Civil Service Leader
America's Largest Weekly for Public Employees
Vol. XXVIII, No. 10 Tuesday, November 8, 1966 Price Ten Cents

Statewide Protests Hit Failure To Reallocate Clerical Workers

CSEA Sees Key To Overtime Payments In New Federal Law On Minimum Pay Scales

(Exclusive Story)

ALBANY—What may be the key to solving the problem of minimum wages and cash payment for overtime in State and local government employment might lie in new Federal legislation on those two working areas and the Civil Service Employees Assn. has already set out to find ways of using the new measure for the benefit of public employees in this state.

As a first move, the Employees Association has called on Governor Rockefeller, the State Civil Service Department and various other departmental and agency heads in order to see interpretations of the law for application in New York State.

The new law, referred to as the Federal Minimum Wage-Overtime Law (Public Law 89-587), was enacted by Congress and signed by President Johnson in recent weeks.

Under it, public employees are included. For the first time, standards for payment of minimum wages and overtime compensation.

The full import of the legislation on public employees within New York State will not be known until a detailed interpretation of it is made both in Washington and affected states. In the meantime, however, the Employees Association which has been waging a lengthy fight to win equitable overtime rates on a cash basis and other benefits possibly included in the law, has urged the State administration to spare no effort in implementing pertinent provisions of the law.

Instrumental

One section of the law, for instance, defines affected personnel as those employed by an "enterprise which is engaged in the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, the mentally ill or defective who reside on the premises of such institution, (and) a school for mentally or physically handicapped children regardless of whether or not such hospital, institution or school is public or private or operated for profit or not for profit."

Under this section, overtime payments for personnel in hospitals and related health-care institutions will require time and one half pay for overtime work as follows:

- Effective Feb. 1, 1967, overtime pay begins at 42 hours in a 7-day work week.
- Effective Feb. 1, 1968, overtime pay begins at 42 hours in a 7-day work week.
- Effective Feb. 1, 1969, time and one-half overtime pay starts after 40 hours in a 5-day work week.

Because of its possible widespread application and the apparent direct application to State institution workers, the Employees Association has asked to all down as soon as possible with Rockefeller and with the heads of agencies which administer State institutions. Subsequent meetings with other State and local officials also are planned.

McCabe Hospitalized

LONG BEACH—James McCabe, 48, of the Long Beach unit of Nassau chapter, Civil Service Employees Assn., suffered a heart attack at his home here recently and was hospitalized at Long Beach Memorial Hospital.

Eligible Lists

Entries should be addressed to "Gold Medal Awards Program,” The Civil Service Leader, 97 Duane St., New York, N.Y. Deadline for such entries is Nov. 22.

Third Annual Gold Medal Awards Program Announced

Four public employees from Federal, State, City and County civil service will be honored for "outstanding, distinguished and dedicated service" through the third annual Gold Medal Awards program being sponsored by The Civil Service Leader.

Anyone may send in nominations of persons who have performed exceptional service in government employment. Candidates may work in any of the four divisions of government and should be New York State residents. The Gold Medals will go to the top nominees selected by a distinguished panel of judges — in each of the four government categories.

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Awards presentations in previous years have been made by Vice President Hubert H. Humphrey and Senator Robert F. Kennedy.

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Civil Service
Patience At End When Condon-Wadlin

K EPEAL of the Condon-Wadlin Civil Service Law will soon be even larger in the 1967 legislative programs of nearly every public employees organization in the State, not only because the law forbids strikes but also because...

(Continued on Page 14)
DON'T REPEAT THIS

(Continued from Page 1)

cause it provides no real and formal basis for an adequate labor relations program.

Civil service organizations waited patiently during this year's session of the State Legislature for Governor Rockerfeller and the GOP-dominated Senate to get together with the Democratic-Assembly and rid the books of Condon-Wadlin as well to introduce new labor legislation, primarily in the area of collective bargaining. Failure on all sides to come to any agreement on new laws has exhausted this patience and public employee organizations will be returning to Albany with a vengeance next year to end the stalemate once and for all.

Some unions have made no bones about the fact that they intend to use the strike weapon next year merely to demonstrate their belief that they have the right to strike. Other organizations, such as the Uniformed Firemen's Assn., the Patrolmen's Benevolent Assn., and the Big Civil Service Employees Assn. have no-strike clauses in their constitutions. The Employees Association, however, now has a special committee studying the desirability of maintaining that pledge and, specifically, is committed to repeal of Condon-Wadlin as a starter.

Action in this area will be one of the most dominant problems facing the State Legislature in 1971. Civil service won't wait any longer.

Legislation Aims To End Critical Nurse Shortage

ALBANY—A $11.4 million legislative program to end the "chronic, critical, devastating shortage of nurses in New York State" has been proposed by Senator Norman F. Lent of Nassau County.

Lent said the program had the backing of the Joint Legislative Committee on the Problems of Public Health, which he heads, and it would provide the funds to attract 5,000 inactive nurses back to hospital work and increase the number of scholarships for nurses.

"This little extra" which IT IS "THIS little extra" which would feel better about this burden if they knew that all civil servants are doing their part and there is little extra"

--The Answer IS, of course, that it is not necessary to give your life to prove your worth as a civil servant. But the tragic fact is that 12 men who did want to die, gave their lives to prove that being a worthy civil servant sometimes means that your life must be 'put on the line.'"

IF ANYTHING demonstrates that here are some civil servants who must face death in their daily duties, the catastrophe at 323rd St. in New York City three weeks ago reminded everyone of this brutal reality.

OF ALL PEACEFUL professions, the fireman's is the most dangerous. Of every 100,000 firemen on the job in the United States, 65 firemen die in a single year.

THEY COMPARE with a fatality rate of 4.5 among policemen, 1.6 for the general work force, and 7.4 for Federal civilian em- ployees.

TO BEING THESE shocking facts into sharper focus: In New York City, on the average, one fireman is killed every five weeks.

CIVIL SERVANTS who think their job is demanding, unenviable, and sometimes frustrating, please bow your heads in prayer for the 12 men who plunged to a fiery death in that five-alarm fire on New York's 23rd Street.

THEY DID NOT hesitate for a moment when ordered into what seemed to be a routine procedure of entering a building from which smoke was coming.

THE RESPONSIBILITIES of civil service make certain demands on all of us. But when called on to give that "little extra," please remember that "the little extra" the 12 firemen were asked to give cost them their lives.

IT IS "THIS little extra" which is the difference between the average citizen and the civil serv- ant, whose sworn duty is to give service—and does.

FIREMEN ARE a superb breed of men who are in a class by themselves. They don't mind cor- 34ing a good part of the burden of public relations for all civil servants. We are certain they
Broome County Employees With Over Fifteen Years Service Win Double Increment Raise For '67

BINGHAMTON—The proposed 1967 Broome County budget contains double increments for all county employees who have been with the county for 15 years or longer. The announcement was reported by Henry M. Baldwin at the 15th annual dinner of the Broome County Civil Service Employees Association.

Baldwin, Board of Supervisors chairman, revealed he had put the necessary resolution before the board this week which provides that every employee who has been on the county payroll at the 25th year would be continued under the proposal.

Baldwin was the non-contributory, 1/60th retirement plan would not cause an increase in the 1967 budget if it is approved by the board. Mr. Baldwin said the first payment under the new system would not fall due until after 1967.

The Broome CSEA chapter has urged county supervisors to approve the new state retirement plan system and Baldwin's report related to the optimum that the board will take action this year.

Baldwin earlier had estimated that a switch by the county to the fully-paid retirement plan would cost about $100,000 a year. He said the costs associated with that proposal, he said both benefits are paid for travel within the county, while the eight-cent figure would have been paid for longer trips.

Another guest who spoke briefly was Harold Rinder, chairman of the board's Employees Committee. John E. Herrick was sworn in as the chapter's new president. Mr. Herrick, a member of the Public Works Department, took over as executive president earlier this year. He was re-elected by the board and the president, re-elected his county job to take a position in Newburgh.

Other new officers installed were Roland P. Arnold, jury commissioner; and Gerald C. Allen, County supervisor. Mr. Baldwin, the membership, introduced Balmud as "the man who authored and is responsible for the newly adopted a new salary schedule.

The new schedule gives pay raises to nearly all county workers. It also raises the minimum salary for a full-time employee to $2,080. The schedule takes effect on Jan. 1.

Baldwin said the county intended on the current payroll. He approved, employees would cease making contributions to the retirement fund and would be eligible for retirement at half pay after 30 years.

Joseph Gohn, master of ceremonies, introduced Baldwin as "the man who authored and is responsible for the newly adopted a new salary schedule.

Speaking of the new schedule and the proposed plan for double increments at the 15th year of service, he said both benefits were quite good. He also said that the new schedule would reduce the balance in the county retirement system, which would be paid for longer trips.

Oneida County Votes Employees A $5 A Week "Cost-of-Living" Raise

UTICA—The Oneida County Board of Supervisors approved a $29 million budget at a meeting Oct. 31, giving county employees a $5 a week raise.


The main cause of the budget hike was a $5 a week "cost of living increase" approved by a vote of 31 to 6.

Members of the Oneida County chapter of the Civil Service Employees Association want more than a $5 a week raise and increased fringe benefits. County Executive Charles J. Lencer, Russell Williams, Utica, majority leader, who would have to go to the county employees an across-the-board increase of five per cent was defeated in an 18-17 split.

William also introduced a resolution to grant the employees a $5 a week "cost of living increase" for three per cent assumption of retirement fund payments by the county. The resolution was referred by Board Chairman Clifford Sotoci, to the Personnel and Ways and Means Committee.

The reason for this action was that the other resolutions were offered as amendments to the budget. Willard Lencer, county executive, was offered as a resolution.

Speaking on behalf of the county employees were chapter president, Joseph F. Gohn; secretary, Helen Baehr, salary committee chairman, and Mrs. Marion Arnold, director of the Personnel and Ways and Means Committee.

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In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

WORLD-WIDE COVERAGE
24 Hours A Day Every Day Of The Year

During an initial enrollment period of 90 days this benefit is available without underwriting to all CSEA Accident & Sickness policyholders under the age of 60.

No longer Is it necessary to buy separate Travel Insurance.

BENEFITS: For Accidental Loss of...

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RATES: Bi-weekly Premium

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$25,000 Available to Office & Clerical Workers

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.

FINGERPRINT TECHNICIAN
Trainee Jobs

New York City is accepting applications until Nov. 22 for fingerprint technician trainees.

Salary for this position starts at $3,750 a year with one increase to $4,000 after one year. After 18 months in the title, employees will be automatically promoted to the title of fingerprint technician in salary grade 10 at salaries of from $6,000 to $7,000 a year.

Minimum requirement for this position is high school graduation of a high school equivalency diploma.

For further information, contact the Department of Personnel, 49 Thomas St., N.Y., N.Y. 10013, or call 566-8700. Applications are available in addition to the above address, at public libraries in New York City, Yonkers, Mt. Vernon, White Plains and New Rochelle.

Compensation
Examiner Jobs; 3 Days Left

November 11 is the final date to file for an examination for assistant workers' compensation examiners, to be held Dec. 10. Although vacancies exist throughout New York State, Jewish and Italian speaking candidates will find special opportunities in New York City.

The job, which pays $4,725-$5,000 in five annual increases, involves examining and evaluating disability claimants. Applicants should be high school graduates or hold an equivalency diploma. However, business experience or military service may be substituted for high school on a year-for-year basis.

For further information, write to Recruitment Unit 309, New York State Department of Civil Service, State Campus, Albany, New York 12236.

One Week Left
For Shorthand
Reporter Jobs

November 16 is the final date for filing for shorthand reporter positions in the Office of the U.S. Attorney in Brooklyn. Applications for this 18th position, paying $25 per month, are being accepted by the Interagency Board of U.S. Civil Service Examiners.

Requirements

For appointment, candidates must have had one year of progressively responsible experience as a court reporter or hearing reporter, or experience in other positions requiring verbatim recording of proceedings involving difficult and varied vocabulary. They must take a written oral abilities test and a five minute dictation test at a speed of 175 words a minute.

For further information, contact the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, 230 E. 42nd St., N.Y., N.Y. 10017 and refer to announcement No. NY-75-18.

Where to Apply
For Public Jobs

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

CITY

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 8 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720.

Mailed requests for application blank must be stamped, self-addressed, business-size envelopes and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are sent by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 5th Avenue Line. The IND Lexington Avenue Line stop to use is the West Second Street stop and the BMT Brighton locals stop is City Hall.

Both lines have exits to Chambers Street, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone Berkeley 7-1616; Governor Alfred E. Smith State Office Building and the State Capitol, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, New Building, 225 East 42nd Street (at 2nd Ave.), New York 17, N.Y. The Second Region Regional Office is located at 229 East 42nd Street, New York 17, N.Y. For appointment, candidates must have had one year of progressively responsible experience as a court reporter or clerk reporter, or experience in other positions requiring verbatim recording of proceedings involving difficult and varied vocabulary. They must take a written oral abilities test and a five minute dictation test at a speed of 175 words a minute.

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Five Employees Lauded By Public Works Dept.

Public Works Commissioner William L. Lister has presented checks and commendations certificates to five employees of his department who, in his words, "have worked on manholes in City streets with the same conscientiousness they would in their own homes." One of awards and their improvement suggestions follow:

$10 Award

Paul Kostick, of Manhattan, a central repairman in the Industrial Wastes Section of the Bureau of Water Pollution Control, proposed that night crews working on manholes in City streets be equipped with reflectorized vests as a means of improving employees' safety. Thomas J. Connelly, of the Bronx, a senior sewage treatment worker, has two winning suggestions which he submitted to the plant to eliminate a possibility of personal injuries. The average of a suggestion is that traffic lane markers be painted on the Greenpoint Ave. Bridge to improve safety for motorists.

$5 Awards

Gerard T. Mastromarino, of Brooklyn, an assistant bridge operator, was awarded $10 for suggesting that traffic lane markers be painted on the Greenpoint Ave. Bridge would improve safety for motorists.

Frank Canzio, of Brooklyn, suggested the Division of Shops, which had two winning suggestions which paid $10 each. One proposed the installation of a new emergency exit to reduce the possibility of personal injuries. The second improved the previously used wooden covers.

$10 Awards

Bernard McQueen, of the Bronx, a senior sewage treatment worker, has two winning suggestions which paid $10 each. One proposed the installation of a new emergency exit to reduce the possibility of personal injuries. The second improved the previously used wooden covers.

State Seeking Psycho-social Aid

New York State is accepting applications for psycho-social aids to serve as social workers and recreation aides in the State Civil Service. For further information contact the State Department of Civil Service, the State Campus, Albany, N.Y.

The Comptroller of the State of New York will sell at his office, 23rd floor, 370 Broadway, New York 7, New York November 14, 1966 at 12:00 o'clock Noon (Without Reserve) $35,375,000 STATE OF NEW YORK HOUSING BONDS Due December 1, 1967 to December 1, 1968.

Principal and semi-annual interest June 1 and December 1 payable at The Chase Manhattan Bank, New York City. Descriptive circular will be mailed upon application to ARTHUR MITTEN, State Comptroller, Albany, N.Y.

50 Years of Successful Specialized Education

For Career Opportunities and Personal Advancement

Be Our Guest at a Class Session of Any Department or Phone or Write for Class Schedules and FREE GUEST CARD.

PATROLMAN

IN MANHATTAN—MONDAYS, 1:15, 5:30, or 7:30 P.M. IN JAMAICA—WEDNESDAYS AT 7 P.M.

CIVILIAN JOBS IN

VARYING FIELDS

OFFERED BY ARMY

A wide variety of civilian positions, both temporary and full-time, are being offered by the Army Personnel Center in Long Island City.

Civilian jobs in the following fields: clerical, skilled, record equipment specialist, asset supervision, computer service, telephone operators, computer librarians, video equipment operators, computer repair, assistant director, director, and instructor.

For further information write the Commanding Officer, Army Personnel Center, 33-11 33rd Avenue, Long Island City, New York 11106 or phone 931-6000, ext. 558.
LETTERS

Letters to the editor must be from 200 words at least, and must be accompanied by names appropriate. Address all letters to The Civil Service Leader.

Stymied Answered

We can readily understand the frustration of the Fraternal Nurse who appears to have "ducked"! A view so narrow, interpersonally consuming such a small segment of the whole, must appear shallow on her interpersonal relationships. Her lack of objectivity must indeed be seen as, sincere feelings of injustice.

We think she deserves an answer in the interest of improved relations in so vital a team: hospital medical assistance.

Hospital nursing staff and do a good job without many people: doctors, registered nurses, practical nurses, cooks, porters, hospital workers, dentists, adm. infinity. Each job is important and each merits consideration for the job he performs, and for the educational requirements of each job. Specifically, we want to talk about R.N.'s (registered nurses) and P.N.'s (practical nurses), in support of a cross-motion for summary judgment in view of the same Court's decision in the Uniformed Officers case. Indeed, this concept is one of the best known of the legal rights. The three-judge Federal Court in that case ruled that there was no contractual obligation owed to the plaintiffs and dismissed the case on the merits.

In the BRODY case, the Court refused to review the merits. This case, instituted by former clerks, grade "B," in Kings County to protest their demotion under reclassification, was appealed to the Southern District of New York for interpretation of the Federal Constitution, but did not press this argument in support of a cross-motion for summary judgment in view of the same Court's decision in the Uniformed Officers case. Indeed, this concept is one of the best known of the legal rights. The three-judge Federal Court in that case ruled that there was no contractual obligation owed to the plaintiffs and dismissed the case on the merits.

At present, the instant case, did not develop how the demotion of the Brody plaintiffs was rationally related to the objective of Court unification. Indeed, such relationships were not developed at the Supreme Court. Also the way is open for a new interpretation of whether there has been the kind of individual discrimination coming within Constitutional provisions protecting Court employees from demotion. The second branch of plaintiffs' argument was not even reached in the Brody decision.

Thus, the time for a fresh look is now. The issue of whether the Brody plaintiffs, whether the United States Supreme Court held that there was such a relationship coming within Constitutional provisions protecting Court employees from demotion. The second branch of plaintiffs' argument was not even reached in the Brody decision.

DISTRICT JUDGE Frankel, writing for the three-judge Court, granted the defendant's motion for summary judgment and dismissed the complaint solely on jurisdictional grounds.

The plaintiffs' complaint, however, was a valid issue of sufficient significance for Court cognizance. The test of whether there has been the kind of individual discrimination coming within Constitutional, provisions protecting Court employees from demotion. Indeed, this concept is one of the best known of the legal rights. The three-judge Federal Court in that case ruled that there was no contractual obligation owed to the plaintiffs and dismissed the case on the merits.

AN INTEREST of the individual who has been deprived of is especially valuable on a medical team because it is often critical, and the responsibility of that individual rests on the R.N.'s and P.N.'s. The R.N. does not do a good job without many people: doctors, registered nurses, practical nurses, cooks, porters, hospital workers, dentists, adm. infinity. Each job is important and each merits consideration for the job he performs, and for the educational requirements of each job. Specifically, we want to talk about R.N.'s (registered nurses) and P.N.'s (practical nurses), in support of a cross-motion for summary judgment in view of the same Court's decision in the Uniformed Officers case. Indeed, this concept is one of the best known of the legal rights. The three-judge Federal Court in that case ruled that there was no contractual obligation owed to the plaintiffs and dismissed the case on the merits.

Reform 1 Out Of 3 Rule

LAST week after the eruption of scandal in the Sanitation Department in which alleged bribes were taken by top departmental aides from prospective promotional appointees, much attention was given to the "one-out-of-three" method of civil service appointment. Under State law a department head in any City or State agency has the right to skip over two appointments from an eligible list. This is true both for promotional and open competitive tests. It is impossible under this method that an individual, having received a high mark on the qualifying test may continually receive appointments from an established eligible list. This is a very unnecessary evil that should be ended. As an added note, this meeting should serve also to re-examine the Interchange of ideas is especially valuable on a medical team because it is often critical, and the responsibility of that individual rests on the background of study and learning (three to four years) gives her the know-how to look after the patient. The R.N.'s and P.N.'s are unequivocally indispensable in support of a cross-motion for summary judgment in view of the same Court's decision in the Uniformed Officers case. Indeed, this concept is one of the best known of the legal rights. The three-judge Federal Court in that case ruled that there was no contractual obligation owed to the plaintiffs and dismissed the case on the merits.

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Office Jobs Are
Open Now In State;
File At Any Time

New York State is continuing to accept applications for the positions of stenographers, typists, and key punch operators.

Starting salaries are: $3,635 for stenographers, with annual increments to $4,755; and, for typists and key punch operators, $3,635, with increments up to $4,755. Positions are available throughout the State with some located in New York City.

Examinations for these positions are given regularly at offices of the State Employment Service in New York City. The office to contact for the exam is at 513 Lexington Ave., Manhattan, with the exception of the key punch operator. This test is given by the State Civil Service Commission and that agency should be contacted for the time and place of the exam.

There are no education or experience requirements for these exams. However, candidates will have to pass a spelling and vocabulary test and a practical test in typing, stenography or key punch machine operation, whichever one applies to the position sought.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings in New York City, Buffalo and Syracuse, or any local office of the State Employment Service.

Two Given Medicals
Two candidates for jobs as borough community coordinators were given medical tests last week by the City Personnel Dept.

File Until Nov. 22
For Attorney Jobs
In Sheriff's Office

Assistant attorneys and junior deputy sheriffs in the Office of the City Sheriff may now file until Nov. 22 for the promotion examination for attorney.

Candidates must be practicing attorneys, licensed to practice law in the State of New York, and have not less than five years of satisfactory relevant experience subsequent to admission to the Bar and prior to the date of the written test.

The written test will count 40 percent of the final mark; the performance section is counted for 15 percent; the seniority is weighted at 15 and the technical section is weighted at 50. Seventy percent is required in all sections except performance which requires 75 percent.

For further information and applications, contact the Department of Personnel, 49 Thomas St., N.Y., N.Y. 10013 or call 866-7700.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y., City, N.Y. 10007.

THE STATEWIDE PLAN
... specifically designed for protection against the cost of hospital and medical care for public service employees. Blue Cross and Blue Shield protect you when hospital and medical care are needed. Major Medical, provided by the Metropolitan Life Insurance Company, offers additional security. Few plans offer as much as 120 days of fully paid hospital, semi-private room care. In addition, extra hospital services are fully paid. Blue Cross also pays the cost of all dressings, drugs and medicines prescribed by the doctor while you are in the hospital, and Major Medical provides for such items when you are not hospitalized.

See your payroll or personnel officer for complete details about the Statewide Plan. Then you'll understand why these are...

NEW YORK STATE'S NO. 1 GET WELL CARDS

BLUE CROSS - BLUE SHIELD
ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERSTOWN
THE STATEWIDE PLAN - COORDINATING OFFICE - 1215 WESTERN AVENUE, ALBANY, N. Y.
A message to employees of the City of New York

The Story of Timothy T
or
How Fast Could You Raise $7,140.65?

When Timothy T chose his health plan from the three offered to City employees, he and his family were all feeling fine.

Then, within one ten-week period, his wife and two children were all hospitalized with unrelated serious illnesses.

Their bills came to $7,140.65. His health plan paid $6,051.30—or about 85%—of these costs. If he had chosen either of the other two plans, the maximum payment would have been only $2,663.30—less than 38% of his actual costs.

He undoubtedly had to go into his savings for $1,089.35. Rough enough. But a financial life-saver compared to the $4,496.75—most of which he would have had to borrow somewhere—to make up for either of the other two plans' lack of coverage. Fortunately, Timothy T had chosen well. He had voted the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE ticket.

He chose the only plan that offers any and all of these Major Medical and other benefits to New York City employees:

1. Home and office visits—no specific limit.
2. Prescription drugs, medicines, appliances.
3. Anesthesia.
4. Private duty nursing care.
5. Psychiatric treatment in doctor's office.
6. Freedom to select the doctor you want.

Some of these considerations undoubtedly influenced Timothy T's original selection.

Today he has another reason to stick with the plan he chose so wisely. A $6,051.30 reason. Few illnesses, of course, involve such staggering figures. You could be one of the lucky ones, with a health bill of only $10 or $15 next year. But big ones like Timothy's do come up.

And it could happen to you.

Reduce the risk of back-breaking health costs—and the worries that accompany financial disability. Choose the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE program for yourself and your family.

If you have any questions, by all means call us at one of the special numbers below. A ten-cent telephone call today may prove one of the finest investments you'll ever make!

Ask for "City Information" at both numbers: Blue Cross—Blue Shield, 689-2800; Metropolitan Life, 578-6071.
Cut-Off This Week

College Seniors, Grads Can File For New York Professional Career Test

January 2 is the cut-off date for the February 4 State Professional Test for college seniors and graduates. Through this examination program, college graduates may begin professional careers receiving on-the-job training in the fields of administration, physical and biological sciences, sociology, economics, research, mathematics, accounting, electronic data processing, banking and education.

Vacancies are mostly in the New York City and Albany areas although there are others throughout the State.

Most recent graduates begin work as trainees at a salary of $6,300 a year. Those who have had one year of appropriate post-graduate experience of study, may be employed directly at the first professional level, with a starting salary of $6,665.

Written Exam

The written examination is designed to measure verbal and quantitative abilities, abstract reasoning and spatial perception, and will require about two hours to complete.

The examination is administered frequently at locations throughout the State and wherever possible, at college campuses across the nation.

Qualifications

All candidates must be U.S. citizens. Other qualifications for the various fields follow:

Administration

Administration trainees receive on-the-job training in budget development, work, preparation of civil service tests, recruitment, and local government coordination. Positions in administration require a bachelor's degree with any major and include: personnel administrator, civil defense representative, budget analyst, personnel examiner, training technician, administrative analyst, junior investment officer and hospital administration intern.

Economics, Research And Accounting

Graduate study and membership in professional societies is encouraged for trainees in economics, researchers, and accountants.

These positions require a bachelor's degree with appropriate specialization. Some of these positions are: economics, research assistant, assistant accountant, research assistant (sociology), municipal accounts examiner.

Trained mathematicians with statistical skills are utilized by almost every State agency, each of which will conduct training sessions on the job.

Successful candidates for this position must be accepted in a recognized graduate school of statistics, these positions include: actuary, assistant actuary, scientific data programmer and junior insurance examiner.

Science

The State needs scientifically-trained professionals to conduct health research and direct programs of the Department of Public Works.

Requiring a bachelor's degree with appropriate specialization these positions include: biologist, bacteriologist, chemist, conservation biologist, junior scientist, junior engineering geologist, forester, junior landscape architect, and junior engineers in civil, mechanical and sanitary.

Social Sciences

The State Department of Mental Hygiene has instituted a program for the training of psychiatric social work clinician, parole officer, trainee, probation officer, caseworker, recreation, instructor and institution teacher.

The Public Administration Internship

Candidates who possess, or are candidates for a master's degree in public administration or political science, are eligible for internships in public administration. This is a comprehensive program designed for those whose interests and training are primarily in the area of government administration.

(Continued on Page 11)

MARKET GOT YOU?

The New York Stock Exchange, It has been said, has the lure of the Kentucky Derby, Las Vegas, and Monte Carlo all rolled into one.

If the Market tempts you—fine, but try to suppress your gambling instincts when you choose your doctor bill insurance.

Deciding on the right health insurance can be a tricky business. Consider your basic needs.

You want fast, dependable payments. GHI pays promptly.

You want to be free to go to the doctor of your own choosing. GHI permits free choice of doctor—anywhere.

You want the plan with no deductibles and no coinsurance applied to doctor bills. GHI fills the bill.

If you are a New York City employee, check the box in the middle of item 14 on form 1063, That's GHI—the health insurance you want.
Education or Experience

10,000 Federal Jobs
To Be Filled From One Entrance Examination

The U.S. Civil Service Commission is now accepting applications for the Federal Service Entrance Examinations through which over 10,000 college graduates will enter Federal government service. Some 200 types of careers are open to successful candidates in the test.

In effect, applicants for this test are reaching prospective employers in thousands of offices throughout the nation.

In addition, many overseas positions are filled from this test annually.

Those hired from this test are trained to work on programs of national and international importance and will be prepared to take further examinations above the grade 5 ($5,331 per year) entrance level.

Once appointed, applicants will be trained for positions in personnel management, general administration, economics and social sciences, social security administration, management analysis, data collection, electronic data processing, budget management, public relations, statistics, investigation, procurement and supply, housing management, archival sciences, adjudication and other quasi-legal activities or food and drug inspection.

To meet the requirements for the grade 5 position, candidates must have completed all the requirements within the last two years or expect to complete them within nine months, to place on the eligible register without examination provided they have a 3.5 index in all undergraduate courses or rank within the top ten percent of their class.

Those taking the test and attaining a sufficiently high rating may be marked qualified for the GS-7 grade if they have had a 3.0 index in college courses or rank within the top 25 percent of their class or have been elected to membership in one of the national honorary society or have attained an average of 600 or more in the Graduate Record Examination Area Test or Advanced Test.

Management Internships

There are also opportunities in management internships which will be filled from this test. This position is given to persons who show a potential for special training management interns.

To file for this test, write to the U.S. Civil Service Commission at 220 East 42 St., New York City, for a copy of the application blank which must be filled out clearly and submitted with the examination fee of $1.00.

Mechanical, Machinist, and Maintenance Instructors; $8-An-Hour

Applications for electro-mechanical instructors are being accepted continuously.

Applications for this $8 per hour position must have had nine years of full-time paid experience in this field and hold a high school or equivalency diploma.

Ten,000 Federal Jobs To Be Filled From One Entrance Examination

Maintenance Instructors; $8-An-Hour

Applications for electro-mechanical instructors are being accepted continuously.

The test and application cut-off dates are: January 21, cut-off December 21; February 18, cut-off January 18; March 18, cut-off; February 18; cut-off, March 18; and May 20, cut-off April 18. The final test will be given on June 17 and applications must be post-marked by May 17.

New Post

ALBANY—Frank G. Krivo is the new director of admissions of the State University College at Albany.

Employees' Association, also employed at the Tax Department. The Rowleys will live in Fort Lauderdale, Florida.

FOND FAREWELLS — to Gerald E. Rowley and Mrs. Rowley, at Rowley's retirement luncheon at the Thruway Motor Inn, Albany, Oct. 20, 1966. Rowley served as director of the Miscellaneous Tax Bureau, Department of Taxation and Finance. Congratulating him are, left, Tax Department administrative director Norman F. Gallman, and right, Joseph F. Folly, president of the Civil Service Employees' Association, also employed at the Tax Department. The Rowleys will live in Fort Lauderdale, Florida.

Send resumes of experience and education to Manpower Development Training Program, 116 East 42 St., New York City, and ask for applications for test by the Manpower Development Training Program. Duties include teaching the maintenance and repair of washing machines, clothes dryers, domestic refrigerators and air conditioners, toasters and broilers.

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Federal employees!

There are two ways to choose a health plan.

1. The hard way:
   - Check every available plan to see how many of the following benefits it provides:
     - 365-day coverage for each hospital stay, with covered-in-full benefits for most hospital services — not just room and board.
     - Full hospital coverage for maternity care.
     - Basic benefits for in-hospital doctor consultations.
     - No dollar limit on most basic benefits...no limit on lifetime maximum basic benefits.
     - No "deductible" to pay out of your own pocket for basic hospital and surgical services.
     - Doctor services paid in full for those who qualify by income.
     - Emergency dental care.
     - Supplemental protection — up to $50,000 for each family member — to help take care of big bills not covered by basic benefits.
     - Same supplemental benefits for nervous and mental conditions as for physical illness.
     - Supplemental benefits for those eligible for Medicare.

2. The easy way:
   - Choose the "High Option" Government-Wide Service Benefit Plan. It covers you for all of the benefits listed at the left. This is the plan administered by Blue Cross and Blue Shield.

Still have questions? Just call 689-8200 for the answers. It's part of our service.
U.S. Service News Items

Extra Post Office Funds May Bring Needed Overtime

The Postmaster General requisitioned extra monies last week to pay for the manpower needed to handle the Christmas mail volume. It was not decided how much of this extra cash would find its way into the pockets of regular postal employees by way of overtime.

As has been the practice in past years, the Post Office Department has to borrow from next year's budget to come up with the $350 million need to pay the extra salaries around Christmas time. The loan, Postmaster General P. O. Connally has indicated, will come from the budget allocation for the months April-June of 1967.

The Postmaster said that it was necessary to make the loan because of the requests for special Christmas salary funds which were received from the 15 Post Office regional directors. These requests are based on estimates of man-hours needed in various post offices to handle the crush of Christmas mail.

Potential overtime is figured in these requests, however, and the Post Office Department reiterated its promise to allow regular postal workers to get as much overtime as possible without paying more for the extra work than would be paid to temporary Christmas employees.

Spokesmen for the United Federation of Postal Workers have indicated that, to them, this does not seem like a notable break-through in working conditions or allowances for the Postal employees.

Use Zip Codes—It's faster that way.

Pay Where Your Allowance Shows Here:

NEW YORK STATE
CORRECTION & M. H. SAFETY
OFFICERS
NEW REG. UNIFORM, OUTER COAT
$76.50
HEAT. Approved REG. UNIFORMS
$46.75
POLICE KEEPERS COATS
REG. TRUCKER, CAP & SHIRTS
REG. TRUCKER, CAP & SHIRTS
SLOAN'S Uniforms
GATELL, NY
For Quality at a Discount

Central Clerical Books
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N.Y.
Mail & Phone Orders Filed

CIVIL SERVICE BOOKS

Let's look at the record Mr. Rockefeller

Let's see how much you really care about the livelihood of the Civil Service workers of the State of New York.

Assembly Intro-print # 5342. A Bill to repeal the Condon-Wadlin Act.

VETOED June 21, 1965
by veto message # 135.

Nelson A. Rockefeller

"I will use all the resources at my disposal to obtain the repeal of the Condon-Wadlin Bill and to establish procedures for collective bargaining between the State and its employees."

Frank D. O'Connor

10/24/66

Assembly Intro-print # 2460 - 1966 (as sponsored by Comptroller Arthur Levitt). A Bill to establish an automatic cost-of-living escalator formula which annually would adjust retirement income to dollar purchasing power for members of the State Retirement System.

VETOED May 3, 1966
by veto message # 466

Nelson A. Rockefeller

Civil Service Committee for O'Connor, Samuels, Levitt and Sedlak
Dr. Horace P. Mostell, Chairman

"As Governor I will sign a Bill to establish a cost-of-living formula tied to dollar purchasing power." 

Frank D. O'Connor

10/25/66

Under Nelson Rockefeller, in one fiscal year alone—1965-66—personal income taxes went up 12%; consumer taxes (these are taxes on cigarettes, gasoline, beer, etc.) went up 68%, while corporate business taxes went down 18%, according to the Annual Report of Comptroller Arthur Levitt.

"I will do everything in my power to reconstruct the tax structure of the State in accordance with the recommendations made by Comptroller Arthur Levitt in his brilliant "Study of Alternative Methods of Tax Revenues."

"I will work with Arthur Levitt as a team. It's time he had support from the Governor."

Frank D. O'Connor
ATTEND MEETING — Loren Youngs, third from right, a Clinton Central School employer, was host and chairman for a recent meeting of the Onondaga County Civil Service Employees Assoc., in the Helmuth-Illaga American Legion Post, Franklin Springs.

Highway Engineers Assn., Elks Exalted Ruler Nelson Navarra and Grant Trustee Francis P. Hart made a presentation in behalf of their fraternal group. Duigan was commended for his years of service by two State Public Works district engineers—James C. Nortin, Watertown, and Earl E. Tobon, Syracuse. Shown, left to right, are: Hart, Duigan, Rt. Rev. William J. Arzy, Holy Family pastor; Vernon L. Shane, statistical, State, and Navarra.
NEWBURGH — City of Newburgh and the Orange County Civil Service Employee Association have undertaken the dressing of hundreds of dolls for distribution by the Salvation Army at Christmas according to Mrs. Charlotte Blaufeld, Orange County chapter president.

The dolls, which will be given out as a Christmas party in Newburgh, are now on display in the offices of the General Stodger Gas & Electric Co.'s Newburgh office.

Hoehn Re-elected By Minola Chapter

MINOUSA—District Hoehn was elected president of the Minola chapter, Civil Service Employees Association this week at a meeting here. Elected to serve with him were Vernon Booner, vice-president; Dave Krone, treasurer and John Bernant, treasurer.

Hoehn noted the support and interest of members and in so doing the cooperation received from the chapter of Village Board members. He pointed out that the chapter was working toward obtaining classification of titles by January, last well as receiving comparable benefits as those received by town and county officials.

Hoehn also reported that through CSEA's efforts, a recently dismissed employee was reinstated following the clarification of misunderstanding between the employee and administration of the Village Library.

Case Workers: File By Nov. 9

Rockland County is accepting applications for promotion examinations for (1) payroll clerk (CW) and senior case worker (CA). Both exams will be held Dec. 10.

Candidates for both positions, which pay $39.90-$49.50 a month, must be at least 18 years of age and have had two years of casework experience with Rockland County Welfare Department. Six months of this experience must immediately precede the examination date as a permanent case worker. For further information and applications, contact the Rockland County Personnel Office, County Office Building, New City, N.Y. or phone NE 4-1011.

P.R. Column

MR. MOTT is grateful that he survived his Fire Department ties, he decided there was lots of room for improvement in his new career. He is pursuing a rigorous schedule of studies at New York University for his new position as a counselor.
BUFFALO—Erie County Budget Director Louis J. Russo said funds will be provided in the 1967 budget for a pay raise for county employees.

Erie chapter, Civil Service Employees Association, had recommended a 13 per cent pay boost for county workers.

Representatives of the CSEA, said, means that whatever pay increases are enacted will probably be reduced to 12.5 per cent.

Erie County Executive Edward Raitt is due to present the 1967-68 budget to the Board of Supervisors in about two weeks.

The budget director’s statement came after the Finance Committee, after the Physic survey will “examine the current difficulties experienced by the high costs of living, and containing high caliber professional, technical and other personnel.

The group had requested that the Board of Supervisors that “state and Erie County in salaries.”

Barrington officials, saying, Sturtevant and Edward Donald M. Neff told the Prance p^l^^; ^oro

crease. Flaumenbaum said the situation of recruitment and re-

technical and other personnel. j^^Manus, superintendent; L. I.

Committee he received a letter Danzenhofer, Mary Shivan.

on Saturdays, unemployment in-

York.

were cited here recently at

Cites Retirees

were honored at a retire-

Public Works Department since 1924, was recently honored at a retire-

Rockefeller to CSEA president Jo-

and had, shortly before his de-

parure from Albany, received a

letter from Governor Rockefeller to CSEA president Joseph

y. P. Taft, who read the letter from Governor.

Bronx servisors that “state and

Erie County in salaries.’

Kurtas at the dinner included J.O.I. Williamm, comptroller. and assistant general manager; Joseph McManus, superintendent; L. T. Fowler, assistant comptroller and police Chief Bresnahan Van Buhler of the Palisades Interstate Parkway—all representing the commission; Jack Soper, presi-

dent of the CSEA’s Southern Con-

ference and CSEA field representa-

New York. 

In answering questions posed by the members attending the meet-

ago and other employees who are clerical "attainment of working level, and also that it made no

Scann, Mineola and Masp quota, Park. Field Representative Moses

42 YEARS OF SERVICE — Mrs. Leighton W. Douglas of Watertown, senior typist in the north district office of the State

Clerk Reallocates Failure Erupts into

St. Lawrence Chapter Membership Rally

Termed Successful

MADISIA — St. Lawrence County chapter, Civil Service Employees

Assoication, received a hugh-

honor at the Civil Service Employees Association annual dinner at the Ellis Club here, att-

ended by about 250 members and guests.

Toastrimmer was CSEA regional attorney, Edmund Sieda of Or-

theater.

An earlier story on the Con-

ference poll traditionally left out the questions on candidate’s eligibility for the third area, Third Assembly District—Charles Milton (D-C) and Joseph Delallo (R)—also replied “yes to.

Are you in favor of collecting bargaining procedures for all pub-

lic employees? If you are elected you will be

younger and legal bills and advantageous to civil service employees even though the bills are not generally supported by them

Are you in favor of broadening the merit system thereby bringing more publicly employed to the
democratic and rank and the number of patronage positions?