New CSEA Correction Officer Appeal—400 Pages of Facts

ALBANY, May 24—An appeal for reassignment to State grade 14, prepared for all State correction officers by the Civil Service Employees Assn., last week was submitted to the State Division of Classification and Compensation.

The full-documented appeal, which is several hundred pages long, is on behalf of correction officers, correction hospital officers, and correction youth camp officers.

It was formally submitted, as is the usual procedure, through the Department of Correction, with the full support of Commissioner Paul McGinnis. The employees association, which has termed its appeal "one of the most extensive, fact-filled appeals ever submitted on anyone's behalf," has urged the Director of Classification and Compensation to hold a full hearing on it, so that complete oral arguments can be given.

In addition to a nine-page statement in support of the upward reallocation of the correction officers, CSEA's appeal contains six supporting exhibits that total almost 400 pages of printed matter.

Harlem Valley Nurse Backed By CSEA Wins On Post Reassignment

(Special To The Leader)

ALBANY, May 24—The State Grievance Appeals Board last week recommended that Barbara Horn, a nurse at Harlem Valley State Hospital who was represented by the Civil Service Employees Assn., in a grievance that began a year ago, be permanently assigned back to a location from which she had been transferred by the Department of Mental Hygiene.

The grievance, which had been submitted on anyone's behalf," has urged the Director of Classification and Compensation to hold a full hearing on it, so that complete oral arguments can be given.

Levitt Decrees Veto On Retirement Bill

(Special To The Leader)

ALBANY, May 24—State Comptroller Arthur Levitt has expressed disappointment in the Governor's veto of an act which would have put all members of the State Employees' Retirement System on a non-contributory basis.

"Under the present system," Levitt stated, "only 48 per cent of the total number of employees in the System are covered by the Governor's non-contributory law. Employees of participating employees (cities, towns, counties and authorities) must pay a portion of their retirement contributions. This puts the municipalities and authorities at a disadvantage in recruiting personnel."

The Comptroller said he was especially surprised at the Governor's veto when the new law would not have cost the State any additional funds. Participating employees would have borne the additional costs.

With Opportunity "This amendment gave the Governor the opportunity to put all employees under the Retirement System under a truly non-contributory plan."

(Continued on Page 16)
DON'T REPEAT THIS

(Continued from Page 1)

What is interesting is that no one has sent us a letter or card merely saying, "Wagner," but all have given reasons why. Before printing some of these comments here we remind our readers that the survey will be a continuing one and your communications should be addressed to "Don't Repeat This," 97 Duane St., New York, N.Y., 10007.

For Wagner

Here's what some of our pro-Wagner readers have to say:

From Manhattan—"Wagner has been the best civil service mayor this town ever had. During his time in office, wages of city workers have increased on an average of 50 percent and other benefits have been improved. Any civil servant who doesn't vote for Wagner is an imbecile."

From Queens—"Running New York City is no job for an amateur, no matter how attractive he might appear on the surface. Lindsay might be a great Congressman but he has no administrative experience. I know Wagner knows the ropes. We need administrative experience in this city and that's why I am voting for Wagner as the only candidate who has it."

A New York City fireman writes saying, "Mayor Wagner has always sat down with city employees and done everything he could for them. He has also carried the torch for us in Albany. What more can you ask? My vote is certainly for Wagner."

A reader in Newburgh writes that "If I lived in New York City I would vote for Bob Wagner. I think he has the toughness, elective job in the country and works hard as being a good mayor. I wish we had one governor."

For Lindsay

A Brooklyn reader feels that "Wagner will lose some of his popularity among Negro voters by failing to give a top spot on the ticket to a Negro. He writes saying, "Lindsay, like Rockefeller, will give truly prominent positions to minority groups. Lindsay WILL win even Wagner in the election for Mayor.""

A Queens correspondent feels that "Lindsay is a man that says what he means, and does what he says. For me, this is the kind of boss civil servants need instead of the rule-by-committee policy of Wagner. I feel we can get direct answers and action out of Lindsay. Wagner is not only a weak leader; he just never seems willing to get in your face and come to grips with a problem until it's out of control or at the crisis stage."

Another Brooklyn reader feels that "Wagner has been a good Mayor but has gotten tired in the job and over-involved in politics. We need a fresh face with fresh ideas, like County Executive Lindsay."

"Let's set the two-party system back in New York City by electing Lindsay, the Governor, and another correspondent."

From Canton, an update reader writes "I am a New Yorker by birth and grew up in the city. I have always had a great respect for the mayor of Bob Wagner, Sr. At City College and I have usually voted for him. This time in New York City, I would vote for Lindsay. Wagner is a decent and upstanding man, but not in my opinion, an ineffective leader.""-

Wide-Range Impact

We will print more of these readers comments in weeks to come and, once again, we urge you to let us know how you feel about this exciting contest.

Because a victory by either Wagner or Lindsay would have ramifications beyond New York City, we want the opinions of our suburban and upstate readers as well. A victory by Lindsay would not only make him a new strong voice for the Democrats in New York, but would provide him with a nationwide exposure that could lead to a nomination for a future Presidential candidate in 1968, or even the Presidential nomination, or a Vice Presidential candidate in 1968, or even the Presidential nomination, or a Vice Presidential candidate sometime in the future."

A Republican resurgence in New York State would be of concern to the White House as well as to local Democrats. President Johnson certainly would not be pleased to see the last of his largest city, which is also the center of the communications industry, become a showcase for Republicans seeking election in the years between now and the Presidential contest in 1968.

For that reason, you can expect both candidates—as well as both parties—put their utmost into this race. Let us hear your thoughts on the candidates and give us letters being slotted, although this is not necessary.

THE IRS'S Secret Guideline

DIRIGENCE in the public service is usually the basis of good public relations. But when diligence is combined with an "ex post facto" ruling, unspecified and unknown to the taxpayer and to the public in general, there is bad public relations.

We call it an "ex post facto" ruling because that's the closest parallel we can find to the IRS out-of-left-field action. Of course, strictly speaking, the IRS rule is not an ex post facto law, which is one augmenting the punishment or altering the rules of evidence in the taxpayer's disadvantage, after toe commission of the crime.

"Let the out-of-the-left-field ruling pass, and the out-of-left-field action and disadvantage and makes a poor public relations situation, which most of them are not. It IS a simple fact of life in the IRS - under the guise of the law, that the taxpayers would have also lacked a constitutional right of a check of a charitable deduction, had the taxpayers known of this brand new guideline.

THE IRS rule, which (Continued on Page 7)

Don't repeat this

The Big Day—May 31

Next Monday, May 31, is "Citizen Service Day" at the New York World's Fair and more than 10,000 public employees are expected to attend the event, sponsored by The Leader.

The five-hour program will be held in the Singer Bowl at the Fair starting at 11 a.m. Theme of this year's salute to public employees is "Working for You" and numerous demonstrations and displays by Federal, State and City agencies will show visitors to the Fair what public employees do for the public in general.

One highlight of the program will be the popular "Miss Civil Service Contest and 24 finalists representing Federal, State, County and New York City agencies will compete for four separate crowns in the beauty contest.

For complete details on the program and for discount coupons to various exhibits and concessions at the Fair for use on May 31, see Pages 6, 8 and 9 of this edition.

Your Public Relations IQ

By LEO J. MARGOLIN

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

The IRS's Secret Guideline

Diligence in the public service is usually the basis of good public relations. But when diligence is combined with an "ex post facto" ruling, unspecified and unknown to the taxpayer and to the public in general, there is bad public relations.

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THE IRS rule, which (Continued on Page 7)
Election Of Officers
Set For June Meeting
Of Southern Conference

ORANGEBURG, May 24—Election of officers will be held at the June meeting of the Southern Conference, Civil Service Employees Assn.

The nominating committee of the conference has submitted the following list of candidates from which the officers shall be elected:

President, Nicholas Patscherfer and Isay Teaster; first vice president, John Wallace; second vice president, George Halbig and Wesley Humm.

Other nominees were: vice president, Howard Davies and Elmer Van Wey; first vice president, James Lemmon and William J. Nolan.

Other nominations were: vice president, Howard Davies and Elmer Van Wey; second vice president, George Halbig and Wesley Humm.

The vote came on a surprise basis, with 28 Republicans supporting the pay increase plan and 25 Democrats in opposition.

GOP Majority Leader Lester S. Miller criticized the Democrats. "The purpose of government is to provide service," Miller said, "but some of our loyal employees even now are working more than an eight-hour day. The workers must have morale.

Pay Won't Be Competitive
"There has been an established beyond question that our salary schedule is non-competitive. We must provide the money to hold those people and must pay at a rate which is competitive," Miller said.

"It is a simple question of fact that the issue, and that it is not politics."

Democrats said they wanted a "package" plan, but they opposed "package type" wage hikes.

Miss Horn Wins On Grievance

(Continued from Page 1)

The Grievance Appeals Board made the determination that, by stating that "Miss Horn needs a determination by the Grievance Appeals Board," the grievance procedure shall not be used by superiors to punish an employee, and that it is not political."

The grievance goes back to an earlier decision when, as a result of a determination by the Commissioner of Mental Hygiene in a grievance brought by Mrs. Parsons, both Miss Horn and Mrs. Parsons were reinstated from Building 8A to their jobs in the hospital.

Mrs. Parsons appealed for the first time that the decision was re-award on the part of the administration.

The Grievance Appeals Board on November 16, 1944, recommended that Mrs. Parsons be reinstated to Building 7A.

The Department's request was made part of Miss Horn's grievance and was denied in last week's decision.

Union Reprisal

During the draw-out case, CSEA had charged that the union, in an effort to win its grievance, "had used the fines grievance procedure, to carry out acts of reprisal by a supervisor against a subordinate employee."

The Employees Association had backed up its charges citing a telegram sent to the director of Harlem Valley State Hospital, over the signature of a union official, stating that "On behalf of Council 30 Director Alfred Wolfe..."

"The Grievance Board dismissed the union request as baseless, but CSEA president Joseph P. Felly, said the statement represents a violation of the union rules against employees, demands that a lower grade employee be brought up on charges."
Navy Economy: $2.5 Million Lost On Sale Of Navy Yard's Landmark, Hammerhead Crane

By MIKE KILON

Last week The Leader printed a picture of the now-doomed hammerhead crane at the Brooklyn Navy Yard. Many requests have been received for further information on the crane and some of its history.

The hammerhead crane was placed in service for a cost of $750,000 and was completed late in 1941, just before World War II. During the war it was used to lift armor plating and the 16-inch guns were moved on the mighty battlewagon of that era of naval history.

Used in construction of the battleships Iowa, Missouri and North Carolina, the hammerhead has been used sparingly in the last few years.

Landmark

As seen from the island of Manhattan, the hammerhead crane stands out, as it did in the past, as a landmark for ships coming up the East River. Standing as a beacon for all to see, the crane has been part of the physical as well as the human factors at the "Chin-Dip" yard.

DOD Economy

Recently the crane was sold on bid to a private concern in Brooklyn. Price for the landmark was just over $6,000. As one yard worker put it: "This is economy!"

At the 1941 cost, the government has lost $794,000 on the crane. In today's market, the crane would cost in the area of $3.2 million to construct. Subtract the selling price from that and the government and the taxpayers lost almost $2 million on the sale.

Jim Dolan, president of the Brooklyn Metal Trades Council, said, "the Secretary of Defense told us that he was ordering the yard closed because of the Korean situation. This really can't be a serious statement when he allows the government to lose $2 million on the sale of the crane."

What is even more amazing about the sale of the crane, is that after it was sold by the navy to this private concern, it was used to make a lift for a shipping firm.

Ironically, the hammerhead crane was the only one in the Port of New York that was able to make the lift. There is no other existing equipment, that can lift what the hammerhead can, 350 tons.

A private derrick enterprise in New York City has on order a floating dock but it won't be delivered until next year.

The cost of the lift that was made by the crane at the yard was roughly $1,200. It would not be economical to state that the same lift made by a private concern would cost more.

Era Ends

And so, another saga in the history of the Brooklyn Navy Yard is coming to an end. Not with fanfare and bands playing but with a bang. This hammerhead crane, who for years were able to point the Bast River. Standing as a beacon for all to see, the crane has been part of the physical as well as the human factors at the "Chin-Dip" yard.

SANDOVAL — Shop 72 riggers set up test for Sandoval's tripod equipment used in refueling operations at sea. At top of tripod preparing to hook up dynamometer are riggers Woody Preast and Ernest Williams, assisted by Paul Colen on deck and leadingman Paul Colloruti supervising the operation Shop 11's Harold Solier and Fred Carbone man the cranes. Dynamometer will register the degree of stress and strain tripods and cranes can withstand. The Sandoval was completed by the yard's career personnel.

Temporary Aides Replacing Career Brooklyn Shipyard Employees Who Are Leaving

The Brooklyn Navy Yard is hiring men to do jobs that were being done by career employees a short time ago.

The reason for this, according to Admiral J.H. McQuill, commandant of the yard, is that the attrition rate is about three months ahead of schedule.

Admiral McQuill told The Leader that he had to hire temporary employees to replace those men who were leaving for other jobs because of the impending closing of the facility.

Commenting on the out-place-measure program the admiral said that 1,923 have left the yard for other reasons or another. Of this number, 952 have been placed in government jobs, 411 of whom are receiving the same pay as they were receiving at the yard. Fifty-seven men are receiving a higher rate of pay and 154 or about 8 percent are getting a lower rate of pay than they were getting at the Navy yard.

The admiral commented that the work at the yard was slowing down, and that this was expected, although the workers there had recently received a commendation for their work on the LPDs Sand-}

oval andrible.

McQuill said that the workers were beginning to think about their futures and what they were going to do. The admiral said that pay raises for civilian employees would be effective on January 1, 1966. Carlino, the ranking member of the Senate Post Office and Civil Service Committee, would like to see the committee hold early hearings on the Presidential proposal, we will give serious consideration to fixing an earlier effective date," Carlino said. It appears that Congress is willing to let the Executive branch go on and work out pay adjustments of top jobs in government but is unlikely to rashly relish the budget proposal and adjust the pay of classified employees.

The House Federal pay subcommittee plans to include in its hearings all proposals issued so far regarding salaries for government employees. In addition to the President's bill, bills have been prepared on this subject by the Civil Service Commission. These bills provide more pay adjustments of top jobs in government but is unlikely to rashly relish the budget proposal and adjust the pay of classified employees.

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City Offers 16 Titles

Open-competitive examinations for 16 titles in various positions and locations are being offered by the New York City Dept. of Personnel. Applications will be accepted on a continuous basis. For these tests, applications are available at the Applications Section, New York City Department of Personnel, 49 Thomas St., New York.

City Offers 16 Titles

Continual Exams for U.S. Treasury Dept. Positions

The United States Civil Service Commission is accepting applications for positions in the Treasury on a continual basis. The jobs are in the Alcohol and Tobacco Tax, Intelligence and Inspection Divisions of the Internal Revenue Service.

Car Maintenance

Twenty-four candidates took the practical test for car maintenance. Group B May 24 at 8:30 A.M. at 207 Street shops of IND division in Manhattan.

City Service Day at the World's Fair on May 31. See you there.

YCLIFFE BIBLE TRANSLATORS

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THE DELEHANTY INSTITUTE
Legislature Still Has Important Bills To Pass

B EFORE the Legislature ends its session, there are some urgent measures that need action now—not next year. Two of the most important of these concern remedial benefits for employees in political subdivisions and for the State's correction officers.

All State employees now enjoy the privilege of a noncontractual annual leave arranged for by the Civil Service Employees Assn. and now a fact as the result of legislation signed by Governor Rockefeller. In the past, retirement proposals for State employees have been passed both in the House and in the Senate; but it has been at work to block this logical and final conclusion for those employees who have served in public-subsidized roles, and only the Legislature can remedy the situation at this point.

The Legislature has a CSEA bill which it can—and should—pass and the measure should be signed by Governor Rockefeller. There is absolutely no reason for not doing so immediately.

Correction officers have proved beyond doubt that the arduous nature of their duties entitles them to a 25-year pension plan. The hold-up on Legislature action at this time is still in the Assembly. Once again, there is no need to deny this bill passage and such passage should be forthcoming immediately.

Many other important public employee proposals can still be put into law by serious but quick action in the Legislature whose members have as great responsibility to the civil service as to any other voting sector of the State.

Hail And Farewell

MICHAEL J. Murphy has left one of the town's toughest jobs—that of New York City Police Commissioner—and we think he is going to be missed. He was a "cop's cop" and as he saw fit. At the end of an interview, Chief Edward J. Burns said Mrs. Boyd's right to a hearing is invalid. This decision is still in the tenure terms of the Education Law. The spirit and public purpose of the law is protection of the school system by giving job security to experienced teachers. To validate the agreement with Miss Boyd would violate this purpose.

IT WAS ALSO determined that a second reason for the invalidity of the waiver of Mrs. Boyd's right to a hearing is that the Board of Education, because the services were not rendered (N.Y., Const., Art. VIII, Sec. 1), and Mrs. Boyd was paid a year's salary without working for it.

A MINOR ground for invalidating the agreement was that the Board did not send the petitioner a letter of recommendation. It is true that the principal did write a letter, but it was merely a statement at the time of her termination—she met the qualifications to teach in an elementary school.

THE THIRD Department's order directing petitioner's restoration to her teaching position and judgement for back pay amounting to over $1,000,000, was affirmed, with costs.

THE DETERMINATION by our State's highest tribunal that an agreement to terminate a teacher's services in violation of her tenure rights is invalid because of the strong Court declared public policy, has surprisingly not finally resolved the issue.

IN MATTER OF BROWN, Special Term cited the Board case in reinstating the petitioner as of the date she was placed in the temporary state of suspension by the Board of Education of the City of New York. In violation of her tenure rights, she had been declared physically unfit to teach without remainder. Justice Benjamin Brenner held that regardless of the terminology used by the Board to describe its action, the suspension of the petitioner without a hearing at which she might have rebutted the finding of unfitness was illegal. The PANTALEO case cited Brown as well as Boyd to compel retroactive reinstatement of a tenured teacher on "leave of absence without pay" for alleged illness. During the pendency of her Article 78 proceeding, the Board had reinstated her, but Justice Anfuso at Special Term made the reinstatement effective as of the initial suspension of her services. Petitioner's successful contention was that her formative leave of absence violated her tenure rights. Petitioner was affirmed.

Justice Anfuso was impressed by the Board's reliance on its bylaw "to fowt an unwanted and unsolicited leave of absence on the employee."

Recent Confusion concerning tenure rights was
Tuesday, May 28, 1965

P. R. Column

(Continued from Page 6) was quietly implemented last March 1964, bad public relations for a Federal agency. It is particularly bad for the IRS, which has had its share of internal troubles and with taxpayers who made the IRS the target of their personal frustrations recently when, in the face of backbreaking tax bills because of under-withholding resulting from the changes in income tax laws.

WE SERIOUSLY question the reasoning behind the IRS management decision to the 478-limit. The number of man-hours which will be wasted by IRS agents and by the taxpayers and for their attorneys and assistants is incalculable.

NO MATTER which way you turn the ruling, every facet is bad public relations. Sometimes a ruling is an absolute necessity and even though the good public relations of the agency is involved under the heading of "a calculated risk," the guideline may make good management sense as well as one in the public interest.

BUT IN THIS new regulation, there is the evidence that it is improperly communicated to the people who foot the bills—the taxpayers.

WE HAVE 4 strong feelings that the 478-limit decision was unilateral and did not involve consultation with the public relations professionals who are responsible for communicating the good public relations of the IRS.

IF THEY WERE not consulted, that is faulty management. If they were consulted and they said "go ahead—which we doubt—that was faulty public relations thinking.

SUGGEST the IRS that they be "big" about the 478-ruling. Admit that you made a public relations "boo-boo." Then tell the taxpayers that the new guideline went into effect with all returns filed from now on—all late returns and all returns beginning in 1964 with the filing of 1963 returns.

THIS WOULD enable the IRS to change a big, fat public relations "minus" into an equally big, fat public relations "plus."

X-ray Technician

On May 20 the practical examination for X-ray technicians—Group 5 will be given to seven candidates at the Neurological Institute X-ray department, on 148 Street in Manhattan.

In New York City Special Low Rates for State Employees

$8 Daily for Person

Airline limousine, train terminal, garage, subway, and surface transportation to all points right at our front door. Weatherproof air-conditioned coaches for dozens of offices are daily.

NEW YORKEST MUSEUMS FREE Admission Location

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624 5th Avenue, New York 11, N.Y.

See your Travel Agent or write for information.

Saturday, May 26th at 25th Street and 6th Avenue

The New York Flea Market

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Browne or Shop for Savoirs of Every Civilization. Admission 75 Cents

There must be reasons for such a strong preference!

242,794 state and local government employees are enrolled in the New York State Health Insurance Plan. All have the unique benefits of Blue Cross.

Over 83.5% selected Option I—the Statewide Plan—Blue Cross-Blue Shield-Metropolitan Major Medical.

Why such overwhelming preference for the Statewide Plan? One important reason is that Option I—the Statewide Plan—is backed by the pioneers in hospitalization and medical protection (Blue Cross—Blue Shield).

In addition to the broader basic benefits of Blue Cross and Blue Shield, there is the additional protection of a realistic Major Medical which protects against the day-to-day expenses of medical care, such as home and office visits, drugs, nursing, etc., in or out of the hospital.

Another important reason is that the Statewide Plan is tailored to the needs of public service employees.

Find out why eligible employees are choosing the Statewide Plan over other options by more than 5½ to 1. See your Personnel or Payroll Officer and get all the facts. Do it now or write:

BLUE CROSS

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LABORATORY AIDS

The New York City Department of Personnel will administer eligible
Civil Service Employees Will Gather At These Pavilions On May 31 For Civil Service Day Observance. Left to Right: State, Federal and City Exhibits.

CIVIL SERVICE DAY SCHEDULE AT WORLD'S FAIR

Ceremonies marking the third Civil Service Day at the World's Fair will open at 11 a.m. on May 31 in the Singer Bowl with the review of the Colors by the Armed Forces Police Department and the New York City Fire Department. Similar celebrations took place in 1939 and 1964.

Paul Kyer, editor of The Leader, will serve as master of ceremonies and will introduce the departments taking part in the demonstrations. The Leader is sponsoring this tribute to public employees.

The complete program follows:

11:00—Singing of the Star Spangled Banner and Military Review.
11:05—Introduction and reading of messages and proclamations from City, State and national figures.
11:15—Demonstration of the use of new equipment by the New York City Fire Department and course techniques using firemen from Tower Ladder No. 1. Probationary firemen from the department's training school on Welfare Island will perform during rope slides from atop the 100 foot platform. Commissioner Martin Scott and Chief of Department John O'Hagan will make the commentary.
11:30—Demonstration of methods of self-defense by policemen and women from the New York City Police Academy.
11:45—Demonstration of new equipment by the Sanitation Dept.
11:55—Demonstration of new equipment by the Parks Department.
12:00—Demonstration of new equipment by the Highway Department.
12:15—State Department of Military and Naval Affairs demonstration of riot control.
12:30—Presentation of awards to State employees by Mary Goode Kraus, President of the State Department of Civil Service.
12:50—Presentation of awards to City employees by Dr. Theodore H. Lang, City Personnel Director and Thomas Jefferson Miley, chairman of the City Suggestion Award Program.
1:15—Selection of the four queens of civil service.
2:00—Presentation of prizes to the Miss Civil Service contest winners.
2:20—Creedmoor State Hospital Band and Twirlers.
2:50—Folk Dance Festival and pageant by the City Youth Board.

CIVIL SERVICE DISCOUNT

This Civil Service Leader discount coupon entitles the bearer to a 25 percent discount on the regular admission price of fifty cents at the MONTANA PAVILION, May 31 at the World's Fair.

This Civil Service Leader discount coupon entitles the bearer to a 25 percent discount on the regular admission price of eighty cents to the AMF MONORAIL, May 31 at the World's Fair.

This Civil Service Leader discount coupon entitles the bearer to a 25 percent discount on the regular admission of one dollar to the PARIS SPECTACULAR WAX MUSEUM at the Paris Pavilion at the World's Fair.

This Civil Service Leader discount coupon entitles the bearer to a 25 percent discount on the admission charge to the HOUSE OF GOOD TASTE at the World's Fair.

This Civil Service Leader discount coupon entitles the bearer to a 20 percent discount on all meal charges, May 31, at the MALAYSIAN PAVILION on the Avenue of the United Nations at the World's Fair.

This Civil Service Leader discount coupon entitles the bearer to a 20 percent discount on the one dollar admission fee to the WALTERS INTERNATIONAL WAX MUSEUM. (The WALTERS INTERNATIONAL WAX MUSEUM is located in the Lake area at the World's Fair.)

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Civil Service Discount

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Civil Service Discount

This Civil Service Leader discount coupon entitles the bearer to a 25 percent discount on the regular admission price at the DANCING WATERS exhibit, May 31 at the World's Fair.

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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 the New York Times, "Birth Record Found Better Under H.I.P." Mayor La Guardia was never any question of cost for the doctors' services. 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."

Choose Carefully. Write or Phone for "What's The Difference"—A Comparison of Benefits.
Green Book Mistake: Distribution Late

The official directory of the City of New York was held up one week in distribution because of an error in the printing of the publication. Page 359 was duplicated and instead of having a page 376 there were two pages, 356.

Just as a passing point, last year's "Green Book" had a mistake in the ZIP code of the general post office. Instead of being 10001, the book had it as 10111. Mistakes will happen!

READERS OF THE CIVIL SERVICE LEADER WHO NEVER FINISHED

are invited to write for FREE booklet. Tells how you can earn a Diploma.

AT HOME IN SPARE TIME

AMERICAN SCHOOL, Dept. 9AP.4

One week in distribution because City of New York was held up of an error in the printing of the Green Book Mistake; Distribution Late.

H are invited to write for FREE booklet. Tells how you can earn a Diploma.

THE FISHER 500-C

75-Watt FM-Stereo-Multiplex Receiver

With These Outstanding Features

- STEREO BEACON instantly signals and automatically switches to stereo or monaural operation, using a new silicon diode switch for completely silent operation.
- Powerful 75-watt audio amplifier will drive the most inefficient speakers to full room volume.
- NEW FISHER GOLDEN SYNCHRODE front-end for noise-free FM reception free of interference or spurious signal interference. The FM front-end is the most sensitive ever designed for a receiver. The FISHER DIRECT TAPE-MONITOR system.
- CONTROLS for the FISHER 500-C: Speaker Selector (SPEAKER 1, SPEAKER 2), Speaker 1 1/2, EARPHONES), Base, Treble, Balance, High Filter, Low Filter, AM/FM Filter, Tape Monitor, Loudness Contour, Tuning, Volume (AC OFF). SELECTOR (TAPE HEAD, PHONO MONO, PHONO STEREO, FM AUTOMATIC, FM STEREO, FM MONO, AUX-TAPE). CONTROLS for the FISHER 500-C: Speaker Selector (SPEAKER 1, SPEAKER 2, SPEAKER 1 1/2, EARPHONES). Base, Treble, Balance, High Filter, Low Filter, AM Bandwidth, G/HARP, BROAD), Tape Monitor, Loudness Contour, Tuning, Selector (TAPE HEAD, PHONO MONO, PHONO STEREO, FM AUTOMATIC, FM STEREO FILTER, FM MONO, AM, AUX-TAPE PLAY), Volume and AC OFF.

- Large selection of custom made cabinets in all woods and finishes.
- Hi-Fi and Coor TV service.
- Got our low, low prices!

Ad Ritz Manufacturing Corp.
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Rego Park, New York
TW 6-0066

Miss Civil Service Selection
To Take Place Next Monday
In World's Fair's Singer Bowl

Who is your selection for Miss Civil Service?
Will your choice agree with that of our judges?

Come to the Civil Service Day celebration at the World's Fair Singer Bowl this week.

The lucky girls—there will be one in each of the four categories: City, State, Federal and local government—will receive a high fashion for linear coat from the House of Country Tweeds, Inc. and an engraved loving cup.

All finalists will receive gifts from the following:
- Orchids from the Floral Shoppe of Orchids of Hawaii.
- A bouquet of flowers from Tropic of Rockefeller Center.
- Tulip perfume sprays by Helena Rubinstein.
- Chocolates from Bartons and Aircraft Candy Shops.

The finalists are:
- STATE: Cheryl A. Herman, Martine Bellot, Ruby Lawrence, Karen Jean Roesen, Martha Dalley and Darlene Spring.
- CITY: Rachel Ba, Irene Cox, Jacqueline cantidad, Janet Murphy, Alice Axton and Jo-Anne Mangan.
- FEDERAL: Ruth Tharrington, Shirley Rivers, Carol Wright, Mary Diane Cole, Joanna Collins and Renate Mallinow.
- LOCAL GOVERNMENT—Helen P. Coker, Sandra Lee Frank, Carol Threepen, Bette Irene Russell and Sherrieh E. Kish.

During the exhibition and following the ceremonies employees from 19 departments will be on hand to acquaint visitors with their departments. Those static displays will be set up along the patio of the Federal Pavilion, immediately opposite the Singer Bowl.

Departmental representatives will be:
- New York City Department of Hospitals.
- New York State Department of Health.
- New York State Department of Air Pollution.
- New York State Department of Taxation and Finance.
- U.S. Department of Labor.
- Federal Recruiting & College Relations.
- Federal Alcohol Tax Unit.
- U.S. Bureau of Customs.
- Brandon Flowers, Nevada City, N.Y.C.
- New York City Department of Buildings.
- New York State Department of Taxation.
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- Brandon Flowers, Nevada City, N.Y.C.
1965 Grand Tour To Italy, Switzerland, France And England Open For Bookings

A grand tour of Europe, available to members of the Civil Service Employees Aman, and their families and friends, has been planned for 22 days departing July 19. Departing from New York via KLM Royal Dutch Airlines jet, the group will head for Amsterdam for a short visit and then depart by plane for Zurich and Bern in Switzerland. Side trips to Porto Vece, France and England are included in the program. The journey will end with a three-day stay in London. Arrangements have also been made to ship at the Shannon, Ireland, airport so that the tour members may take advantage of the duty-free shops before returning to New York August 9.

The price of the tour is $1917 and includes round trip air fare, hotel rooms, most meals, sightseeing tours, guided, etc. A descriptive brochure of the trip and application blanks may be had by writing to Claude E. Howell, 64 Langlow St., Rockfiiel, N.Y.

France and England
A visit to the French Riviera follows with Nice as the base for side trips to Monte Carlo and the surrounding resort area. From here, the group will depart for England.

ELIGIBLE LISTS

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<th>SENDER OCCUPATIONAL THERAPIST (GROUP OF CLASSES) —  SACLVL WELFARE ADMINISTRATION</th>
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<tr>
<td>1. Balano, A., Yonker, 839</td>
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<td>2. Drummond, E., L.I. City, 860</td>
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<td>3. Leffert, E., Buffalo, 833</td>
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<td>4. Uobzak, H. Jr., Buffalo, 833</td>
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<td>5. Zelinsky, F., Islip, 875</td>
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<td>6. Spencer, A., Copiague, 838</td>
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<td>7. Stanbro, M., Middletown, 977</td>
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<td>8. Moll, H., Kings Park, 798</td>
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<th>BOOKKEEPERS (CONTROLLORS)—CONTROLLORS OFFICE, IRC CO.</th>
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<td>1. Barber, D., Buffalo, 933</td>
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<td>2. Giambone, A., Buffalo, 933</td>
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<td>3. Roberts, D., Wassaic, 930</td>
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<td>4. Jackson, G. L., Buffalo, 930</td>
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<td>5. Johnson, E., Buffalo, 930</td>
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<td>1. past, L., Kings Park, 835</td>
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<td>2. past, M., Alverno, 835</td>
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<td>1. Courtney, E., Salt City, 890</td>
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<td>2. Frank, L., Old Bethpage, 870</td>
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<td>3. Holt, G., Greenport, 890</td>
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<td>4. Wilkeson, M., Plattsburgh, 790</td>
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<td>5. Wiers, J., Plattsburgh, 790</td>
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<th>SENIOR BAKERS CHEFS—ARCHITECTURAL DEPARTMENT OF PUBLIC WORKS</th>
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<tr>
<td>1. Serrano, W., New York, 880</td>
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<td>2. Martinez, J., New York, 880</td>
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<td>5. Perez, M., New York, 880</td>
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<td>1. Walsh, E., Albany, 880</td>
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<td>2. Brimmer, F., Albany, 880</td>
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<td>1. F. P. Stover, E., Middletown, 977</td>
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<td>1. Metal Prod., Mt. Morris, 907</td>
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<td>2. Wilcox, W., Mt. Morris, 907</td>
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<th>CIVIL SERVICE LEADER</th>
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| ELECTRIC COURSE—A course in grade electrician was recently completed at Central Islip State Hospital. Instructor for the class was William Fusia, Pilgrim State Hospital. Front row, left to right: Thomas Noonan, Pilgrim; Frank Jean, Kings Park; Gerald Melvin, Kings Park; Joseph Sheridan, Kings Park; Richard Mackay, Pilgrim; Edward Murphy, Pilgrim; Miguel Ramos, Kings Park; Joseph Pucci, Kings Park. Back row, left to right: Richard Meroli, Pilgrim; Patrick Souley, Kings Park; John Ferguson, Kings Park; Robert Striffler, Kings Park; George Hoover, Chief Stationary Engineer, Pilgrim; Maurice Waud, M.D., Asst. Director, Pilgrim; Hyman Barnahl, M.D., Associate Director, Pilgrim; Kenneth Banks, Kings Park; Gregory Wilbur, Pilgrim; Robert Marks, Kings Park; William Fusia, Instructor, Pilgrim. Representatives from Central Islip State Hospital and State University at Stony Brook were not present when this picture was taken.
This year at Civil Service Day the World's Fair

Readers of The Leader are being offered discounts to many of the state's major museums and historical attractions. In order to take advantage of this offer all you have to do is clip the discount coupons on Pages 4 and 9 of this edition and present them at the admission gates of the participating exhibitors. In addition, there are free attractions, of interest to the public, which have extended invitations to all those government employees who will be at the fair on Civil Service Day, the 31st of May.

The Underground World Home exhibit has offered a 50 percent discount on their regular admission price of one dollar to Civil Service Day participants. The Walters exhibit is located in the Lake area. This year they are featuring the Beatles in wax—guaranteed not to run off and get married. The Paris Spectacular Pavilion, which is free, has extended a 20 percent discount on prices in its restaurant.

Featuring three distinct decorating styles for the home of the future, the House of Good Taste has offered a 15 percent discount on its admission price of 50 cents. The Holdeirivers, those decked four wheeled fun guys who go bump in the afternoon, are offering a 25 percent discount on their one dollar admission.

Michelangelo's statue of St. John and Pope Paul VI's three tiered conical jeweled crown are being displayed at the Free Vatican Pavilion. Chrysler Corporation's exhibit featuring a new musical marionette show starring 'Carby Carby the Carriers' also is free and has extended an invitation to our readers who will be at the Fair on May 31. Other invitations have been received from the IBM exhibit and the Dynamic Maturity Pavilion which offers many services for those over age 55. Clip the coupon from this ad and visit the wonderful afternoon of fun on Civil Service Day at the World's Fair.

Car Maintainer
Twenty-four candidates will take the practical test for Car Maintainer—Group B at 387 East 14th Street at the 387 East Thirteen Shops of the IND division in Manhattan.

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IN ALL BRANCHES
Action In Legislature

(Continued from Page 1)
Commission has spent months, using trained, professional staff, in evaluating the merit of reallocation or reclassification appeals, that could affect thousands of employees.

Paving For Health Plan

Another bill endorsed by the Employees Association and sent to the Governor after final passage by the Legislature, would allow employers on both the State and local government level to assume full payment of their employees' cost of health insurance.

There have been several instances in the past where local CSEA chapters had negotiated full payment of State health insurance premium by their employees only to find that, under present State law, such a benefit was questionable. This measure would overcome the question.

Meanwhile, the CSEA sponsored bill that would provide State correction officers with 25 year, half-pay retirement, remained in the Assembly Rules Committee. That bill passed the State Senate almost two weeks ago and efforts, thus far, to move it onto the floor of the lower house have not been successful.

Levitt Decrees

"The State Employees Retirement System is and was intended to benefit all public service and not only State employees, and I see the veto as an injustice against almost 60 percent of those persons covered by the Retirement System."

"This amendment would have been an important breakthrough in streamlining a presently complex retirement system and making it readily understandable to its members. Its approval would have been an important morale building factor and a source of satisfaction and gratification to employees."

"I cannot agree with the Governor's assertion that the amendment was not correlated to the existing law, it is entirely without foundation and a disappointing reason for defeat of an important measure which would have benefited many State employees, it said.

Bridge Authority Chair Selects Dmoch President

POUGHKEEPSIE, May 24—Eugene Dmoch of the Mid-Hudson Bridge was elected president of the New York State Bridge Authority chapter, Civil Service Employees Assn., at a meeting.

Other officers elected included: Donald P. Bocks, Bear Mountain Bridge, vice president; Charles Chapper, Rip Van Winkle Bridge, secretary-treasurer; and Irwin Brand, Beacon Bridge, delegate.

Brand reported on a delegation meeting conducted in Albany recently and spoke of wage and pension benefits.

Plans were made for the annual picnic, to be at the Newburgh-Beacon Bridge on July 21 and Curtis Otto was named chairman in charge of arrangements.

Referrals were served by Dmoch and Fred Hof.

Office & Clerical Inequities In State Institutions Pointed Out By Employees Association

ALBANY, May 24—Irving Fisher, chairman of the Civil Service Employees Assn.'s Special Committee on the Reallocation of Office and Clerical Workers, along the CSEA president Joseph F. Felly, assistant executive director, F. Henry Galpin, and CSEA director of research, William L. Bloem, met recently with J. Karl Kelly, State Director of Classification and Compensation to apprise him of the apparent inequities among clerical positions in State institutions.

The CSEA representatives pointed out that many institutions' office and clerical positions entail duties and responsibilities which significantly differ from those set forth in the civil service specifications for these positions.

Education Chapter Installs Officers, Gives Scholarships

ALBANY, May 24—Installation of officers of the Education chapter Civil Service Employees Assn., was held recently at the Ambassador Restaurant here.

Those officers inducted into office by State CSEA president Joseph F. Felly were: president, John Horchler; president-elect, Warren Shaver; treasurer, Helen Wysinski; and secretary, Marion Sichinsky.

Four scholarships of $295 each were presented to the following students by the chapter: Michael Patrick McGill, Cobleskill High School, Cobleskill; Arthur Hershfeld, Shenks Mill School, Latham; Marilyn Walda Benz, Guilders Lake High School, Alliance; and Paul Anthorn Brown, Christian Brothers Academy, Albany.

The Board of Regents Scholarship, presented by the chapter, will be awarded at the June meeting.

Arlington Unit Elects Officers

ARLINGTON, May 24—Jack Kelly was elected president of the Arlington unit, Civil Service Employees Assn., at a meeting conducted recently. His term is for one year. Other officers named for the 1965-66 year include: Ronald Mariano, recording secretary, and Emory Bush, treasurer.

NYC Chapter Elects Officers

The New York City chapter, Civil Service Employees Assn., held their annual elections recently. Elected were: president, Roy M. Sharpe; first vice president, Albert Corum; second vice president, Albert D'Anton; and third vice president, Larry Newman.

Also selected were: treasurer, Edward J. Amature; finance secretary, James J. Charravelle; recording secretary, Dan Collins; and corresponding secretary, Minnie Weckstein.

At Dinner-Dance

"Seem at the recent Central Islip State Hospital chapter, Civil Service Employees Assn., annual dinner-dance are, left to right, Assemblyman Prescot B. Huntington; chapter president, Henry Pearsall; State CSEA president, Joseph F. Felly; dinner-dance committee chairman, Joseph G. Sykes.