CSEA Wins Reclassification For D of F Building Guards

ALBANY, Feb. 8—A reclassification appeal filed through the Civil Service Employees Assn. on behalf of building guards in the Division of Employment has been approved by the State Division of Classification and Compensation.

It is considered a first-step victory by the Employees Association for the building guards employed by the D of F in the New York City area. The appeal calls for a reclassification from grade 5 building guard to grade 1 security officer.

The original appeal, sailing for a reclassification from grade 5 building guard to grade 1 security officer, was filed in July of 1964. A hearing was conducted by the Division of Classification and Compensation in New York in November of last year. At the hearing, three appellants—William N. Pay, James Morrison and Robert Jones—all employed by the D of F in the New York area, presented their case.

Spelled It Out

In addition, the employees' stand was spelled out verbally and in writing by Mill Brandt, a member of CSEA's D of F Committee. Others appearing at the hearing in support of the reclassification included Commissioner Harry Parker Quinon of the Department of Labor and Tom Cripe, research analyst for CSEA.

In seeking the reclassifications, CSEA claims that the duties of these men should be equalized with those of policemen and cannot be compared to the building guard as described by the Department of Civil Service in its specifications.

The reclassification request is now subject to approval by the Division of the Budget.

Status of Power Plant Series

Albany, Feb. 8—Discussions were held at the Civil Service Employees Assn. headquarters last week to consider the status of the reallocation appeal for the upgrading of positions in the Power Plant Series in State Service.

The CSEA appeal was transmitted to the Division of Classification and Compensation through the Department of Mental Hygiene in August of 1984. It was initiated by three employees representing the Power Plant Series.

Positions Concerned

Positions of which the upgrading is sought are in the -

Reclassification Framework

For Mental Hygiene Aides

Outlined By Administration

ALBANY, Feb. 8—The State Division of the Budget, the Division of Classification and Compensation, and the Department of Mental Hygiene have worked out the framework within which the upgrading program for attendants within institutions in the Department of Mental Hygiene will be implemented. The Leader learned last week.

The upgrading of positions of attendant, staff attendant, practical nurse, staff nurse and head nurse, and the establishment of supervisory ward attendant positions for evening and night shifts is a victory for the Civil Service Employees Assn., which had filed salary appeals for three employees and had urged the supervisory ward jobs for evening and night shifts.

Under the plan, Budget will approve reallocation of all attendants, from grade 5 to grade 6, as recommended by the Division of Classification and Compensation. Classification and Compensation will revert the present duty statement for attendants so that it describes the duties of a ward service attendant, with particular emphasis on patient relationship. All future appointments will be at the minimum of grade 6.

New Qualifications

The Civil Service Department will revise the entrance examination for attendants. Following the examination, successful candidates will be required to engage in a training program of classroom instruction and on-the-job training. The supervision period for an attendant will be six months and successful completion of it will be based, partly, on the results of an examination based on the training program.

Present positions classified as attendant but actually performing other duties, such as cleaning, dining room attendants, and others, will be identified by the Department of Mental Hygiene. Existing vacant positions will be reclassified to a title which recognizes the appropriate duties not directly involved in the care of patients. Future vacancies also will be reclassified in a similar manner.

A new supervisory position will be approved for the evening and night shifts for ward service within the hospital. Staff attendant will be upgraded from grade 7 to 8.

The result of the program will have employees with the possible title of psychiatric attendant being assigned only to ward service.

CSEA Proposals

Tenure, Pay Schedules In Nassau Non-Teaching Unit Program For 1965

(From Leader Correspondent)

BAWDWIN, Feb. 8—The non-teaching unit of the Nassau County Civil Service Employees Assn., has prepared its 1965-66 program.

The program was discussed at a recent meeting between Edward Perrott, chairman of the non-teaching section, and the unit chairman from 23 school districts in Nassau County. Perrott indicated that the non-teaching section hopes to hold a luncheon meeting in the future with the superintendents of schools in Nassau County to explain the ways in which his group is attempting to improve working conditions in the schools.

Seven Major Items

The section's program includes the following:

• The abolition of residence requirements for hiring of school district employees.
• The abolition of the title of "custodian" and use of the title "custodian of.
• The establishment of a four-year limit in all civil service tests.
• Tenure for non-competitive employees with five years or more service.
• The establishment of definite salary schedules in all districts.
• The creation of promotional tests whenever possible in all competitive titles.
• A system in which an employee, when promoted to another district, will have his past position held open until he has served his probationary time in his new job.

NOTE: The 1966 program will be discussed in the next issue.

CSEA wins reclassification for D of F building guards.

Reclassification framework for mental hygiene aides outlined by administration.

New entrance exam due.

CSEA proposals for tenure, pay schedules in Nassau non-teaching unit program for 1965.
It could happen to you

By Lawrence Stegson

(Can the following be taken from "Employee Relations in Government," a bi-monthly newsletter published by Man & Manager, Inc.)

Can you deprive an employee of his pension rights if he is indicted for derelictions in office?

What happened: Implicit in the right to a pension is the prerequisite of long and honorable service — so it is widely assumed. But the public as well as the agencies have to consider the chances of an employee's retirement with his pension rights intact.

But the principles are not nearly that clear, and the courts have not time and again been asked to give clear guidance. In the City of Hoboken, the Board of Pension Commissioners erroneously denied pension to Charles R. King, Hoboken's longtime police chief.

1. First, the Board voted King his half-pay pension and permission to retire honorably.

2. Several months later, the Board reversed its decision and annulled the half-pay pension, inadvertently granting a pension to Bryan King, but now reversible. Bryan King has been brutally shot and killed, and the Board has been, in one sense, reversed.

3. The pension Board's decision was split up into two distinct opinions, one by Mr. King's lawyer, the other by Mr. King's own lawyer.

The reason for the Board's change of heart was clear enough. During the two months between decisions, King had been indicted on several charges of malfeasance in office. Moreover, an election

Do not repeat this!

(Continued from Page 1)

look at the dilemma the fighting within the GOP will be weighed and argued all year.

how much of it can be credited didn't happen by accident and the first of a whole new team but also returning him to office Democrats are in the consensus that his main
ture. Not so well publicized are

Dewey as well as Rockefeller; Eisenhower's closest White House aides, reported that Rockefeller will rely on them to get a full head of
months—'are political "pros" in
heits appointment, however, are

platforms.

An alternative to the Barry Gold
the voters and this is coupled with
Johnson. Therefore, he must prove

away and the Governor would

null and void.

Civil Service Leader

Tuesday, February 9, 1965

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

PR to Ease Shorthand Shortage

There wouldn't be a shortage of shorthand reporters in the United States, if every youngsters seeking a career ac-

ized to the high degree of excellence of 34-year-old Howard
Lubin proved a worthy champion.

In two-vote testimony at 200

words a minute, the judge's charge at 240 words a minute, and

concentration. Per sec 200 words

years. Per sec 240 words

the next time our readers

The reasoning behind all this

sentence, Cay a time

retirement, the Board has been in the process of appealing

the courts have

pension rights intact.

as the public) that any scandal

in several charges of malfeasance

In the City of Hoboken, the

courts have

Borough of Manhattan Community College and Adjunct Professor of Relations in New York University's Graduate School of Public Administration.

In two-vote testimony at 260

words a minute, the judge's

concentration. Per sec 260

years. Per sec 240 words

the next time our readers

The reasoning behind all this

sentence, Cay a time

retirement, the Board has been in the process of appealing

brought to the Supreme Court of New

November 1964,—a Kosher

exhibited a fine understanding of

men, performing many missions

The medal was presented to

Jewish Chaplain at Central Islip,

the second largest of Long Is-

Watertown, N.Y., summer encampments.

The Society has chartered an

The New Jersey statute

illuminated a fine understanding of

men, performing many missions

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Watertown, N.Y., summer encampments.
CITED — Irving Flumenshine, president of the Nassau chapter, Civil Service Employees Assn., presents to Nassau County Welfare Commissioner John J. McManus a plaque in appreciation of his interest in civil service employees. The occasion was a cocktail party in honor of Commissioner McManus who resigned from his position as commissioner to take a new position as executive director of the United Fund of Long Island.

Miss Highway Safety Will Soon Be Crowned

The finals have been reached in the Miss Highway Safety Contest, an annual event sponsored by the State Motor Vehicle Department chapter of the Civil Service Employees Assn., in Albany.

The finalists were chosen last Monday by a panel of 10 judges and the finals will take place on Feb. 19 with the crowning of the new queen to take place Feb. 23 at a dinner dance at the Circle Inn, Latham.

The final selection will be made by judges: Ronnie Tabelli of WHCR, Bill Edwardson of WQY, Dick Weber of the Albany Times-Union, and Carol Ann Andrews of Fashion Models Inc.

Semi-final judges were: Bernard Lebow, Beth Mattis, Arnold Kay, Phronie Getman, Elmer Lane, Carol McGinnis, Charles Carroll, Jean Kean, Richard Barrell and William Scheck.

Chairmen of the dinner are: Andrew Hoffmann and Karen Jean Robak, last year's Miss Highway Safety, and Arnold Hoffmann, president of the Nassau chapter, CSEA.
Meet Four of This Week's C.S. Beauties

JOAN McCLURE
State Education Dept.
Troy

C.S. Beouties
Div. of Labs & Research
State Education Dept.

Nassau County
New York City

Civil Service Day At
N.Y. World's Fair Will Feature Beauty Contest

Civil Service Day at the world's Fair, May 31 this year, will see the selection of four lucky young ladies to reign as "Miss Civil Service of 1965"—each one representing a major area of public service, City, State Federal or local government.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. All photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury hotel.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Dunne St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

Pile Drive List

A pile driving engineer eligible list containing four names has been prepared for establishment at the City of New York.
The Success Road For Non-Teaching Employees

One of the largest employee groups in the State is comprised of non-teaching employees in school districts and to date, most of them belong to no employee organization. The number of problems these workers face is as large as the number of various school districts and while school districts operate under a hodge-podge of rules and regulations then the problem of non-teaching employees cannot find a common ground for their future working benefit.

To this latter aim, we draw attention to the program for non-teaching employees drawn up by the Nassau County Chapter of the Employees Association in the interest of the members of its non-teaching unit. It has as common goals for these particular members the right of job protection, salary schedules, and the right to appeal to a higher body, leave regulations and grievance procedures. In Nassau County, the effectiveness of a program for non-teaching employees which is backed by the 127,000-plus members of the Employees Association leaves no doubt as to the advantages of organization teamwork.

The Nassau chapter of the statewide CSEA organization is not the only chapter setting the pace for the future for non-teaching employees. Similar plans are being pushed by other local chapters of the Employees Association throughout the State. They offer the only true road to improvement and strength — to these now grossly underpaid and unprotected public workers.

Legal Lottery

A PPPOINTMENT to New York City civil service positions in a few cases could depend upon a lottery which is to be conducted each month by the Department of Personnel. A new system of determining positions on an eligible list now is operating in the school year.

A system started this month after the City Civil Service Commission determined that the old method of breaking ties by deciding which of the candidates was the first to file was unfair. However, what is fair about this new system? It depends upon chance and upon the initial of a man's last name.

The City will plan at least give some credit to the initiative of the man who was the first to file. The City should give second thought to this new system.

P. R. Column

(Continued from Page 2)

(Continued from Page 2)
**Sample Clerical Tests**

The New York State Department of Civil Service will hold an open-competitive examination for the position of Civil Service Account Clerk in Orange County. The examination will be held on February 17, 1965.

The exam is taken from the Arco Publishing Company study book, which is available at The Leader Book Store, 97 Duane St., New York, N.Y.

**Account Clerk in Orange County:**

**Closes Feb. 17**

Account clerk examinations have been announced by the Orange County Civil Service Commission. Salary in this position is $3,520 to $4,520.

Closing date for filing applications is Feb. 17. For further information contact the Commission in Goshen.

**Previous Exam Problems for Practice**

**DIRECTIONS:** Each question is followed by four suggested answers. Indicate the correct letter preceding your answer choice to the right of each question.

1. A real estate dealer buys a house and lot for $4,400. He pays $212.50 for painting, $75 for plumbing, and $100 for grading the walks. At what price must he sell the property to make a profit of 15%? (Use 15% for your calculation.)

   - (A) $4,600
   - (B) $4,800
   - (C) $4,900
   - (D) $5,000

2. An automobile cost $2,000. It depreciated in value 45% the first year, 20% of the reduced value the second year, and 25% of the reduced value the third year. What was it worth at the end of the third year?

   - (A) $520
   - (B) $1,480
   - (C) $1,152
   - (D) $1,000

3. If the income of a certain city is $9,000,000, and 1.81 cents for each dollar is expended for Parks, Libraries, and Museums, the total amount spent for Parks, Libraries, and Museums will be:

   - (A) $162,900
   - (B) $165,798
   - (C) $165,795
   - (D) $173,079

4. A desk has a marked price of $125. Discounts of 25% and 25% are allowed. The dealer's profit is 50% of the selling price, and his cost of doing business is 10% of the selling price. What is the cost of the desk to the dealer?

   - (A) $40
   - (B) $50
   - (C) $60
   - (D) $70

5. What is the sum of 3/5, 4/5, 5/4, and 4/5?

   - (A) 18-91/120
   - (B) 17-91/120
   - (C) 18-17/24
   - (D) 17-5/24

6. If 1/3 gallon of milk is added to 4/5 gallon, how many quarts of milk will there be?

   - (A) 4-2/15 qts.
   - (B) 4-1/30 qts.
   - (C) 4-8/15 qts.
   - (D) 4-3/5 qts.

7. A mortgage on a house in the amounts of $4,000 provides for quarterly payments of $200 plus interest on the unpaid balance at 1% per quarter. The total second payment is made on?

   - (A) $371
   - (B) $385.50
   - (C) $382.75
   - (D) $380.00

(Answers on Page 13)

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**THE NATIONAL ANTIQUES SHOW**

**MADISON SQUARE GARDEN**

**Wed. Feb. 24 - Thurs. Mar. 4**

**Open-competitive examination for the position of Civil Service Account Clerk in Orange County will be held on February 17, 1965.**

The answers appear on page 00. The material is taken from the Arco Publishing Company study book which is available at The Leader Book Store, 97 Duane St., New York, N.Y.

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**FOLLOW THE LEADER REGULARLY!**

The New York State Department of Civil Service will hold an open-competitive examination for the position of Civil Service Account Clerk in Orange County. Salary in this position is $3,520 to $4,520.

Closing date for filing applications is Feb. 17. For further information contact the Commission in Goshen.

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New York City

DI 4-5440
The sanitation men at work while the City sleeps. (upper left) Pick-up of refuse goes on through the night. Sanitation men loading a truck with garbage picked up from a home. (upper right) Mike Barbaro, crane operator at the Gansevoort Street Incinerator, gets ready to start his tour of duty. His crane can deposit a ton at a time into one of the four furnaces at the facility. (middle left) Stationary engineer John Hasselman of the Gansevoort St. incinerator checking the fire in one of the furnaces. (middle right) Stationary fireman George McKay stoking the fire in a furnace at the incinerator. (Note the dark glasses that he is wearing. They protect his eyes from the 1,600 degree fires.) (bottom left) Ashes that have come through the incinerator are dumped into a truck for transport to the marine transfer station for use as land fill. (bottom right) The tug 'Ferry Point' pulling into the Gansevoort St. marine terminal slip before its nine hour round-trip to a Staten Island landfill area.

While The City Sleeps—They Serve

BEHIND the scenes of the New York City Department of Sanitation are a number of employees seldom seen by the public. The well known sanitation men is just a part of the big picture when it comes to carrying out the responsibility of the City's second largest uniformed department. The 'men behind the scenes'—the engineers, the crane operators, the stationary firemen and the sailors (the department has its own navy)—keep the trucks rolling 24 hours a day.

During winter months, sanitation employees must be available for snow-fighting duties and must be kept busy. This is why they work nights.

The Sanitation Navy

But what of the men behind the scenes? Included in the Sanitation "navy" are four tugboats and a large number of barges. Their purpose—-it's not to dump raw garbage at sea as most people believe—but to remove trash and incinerated garbage to landfill projects within the City, from incinerators and marine transfer stations such as the one at Gansevoort Street and the North River. Gansevoort St. is the busiest in the system, handling over 1,000 tons of refuse in an average week. This amounts to 1,600 truckloads. Let's meet the crew of the "Ferry Point" a DS tugboat working a 24-hour watch. Working a 24-hour watch were Captain Thomas Schmekel, Jr., chief engineer John P. McColligan, Joseph P. McNulty, oiler, Pete Kelly and William McCarthy, deckhands; and William Clark and Harry Morey, scowmen.

As each barge is loaded from a loading platform two stories above the enclosed wharf, Captain Schmekel's crew gently ease the full barge out of the slip and make fast hases on an empty. The deckhands then tie the loaded barge to an outside mooring and steam up the North River to 134th St. where other loaded barges wait to be taken to the Southern tip of Staten Island where landfill operations are underway. On the way to the landfill, the Ferry Point must stop at Gansevoort St. to pick up the large barge loads of garbage that have gone through the incinerator and marine transfer station. The trip takes nine hours there and back with further stops in Brooklyn.

District superintendent Walter
Chief Fire Alarm Dispatcher Exam Filing Now Open

Supervising fire alarm dispatchers in the Fire Department can file now for the May 14 promotional examination for the title of chief fire alarm dispatcher. The New York City Department of Personnel will accept applications through Feb. 24 at the Department's Application Section, 49 Thomas St., Manhattan.

This test is open to each permanent employee in the title for at least six months prior to the test date. However, certification from the resultant eligible list will be withheld until the candidate has served at least one year as a supervising dispatcher.

For further information and applications contact the Application Section of the Department of Personnel any weekday from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. until Noon.

Transit Foreman List

A New York City eligible list for foreman (cars and shops) in the Transit Authority has been recommended for establishment with 126 names subject to substantiation of preference claims.

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YOU DON'T GAMBLE IN H.I.P.!

The sporting instinct has its pleasant side. But you'll agree that gambling is foolhardy when the stakes are your family's health and a big bite out of your paycheck.

In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

Q. Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?

A. You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged $177! In 11 percent of the cases the extra payment was $300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

Q. Am I willing to take a chance on maternity care?

A. In one New York cash allowance program, maternity care is never a "paid-in-full" benefit. In another program it is a $125 "paid-in-full" allowance only if a doctor is picked from a panel of "Participating Family Doctors". But this panel is made up mainly of general practitioners—not obstetricians. In H.I.P. there is never any question of cost for complete maternity care by obstetrical specialists.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."
CIVIL SERVICE LEADER

Tuesday, February 9, 1965

IT COULD HAPPEN TO YOU

(Law Case On Page 2)

ANSWER

What the N. J. Supreme Court ruled: "The Board's argument is that King was disentitled to a pension because he had not 'served honorably.' The argument is based upon the facts that there were several pending indictments against the police chief.

"The Board points to no authority to the effect that the indictment of a police officer is evidence of dishonorable conduct, but rest their argument upon cases holding that a conviction for malfeasance works a forfeiture of pension rights." Such a line of decisions, the Court said, did not apply to King who, while indicted, had not been convicted.

The Court also observed that in the state, the Board of Pension Commissioners had no discretionary right to deny a pension—provided the requisites of time served, retirement age and honorable service were met. It ordered King's pension to be paid. (59 A. 2d 412)

COMMENT: Later, King was convicted on malfeasance charges when this occurred, he was taken off the pension rolls and the action was upheld in court. Indictments have always been something of a bugaboo for administrators. We presume, in this country, a man is innocent until proven guilty.

An indictment is not proof. Yet with it are adverse public-relations overtones, and the Pension Board faced public disapproval if it okayed King's pension while he was in the shadows of the law. But the court decision set the record straight.

Party For Joe Heck On Feb. 23

A party will be held at Prances Tavern, Feb. 23, for Joe Heck who is retiring from the Board of Water Supply.

Joe is moving to Lynn, Conn.

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Coverage from the first visit: Under the GHI Family Doctor Plan, your insurance starts with the first dollar.

Paid-in-full benefits: Without regard to your income or that of your family, over 10,000 participating doctors have agreed to limit their charges for covered services to GHI's allowances when the simple GHI paid-in-full rules are followed.

Free choice of doctor: Under the GHI Plan, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits apply, GHI pays the participating doctor directly. If a non-participating doctor is chosen, you receive the check.

YOUR FAMILY DOCTOR PLAN BENEFITS

Out-of-Hospital

Home Calls
Office Visits
Diagnostic X-ray Examinations
Diagnostic Laboratory Examinations
Annual Physical Examinations
Immunizations
Infant Care
Well-Baby Care
Maternity Care

In-Hospital

Specialist Consultations
Surgery
Radiation Therapy
Physio-Therapy
Electro-Shock Therapy
Allergies
Ambulance Service
Visiting Nurse Service

Hospitalization Coverage—In most cases GHI subscribers are covered by Blue Cross.

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.

For more details call or write:

GROUP HEALTH INSURANCE, INC.

221 Park Avenue South, New York 3, N. Y., Phone: SP 7-6000, Extension 3100

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Four Suggestion Awards Are Presented To New York City DPW Workers

New York City Public Works Commissioner Bradford N. Clark presented cash awards and certificates of merit, voted by the Employees' Suggestion Program Award Board, to four employees of the Department of Public Works last week.

Winners

The winner of the Employees' Suggestion Program, according to Louis S. Schwartzman, chairman of the Departmental Suggestion Program, are the following:

Edward Chang, administrative assistant, Brooklyn, a $100 cash award and a certificate for suggesting that installation of paging system be installed in certain buildings.

Hans Miškzel, engineering aide, New York City, $15 and a certificate for proposing that rubber stamp be used on tags for sampling bottles.

Helen W. Works, foreman carpenter, N-4th Bellmore, a $25 cash award and a certificate for suggesting that cross-over gates be installed on the upper level of the Manhattan Bridge for the purpose of making it easier for pedestrians traveling back and forth on the Manhattan Bridge. The suggestion was abolished tomorrow, heavily endowed Princeton University from which Professor Guide, the editor of the Princetonian, would forever close their doors and quench their lights. Then, in ten days' time, the action would sink into the dark abyss of ignorance and misery from whence there is no return.

HARRISON BRODY
Corporate Public Relations
New York City

LETTERS

(Continued from Page 6)

If you've ever been a teacher, you know what it's like to lose your job. Can It be a teacher loses her job...YET, IN VIOLATION

Civil Service Law & You

(Continued from Page 6)

authority. The respondent in the exercise of its discretion, appears to have utilized petitioner's skill and talents in the most advantageous manner.

YET, IN VIOLATION of the Board by-law quoted above, petitioner's rank was completely disregarded in the schedule given her by the principal. Can it be a teacher loses her rank by taking maternity leave?

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Westchester County Sets Seven O. C. Tests; Closing Date Is Feb. 15

Westchester County has announced a series of seven open-competitive examinations for which the last filing date is Feb. 15.

**MECHANICAL ENGINEERING TECHNICIAN**, Salary, $4,320 to $6,810. Four month residency requirement.

**MAINTENANCE MECHANIC** in Electrician, Salary, $5,830 to $8,180. Four month residency requirement.

**CUSTODIAN BUS DRIVER**, Salary varies according to school district. Four month residency requirement.

**INTERMEDIATE AUDIT CLERK**, Salary, $4,340 to $6,100. Four month residency required.

**SENIOR BOOKKEEPER**, Salary, $4,470 to $6,350. Four month residency required.

**GUARD** (County Penitentiary), Salary, $5,200 to $6,180. Four month residency requirement.

**ENVIRONMENT HEALTH TECHNICIAN**, Salary, $5,200 to $6,180. Four months residency required.

Further information contact the County Civil Service Commission, White Plains.

**Fulton-Montgomery College Site OK'd**

By State U. Board

ALBANY, Feb. 5 - The State University Board of Trustees has approved a 217-acre site on State Route 87 at the permanent location for the Fulton-Montgomery Community College.

**Custodial Exam in Orange County**

Orange County has announced an open-competitive examination for custodian and/or janitor. Salary in these positions is $3,800 to $5,010. Candidates must have been residents of the County for at least four months prior to the examination. Closing date for filing applications is Feb. 17. For further information contact the Orange County Civil Service Commission, Middletown.

**Mexico Fiesta Tour Now Open**

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 34. The 11-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged, and for the first time, the beautiful spa-resort city of San Jose Puros will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe. Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary. The total price of $468 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc. Application blanks and a description of the tour follow the concluding paragraph with a visit to Barcelona.

Although the trip is more than a week longer than ordinary, it is priced at only $1,084, and this includes round trip jet transportation, transportation abroad, all hotel rooms, most meals, sightseeing tours, etc.

Interested persons should apply as soon as possible to Crisotane Rosenkrantz, 158 Stevens St. 3t. New York, telephone 3-3590.

**Mexico, North Africa Vacation Set For May**

Spain and North Africa, the latest "discovery" of international travel, will be featured in a tour being sponsored for members of the Civil Service Employees Assn., their families and friends.

The 29-day trip will depart May 13 from New York City and head for Lisbon and, after a three-day visit there, tour members will be free for the Rothen cities of Seville and Cordoba.

**Time To Rest**

First stop in North Africa will be Tanger—the new "playground" city among travelers—Tangiers. Other exciting cities to be visited in Morocco are Mezkne, Fes, Marrakesh (and its Casbah); Rabat and back to Tanger.

With the return to Spain will be visited the famed cities of Granada, Toledo and Madrid. An unusual feature of this tour is that the next four days of the trip will be devoted to relaxing at the beautiful beaches of la Palma de Majorena.

**Account Clerk**

Typist Sought in Jefferson County

The last day for filing for the Jefferson County account clerk-typist examination is Feb. 15. Salary in this position varies with location in various school districts. For further information contact the County Civil Service Commission, Watertown.

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**Municipal Personnel Program Classes To Start February 15**

Classes in the spring 1965 semester of the Municipal Personnel Program will begin the week of Feb. 15 as announced last week by Dr. Theodore H. Laws, Director of the New York City Department of Personnel.

Courses offered this year will include Law for the Layman, Techniques for Improving Your Memory, Law and Court Procedure for Criminal Court Personnel, and Labor Relations in the Public Service.

The New York City Department of Personnel sponsors the Municipal Personnel Program jointly with The City College and Long Island University. As a City employee, this program offers, at a nominal fee, a wide variety of college-level courses designed to help improve his job skills and prepare for promotion.

A certificate is awarded for the successful completion of each course and the employees' agency will be notified to record the certification in his personnel file. Each course completed in the City College and LIU program, when approved, will be considered by the Department of Personnel as the equivalent of a two-point college course for the purpose of qualifying for a competitive examination.

All classes meet in the neighborhood of City Hall. The fee for each course is $15. A schedule of ten-two hour sessions beginning at 6 p.m. Registration is presently taking place for courses by mail and in person at the Training Division, Department of Personnel, 6th Floor, New York, N. Y. 10012, (Manhattan Room M-6). The Training Division will be open from 9 a.m. to 5 p.m. Monday through Friday. The office will remain open until 8 p.m. on Friday, Feb. 11. For additional information write or phone the Training Division, 968-4161.

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8 Million People Sleep
While The Sanitation Department Cleans NYC

(Continued from Page 8)

Pavement pointed out that without this operation and the incinerator, the trucks that roll on the streets would not be able to do their work.

The Sanitation Department also disposes of collection by private concern who pay the City for every load of garbage that is dumped at the marine transfer station or incinerators.

Supervising the night shift at Greenpoint Street is Charlie Car-"Doc" and his crew, who weigh, check and weighs trucks as they come in and supervise the work of the stations.

Meeting Notices Of NYC Departments

If you want your organizational meeting notices to appear in The Leader, please mail such notices to The Civil Service Leader, 97 Duane Street, two weeks before the meeting date.

Local 832

Grievance Committee

The Grievance Committee of Teamsters Local 832 will meet Feb. 17 at 8 p.m., at 240 2nd Avenue, the Bronx.

Emerald Society

The Fire Department's Emerald Society will meet Feb. 17, 8 p.m., at 97 Duane Street, the Bronx.

Board of Water Supply

Emerald Society

The Board of Water Supply Emerald Society will meet Feb. 18 at 8 p.m. at the "Big Room", 11th floor, 120 Wall Street.

Sanitation

Superintendent Assn.

The Superintendent Assn. of the Department of Sanitation will meet Feb. 18 at 8 p.m. at 240 2nd Avenue, Women's Building, will be served. In the event of snow the meeting will be delayed.

Society of Municipal Accountants

The Society of Municipal Accountants will meet Feb. 18 at 8 p.m. at 240 2nd Avenue. Refreshments will be served. In the event of snow the meeting will be delayed.

CIVIL SERVICE LEADER

Page Thirteen
26 State Employees Share $1,370 Suggestion Money: Albany Man Wins $250

ALBANY, Feb. 8—Twenty-six State employees shared some $1,370 in suggestion awards presented recently by the Employees Suggestion Program for work improvement ideas. Top winner was Nicholas A. Harris of Albany, who won $250. An elms printing machine operator for the Department of Public Works, he suggested that the drums in Xerox copiers be polished at the end of their useful life eight times. An- copiers be polished at the end of their normal life. This extends supervising food inspector, Caesar testing. The combined form re- of Health. TTe proposed a new pro- cedure for computations perform- Social Welfare's Otisville Train- Prefore, Wyantskill, ^  Prefore, Wyantskill, con-struction of an underground er's initiative and alertness in checkin? the installation made lights of dump trucks, moving them more visible to motorists. and Edward A. Visconti, Brook- of the Department of Pub- ment. P. Stricos, Albany, senior income in-terviewer; Bernard S. Turoff, Albany, senior stenogra-pher, all of the Department of Agriculture and Markets. Two $35 awards went to Roy H. MacKay, Cohoes, senior daily products inspector, Department of Agriculture and Markets; and Janina R. P. Frewen, Watervliet, senior account clerk, Department of Labor's Division of Employment. Eight $25 Awards Right 25 grants were awarded to Nathaniel L. Winter, Albany, senior income tax examiner, and to Lorenzo C. Conners, Albany, senior steno- grapher, both of the Department of Taxation and Finance; Wilbur V. Galway, Albany, highway light maintenance foreman, Department of Public Works; George J. Hoekstra, Utica, employment in-terviewer, Department of Labor's Division of Employment; James C. Symes, senior food inspector, Department of Agriculture and Markets; David A. Hayna, Utica, senior maintenance engineer, Department of Public Works; and to John Weis, Camillus, member of the Department of Mental Hygiene's Craig Colony and Hospital. Welch also received a Certificate of Merit for another suggestion. Mabel M. Matter of Albany, senior stenographer, Department of Labor, received a $10 award. Awards of $10 each went to Fred P. Wilbur, Cohoes, highway light maintenance foreman, Department of Public Works; S. F. Fiechel, Brooklyn, senior industrial investigator, Department of Labor; and to Ben Kanesick, Brooklyn, file clerk.

ANNUAL DINNER — The following were in attendance at the Gowanda State Hospital Federal Credit Union annual dinner meeting. From left: Robert Colburn, business manager; Dr. I. Murray Rosman, director; County Supervisor Louis Harrolds; State Supervisor of the Conference, and Harry Kolothros, Conference vice president. Department for Oversight bus from the State Office Building, Albany, on February 6, at 3 p.m. the group will travel to the Marcy Field Hotel at Lake Placid, arriving about 8 p.m. The program will include an open first evening will include dancing, music and entertainment in the Fireplace Room at the Hotel. After Skiing On Saturday, after the outdoor activities of skiing or skating, the guests will enjoy the traditional Marcy Champlin punch bowl hour before dinner. After dinner, it will be on to the Driftwood Room for dancing, music and entertainment. Breakfast brunch will be served on Sunday until 11 a.m. and guests will arise at 9 through out the day. From 1 to 4 p.m., a smorgasbord will be served at Poolside and in the Driftwood Room. The features for the evening will be the Aready Agency.

 Custodian Exam Closes Feb. 18

In Hamilton County

HAMILTON County will accept applications for its custodian examination until Feb. 18. Salary at appointment is $5,000 per year. For further information contact the County Civil Service Commission, Lake Foiassee.

Annual Dinner Meeting Held By Gowanda State Hospital Credit Union

HELMUTH, Feb. 8—The 30th annual dinner meeting of the Gowanda State Hospital Employees' Federal Credit Union was held recently. The following directors were elected by the board of directors: President, Vito J. Ferraro, first vice president, Gunnaud Nelson, second vice president, Richard Brandt; treasurer, Charles Clor- zius; secretary Richard Kielst; and other representatives on the board of directors; John H. Mullen join in the proposed plan. It was reported County Personnel. Commis- sioner: Louis Harrolds was re- ported to have had "mistakings" about the proposed system.

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Please write me from above the Blue School Equivalency class.

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to Long Island, N.Y.
Newark, N.J.
Wilma Refusal To Classify Employees Hit By State Civil Service Commission

From Leader Correspondent

WATERTOWN, Feb. 8—The New York State Civil Service Commission struck out sharply at the Town of Wilna on Thursday night when it refused to classify the employees of that town. The Town Board in April, 1963, decreed that "all employees of the Town of Wilna shall be exempt from civil service classification."

The State Commission report says that in "passing this resolution, the Town Board neglected to classify the employees of the town board "and classified the employees and the employees of the housing authority by the Commission should be initiated without further delay," said until the employees have been certified, in compliance with the civil service law.

First Suggestion Award Winners In Monroe Co.

From Leader Correspondent

ROCHESTER, Feb. 8—A torrent of suggestions has greeted the new "Suggestion Award System" instituted by Monroe County at the start of the year. The system is being developed in cooperation with suggestion system experts of the Eastern Kodak Company, as adopted by the Board of Supervisors.

Under the system, employees of the County will be encouraged to make suggestions leading to economies in operating expenses or improved procedures or equipment. The suggestion system is operated in cooperation with suggestion system experts of the Eastern Kodak Company, as adopted by the Board of Supervisors.

The Town of Wilna Housing Authority exceeded the public housing law clearly and that the appellants are "greatly underpaid when compared to other employees" and that the appellants are "greatly underpaid when compared to other employees."

The report says that in connection with payroll certifications, the town of Quins and Champlain "have not submitted general payroll reports for over a year and a year, work was do so semi-annually.

Many town, village and school districts payrolls are not submitted until after salaries have been disbursed. The state Commission said, "The fiscal officers concerned should be advised that salaries should not be certified until the employees have been certified, in compliance with the civil service law.

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