plan to meet with the Wappingers Falls group on Dec. 14, at 8 p.m., at the Fishkill firehouse, to swear in the charter members.

At the meeting an auditing committee was appointed, including: Rudolph Vinnell, Thomas Keller and Alfonse Figliola.

Orange County CSEA Re-elects Mrs. English

NEWBURGH, Dec. 7—Mrs. Charlotte M. England of Newburgh was re-elected president of the Orange County Civil Service Employees Assn. chapter, at the annual dinner meeting held last month at the Goshen Inn.

The dinner was attended by 144 persons. Among the guests were William R. Dougan, chairman of the Orange County Democratic Committee, and J. Gordon Walker, chairman of the Orange County Republican Committee.

Two officials elected were Richard Ritter, Middletown, vice president; Frank W. Spisso Jr., secretary. Also elected were Gabriel Van Pelt, Newburgh, vice chairman, and Miss Mary Keller, treasurer.

Guest speaker was Newburgh attorney Robert M. Devitt.

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