

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Eligible Lists

See Page 16



**BRYDGES BACKS PAY BILL** — Senate Majority Leader Earl W. Brydges, right, is seen here as he conferred last week with Grace T. Nulty, chairman of the Legislative Committee of the Civil Service Employees Assn., and CSEA President Joseph F. Feily or passage in the Legislature of a proposed eight per cent pay increase for State employees. Senator Brydges gave the CSEA representatives assurance that he would personally support the pay bill.

### 'Expect More To Come'—Flaumenbaum

## Nickerson Restores Third Of Fired Men To Jobs; PW Priority List Established

(Special To The Leader)

MINEOLA — Nassau County chapter of the Civil Service Employees Assn. made major strides last week toward restoring jobs to some 170 men fired from the Department of Public Works when nearly a third of the discharged persons were given other jobs.

In addition, County Executive Eugene Nickerson, who claims he was forced to fire the men because of budget restrictions, personally assured Irving Flaumenbaum, chapter president, that not only was the task of relocating the remaining men to other jobs going on but also that he was establishing a priority list in Public Works to give those employees first choice of any job openings in their old department.

Nickerson also voiced regret that the efforts of his office to restore these men to work were not properly publicized and told Flaumenbaum that "I can only blame an unfortunate breakdown in communications for any mis-

understanding between us on this issue."

Flaumenbaum said that the chapter board of directors, in view of the new progress made on rehiring the displaced personnel, had voted to postpone a demonstration set for Feb. 14 for at least a month.

"The Civil Service Employees Assn. is not in business to stage demonstrations," Flaumenbaum told The Leader, "but to work for employees and to protect their jobs. We prefer actions leading to positive solutions any day of the year and we think these kinds of actions are now underway."

The Nassau CSEA chapter president said that "We expect more jobs to come now that the actual rehiring of these men has begun and we intend to stick to the task of getting all the men back to work."

Prior to the meetings between Nickerson's office and the Nassau chapter, plans had been laid not only to stage a protest demonstration on Feb. 14 but also to seek support from all CSEA chapters in the State to back of the Nassau CSEA's efforts to publicize the plight of the fired men.

The two sessions of last week, however, brought positive action from the County Executive's office and both sides now appear to be growing closer together in solving the problem of getting the men back to work.

## Scandinavian And Grand Tours Now Open For Bookings

A tour of Scandinavia and a Grand Tour of Europe will both depart on July 19 for 22 days each and are open for bookings now to Civil Service Employees Assn. members, their families and friends.

The north country program will offer visits to Holland, Denmark, Sweden and Norway and will also include a visit to England and

(Continued on Page 16)

## Wage Hike Under Attack

# Feily Calls For All Out Drive To Get Legislators' Support For Pay Increase

Presidents of Civil Service Employees Assn. chapters throughout the State have been alerted to start now on the biggest drive in years to get members to contact individual members of the Legislature for support of CSEA-sponsored measures.

Joseph F. Feily, CSEA statewide president, warned local chapter heads that a "subtle campaign" is being launched in many quarters, particularly among high-powered taxpayer groups, to kill Governor Rockefeller's proposed eight per cent pay increase for State employees as well as other important public employee legislation.

Feily noted that a letter and contact campaign launched in previous years when a pay raise was threatened contributed to much of the success in pushing the salary legislation through to accomplishment.

Feily will appear this week at the Joint Legislative hearing on the Governor's proposed State Budget to restate and to urge adoption of the need for a salary increase as negotiated by CSEA with the Rockefeller Administration.

In further actions to assure approval of the pay measure, Feily, Solomon Bendet, chairman of the CSEA Salary Committee, and other Association representatives were to meet Feb. 7 with Assembly Speaker Anthony Travia to seek his support for the salary bill.

Earlier, CSEA officials met with Senate Majority Leader Earl W. Brydges, who said he was "in sympathy with the (salary) measure and personally supporting it . . ."

## Grant Time Off For Snow Delay, CSEA Asks State

ALBANY — The Civil Service Employees Assn. has urged Governor Rockefeller to excuse lateness and absences of State employees who were not able to get to work on time or at all in various sections of the State because of the recent severe storm conditions.

The Employees Association also requested that employees who surmounted sufficient hardships to arrive at work be given compensatory time off.

CSEA president Joseph F. Feily pointed out in a message to the governor that the situation brought about by the heavy snow is similar to the recent New York City transit strike, in which employees who were unable to report to work were not charged for the time off and employees who did manage to get in were allowed compensatory time off or, in some cases, paid overtime.

Other GOP legislative leaders indicated their support of the wage hike.

### The Letter

In his letter, Feily wrote saying: "Within the next week, you and your Legislative Committee chairman will be receiving an outline of the Association's legislative program, including the names of the sponsors of our bills in both houses of the Legislature and the introductory number of the bills. In addition, chapter presidents will receive a legislative guide, The 1966 Directory of Legislators, a legislative contact report form, and other material which should be helpful in inaugurating your

### During Transit Strike

## Seek Time Off Rule For Aides At Rockland

ALBANY—The Civil Service Employees Assn. last week urged that employees of Rockland State Hospital be included in the special time-off policy announced last week for State employees working in New York City who were affected by the transit strike there.

In a letter to Mary Goode Krone, president of the State Civil Service Commission, CSEA president Joseph F. Feily pointed out that a substantial amount of employees who work at the Rockland County institution reside in New York City. As a result, Feily said, some of the employees were prevented or delayed in getting to and from work.

Feily urged that a survey be made of the problem and that affected employees at Rockland State Hospital be given the same consideration as those given State employees working within New York City.

## Roger C. Wright

Attorney Roger C. Wright, 60, chairman of the Jefferson county Civil Service Commission, died suddenly Feb. 2 after being stricken with a heart attack during the night.

He was the original executive secretary of the county commission but switched to a commissionership when the late William G. Lachenauer, former mayor, was first named to the commission.

chapter's legislative program.

"I am writing now to advise you that since the announcement by the Governor of his intention to provide an eight percent salary

(Continued on Page 16)

## CSEA Appeals Reallocation For Parkway Foremen

ALBANY—The Civil Service Employees Assn. has appealed to the Civil Service Commission the denial of the Long Island Parkway foremen's request for a salary reallocation from grade 8 to grade 11.

The appeal emphasizes the many significant changes directly affecting the title which have occurred since it was set at grade 8 in 1954. These include "increased traffic volume, causing the position to be more hazardous and more arduous," "increase of public contact due to expansion of parkways," and "increased and more complicated equipment . . ."

CSEA also scored the inequity of the relationship of the parkway foreman, grade 8, with the position he supervises, park maintenance man, grade 7, pointing out that the "one grade differential of supervisor over supervised is not proper internal alignment."

*Don't Repeat This!*

## Is Jackie Robinson Republicans' Answer To Beating Levitt?

RECENT statements by Governor Rockefeller and by Carl Spad, GOP State Committee chairman, that Lieut. Governor Malcolm Wilson and Attorney General Louis Lefkowitz would definitely stay on the Republican state ticket this fall leaves speculation on only one other post—that of Comptroller.

A spate of rumors last Fall that Rockefeller would seek to replace (Continued on Page 2)

# DON'T REPEAT THIS

(Continued from Page 1)  
Wilson and Lefkowitz for the 1966 gubernatorial election were buried when the Governor stated publicly he wanted both men to run again and when Carl Spad, in an earlier meeting with GOP county leaders, got agreement that "there's no point in breaking up a winning team."

Both Wilson and Lefkowitz have large, personal followings among their fellow Republicans and both have heavy voter appeal in various parts of the state for various reasons.

The problem facing the GOP, then, is who to put in the Comptroller's slot to oppose the practically unbeatable Arthur Levitt. Levitt, of course, is one of many top Democrats who will figure as a candidate for Governor and if he should get that nomination the problem would be reduced for the Republicans. No one believes, however, that Levitt would abandon the Comptroller's office from the lack of a gubernatorial nom-

ination. His prestige in that post is statewide and he thoroughly enjoys the job.

### The Choices

While Secretary of State John Lomenzo, who made the grade the last time, and Tax Commissioner Joseph Murphy, an upstate favorite with many Republicans, are by no means discounted right now as possible contenders, there is serious thinking among some party leaders that they should consider going elsewhere for a winning candidate.

### Robinson's Qualifications

As of last week, a quiet push began among a group of younger Republican party pros and functionaries upstate to put former Dodger baseball star and now Harlem Banker Jackie Robinson on the ticket as the Comptroller candidate. They tick off the following qualities that would make Robinson, in their opinion, the best candidate to face Levitt:

- He is one of the nation's most famous Negro personalities.
- He has worked hard for the GOP, particularly in Governor Rockefeller's attempt to secure the Presidential nomination. Robinson worked hard at the San Francisco convention first, to win the nomination for Rockefeller and, second, trying to keep the nod from Barry Goldwater.
- He would not only appeal to his old sports friends but is qualified to get the support of Repub-

licans in business and industry because of his experience in the banking field.

• In addition, Robinson is a personable, articulate figure whom these younger leaders feel would add luster to the campaign this fall.

• His vote-getting power would be an added asset to Rockefeller's candidacy.

Before the Republican nominating convention this summer, there will be other names put into the ring, of course, and at this writing the Robinson supporters are just getting their drive off the ground. The enthusiasm they have for Robinson getting the nomination may just convince all the other party leaders by that time.

Note: The Council of Elected Negro Democrats, comprised of members of the State Legislature and Congress, also is urging the placing of a Negro candidate on the State ticket this fall but have not asked yet for any particular spot. Former Manhattan Borough President Edward R. Dudley became the first Negro on the Democratic state ticket when he ran against Attorney General Louis Lefkowitz in 1962.

## Gregory Cited By Architects For Leadership

Civil Service Commissioner George Gregory was the honoree at a cocktail party recently, given by the Committee to Beautify New York chapter, American Institute of Architects.

Commissioner Gregory was honored for his leadership in sponsoring the first mandatory municipal policy providing for the beautification of the outside of all new public buildings by the use of paintings, murals and sculptures.

The new City beautification policy which went into effect last December calls for an appropriation of one-half to one per cent of the total construction cost of all new public buildings to be used for beautification purposes. It is estimated that this amount will run from two to four million dollars annually.

The committee is composed of representatives of 33 civic groups, including the leading architectural, engineering and cultural associations in the City.

## Victory Dinner Held For Ulster Sheriff

KINGSTON — A victory dinner was held recently for William B. Martin, a retired sergeant of the State police, who was elected Ulster County sheriff in the November elections.

Martin is the first Democrat elected to that position in Ulster County in the last 39 years. Sheriff Martin's wife is the cousin of James Martin, president of the Ulster County chapter of the Civil Service Employees Assn.

## Rosewell Park CSEA To Meet

The Civil Service Employee's Assn., Rosewell Park Memorial Institute chapter is having a general meeting on Wednesday, February 9, 1966, at Troop I Post, 232 Franklin Street, at 7:30 pm.

## Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Dean of 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 Hiring Freeze

THERE ARE very serious public relations implications for the City of New York in the executive order of Jan. 18th, by which Mayor Lindsay froze all job vacancies in the city government.

THE MOST acute implication is that the order, in one swoop, neutralized the 15 years of work by genuine public administration professionals who have been trying to get the most competent and the most motivated people into the city's civil service ranks.

WE DON'T know the dollar figure that went down the drain, but it wouldn't surprise us if it added up to \$10 million or more.

WHEN THE order was issued, there was the distinct impression that the people at City Hall were depending on a horse, whose most valuable attribute was being able to speed off in all directions at the same time.

WE SERIOUSLY doubt the loudly trumpeted figure of \$350 million as a budget saving by freezing all vacancies in city government. But we haven't the slightest doubt of the irreparable damage being done to civil service ranks now and in the future because of this "all direction horse" adopted by City Hall's west wing.

THOUSANDS of vacancies have existed in the civil service ranks for 15 years, but no one told this to the new Administration. Even the most valiant efforts of the City's Department of Personnel and their highly professional campaign to recruit competent people into the City's civil service were not able to do the total job.

FIRST, THE almost insurmountable difficulty were the pay scales. That problem was solved with more money. The next difficulty was the lack of motivation among younger, educated people to make a career of civil service because the total civil service picture had been painted in dark, foreboding hues instead of in bright, challenging colors.

AMONG THE vacancies which just couldn't seem to be filled were for policemen, firemen, typists, welfare workers, nurses, engineers, accountants, data processing technicians, draftsmen, school teachers, building inspectors, architects, laboratory technicians, hospital interns, administrative aides of all kinds, and even telephone operators.

WE KNOW also that for outright bad public relations no other achieved such a result but his hiring freeze. The feeling is almost universal among city civil service that the move was personally directed against them.

THUS WHEN Mayor Lindsay talks about improving the efficiency of civil servants who must

carry the burden, it is all too apparent that he forgot to ask public administration personnel experts for the end results of the freeze.

WE SAID in a recent column that someone better tell City Hall's west wing that if they fail to get the cooperation of the city's civil service, they "shoulda stood in bed" instead of trying to run a \$4 billion corporation—which is precisely what the City is.

IT IS suggested to the City Hall west wing that they take some affirmative steps to try and repair their very bad public relations with civil service. First, they should get rid of the "all direction horse." Give him the Mounted Squadron of the Police Department. They would appreciate him.

AS A SECOND—and hopefully effective — step, give a little thought to the implications of some of the actions which have been taken during the Administration's first month. The good will of the City's civil service corps will not be won with press releases, but by sound, intelligent, public administration practices.

Only \$463

## Hawaii By Jet At Lowest Price Yet

The 1966 tour to Hawaii and the West for members of the Civil Service Employees Assn. will not only offer jet transportation for the first time but the total price—\$463 plus tax—is the lowest since the Hawaii tours were inaugurated. The two-week tour departs from New York on July 11.

Despite the lower price, the Hawaii program is higher than ever in quality. In addition to providing swift, jet air service, the tour this year will be accompanied by a professional courier who will deal with hotels, arrange plane seating and take care of any problems that might arise during the tour.

Highlights of the voyage will be visits to San Francisco, Hawaii and Las Vegas and will include sightseeing and special parties. Optional tours will be offered to other islands in the Hawaiians.

This program is strictly limited to CSEA members and members of their immediate families. Early bookings are urged again to avoid disappointment. It should be noted that last year's tour was sold out within three months of being offered.

Persons in the New York Metropolitan area should apply to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, Long Island, N.Y. Upstate members should apply to John Hennessey, 276 Moore Ave., Kenmore, N.Y.

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# Dr. Alan D. Miller Is Named Mental Hygiene Commissioner

Governor Rockefeller has announced the appointment of Dr. Alan D. Miller of Delmar as Commissioner of Mental Hygiene.

Dr. Miller, 43, is Associate Commissioner for Community Services in the Department of Mental Hygiene, a position he accepted in July, 1964, at the invitation of the late Commissioner, Dr. Paul Hoch. Dr. Miller came to the New York State Department of Mental Hygiene from the National Institute of Mental Health, Bethesda, Maryland, where he served as Associate Chief of Operations Research, Community Research and Services Branch.

The appointment of Dr. Miller, which is subject to confirmation by the Senate, was effective February 1. Dr. Christopher F. Terrence has been serving as Acting Commissioner during the interim period. As Mental Hygiene Commissioner, Dr. Miller will receive \$29,875 per year.

In making the announcement, Governor Rockefeller stated:

"It is with deep pride and satisfaction that I announce the appointment of Dr. Miller to this most important position. His outstanding abilities have been recognized in every community of the State where there is a concern and interest for the mentally disabled. Indeed, he enjoys a national reputation as a leader in the community mental health movement.

"Dr. Miller's experience and background uniquely qualify him to give leadership in the Department in carrying out the goals of community oriented care as set forth in the State's Master Plan developed by Dr. Hoch. He brings new dimensions and great promise in the development of the recent Statewide plan for the coordination of community and State services so that the mentally disabled can receive early treatment near their home when it is needed.

### Terrence Praised

"Every citizen in this State owes a debt of gratitude to Dr. Terrence for the devoted work he has done, at great personal hardship, during this period since Dr. Hoch's sudden death. I have publicly expressed my gratitude and that of all New Yorkers to this fine man, and I am pleased to announce that he has agreed to continue to serve the Department. He will resume his position as First Deputy Commissioner to work with the new Commissioner so that the department may achieve our goals."

Dr. Miller joined the United States Public Health Service as a commissioned officer in April, 1946, and has served in various capacities since that time. He was director of Richmond Municipal Hospital (Virginia) from April, 1946, to August, 1947; staff psychiatrist at the Mental Health Study Center of the National Institute of Mental Health in Prince Georges County from July, 1951, to June, 1952, and director of the center from July, 1953, to June, 1957. From July, 1958, to June, 1961, he was mental health program director of the United States Public Health Service regional office in Denver, Colorado; special assistant for field Operations for extramural programs of NIMH, July, 1961, to October, 1963; and associate chief for operations research, community re-

search and services branch, NIMH from October, 1963, to June, 1964.

### Studied Abroad

A graduate of Amherst College in 1942, Dr. Miller received his medical degree from New York University College of Medicine in 1945 and his masters in public health from the Johns Hopkins University School of Hygiene and Public Health. He served an internship at Bellevue Hospital in 1945; a residence in internal medicine at the United States Public Health Service Hospital, Fort Worth, Texas, 1948-50; a residency in psychiatry at the University of Maryland Psychiatric Institute, 1952-3; and received post-graduate training in clinical and social psychiatry at Maudsley Hospital Institute of Psychiatry, University of London, England.

He resides with his wife Judith and his five children (Matthew, Karen, Julia, Margaret and Dan) at 99 Dumbarton Drive, Delmar, New York.

# Duryea Confirms Backing Of L. I. Park Police

ALBANY — Representatives of the Civil Service Employees Assn. and the Long Island Parkway Police chapter met last week in Albany with Perry B. Duryea, Jr., Chairman of the Long Island State Park Commission and members of his staff.

Duryea reaffirmed the Park Commission's complete support of CSEA's appeal now before the Civil Service Commission for reclassification and salary reallocation of Long Island Parkway Police titles.

Also, in response to a request for more formalized communications, he agreed to meet periodically with CSEA officials and members of the Parkway Police chapter.

Among other items discussed were:

- Immediate need for additional personnel in supervisory ranks.
- Cash payment for accrued overtime.
- Use of personal leave by patrolmen during summer months.
- Salary grade differential between patrolman and patrolman detective; expansion of detective bureau; appointment of officer rather than sergeant to head detective bureau; and appointment of an additional sergeant.
- Turning in of patrol cars at 75,000 miles.
- Use of at least 1/2 of vacation credits during summer months.
- Increased effort to recruit top candidates.
- Assignment of liaison man to coordinate patrolman's court appearance with his work schedule.
- Establishment of thorough training program for all personnel.
- Commission support for non-contributory, 20-year, half-pay retirement plan.

CSEA will reiterate these items in an early memorandum to Duryea as the basis of an agenda for the next meeting.

The Park Commission was represented at the meeting by Duryea, Sidney Shapiro, general manager and chief engineer, and Vincent Leitch, finance officer. In atten-

# CSEA Urges State To Weigh Again The Issue Of Fat

ALBANY—The Civil Service Employees Assn. has reiterated its position that applicants for civil service examinations not be disqualified simply because they are ruled overweight by the Civil Service Department.

CSEA officials, led by president Joseph F. Feily, took the stand at a meeting with Mary Goode Krone, president of the State Civil Service Commission. Feily had requested to meet on the matter when, after careful review of several of such disqualifications as to their applicability under Section 50 of the Civil Service Law, CSEA had decided "we firmly believe . . . (they) are not authorized by the statute."

Commissioner Krone resolved part of the issues in stating that there would be no change in the Department's physical eligibility standards for promotion examination candidates.

The other side of the question—overweight disqualification of open competitive candidates—will require further study, Miss Krone said, but promised CSEA a decision from the Department at an early date.

# Babylon CSEA Highway Unit Rolls Up Gains

BABLON — A recent report by Louis R. Pflug, president of the Town of Babylon Highway Unit of Suffolk County chapter, Civil Service Employees Assn., reveals continuing success in the unit's quest for employee benefits.

The program for 1966, approved by Supervisor Gilbert Hanse and



LOUIS R. PFLUG

the Babylon Town Board and now in effect, includes:

- Time and a half pay for all hours over 40 worked as a result of an emergency declared by the superintendent of highways or the supervisor of the Town of Babylon.
- An increase of 15 cents an hour for hourly-paid permanent employees.
- Annual personal leave increased from three to five days.
- Lump sum payment for accumulated sick leave upon termination of service; in case of employee's death, payment to go to his estate.
- Winter and summer uniforms supplied by the town.

### Past Performance

Pflug also cites the impressive record achieved by the Highway unit in previous years: tenure for all employees after 3 years; 16

days of annual leave after 10 years; sick leave at the rate of 12 days a year, with a maximum accumulation of 120 days; 3 days paid leave upon death in the immediate family—1 day for other than immediate family; and longevity increments after 15 and 20 years of continuous service of \$100.00 and \$200.00, respectively.

The success of his group in negotiating, Pflug feels, stems largely from a constant, behind-the-scenes effort to maintain a high membership count which can truly claim to represent the highway employees. Current membership in the Town of Babylon Highway Unit is 159—90 per cent of its potential.

# Hosts Long Island Conference Meet

Pilgrim chapter of the Civil Service Employees Assn. will be hosts for the next meeting of the Long Island Conference.

The Conference meeting will take place Feb. 19 at Frevolas Restaurant, Route 25A Smithtown, from noon until 5 p.m.

# Education Unit To Hold Annual Dinner-Dance

ALBANY—The Education Department chapter, Civil Service Employees Assn., will hold their annual dinner-dance at the Cross Roads Restaurant, Latham's Circle, on Feb. 21.

A social hour will begin at 6 p.m. with a buffet at 7.

There will be continuous entertainment and dancing will be from 9 to 1 a.m.



**INSTALLATION** — More than 50 persons were present recently in the Moose Lodge in Salamanca when 1966 officers of the Southwestern chapter, Civil Service Employees Assn. were installed at a dinner. In photo, left to right, are: Leigh J. Batterson, manager of the Allegany State Park Commission, who was master of ceremonies; Charles Lindberg, chapter secretary; Ann Edmund,

recording secretary; Keith L. Reed, Salamanca mayor; Mrs. Betty Dugan, vice president; Assemblyman Jess Present; Mary A. Converse, chapter president; Peter F. Rain, treasurer, and Theodore C. Wenzl, CSEA first vice president, who was the principal speaker, and discussed the proposed eight percent pay raise for State employees and plans for a new CSEA building in the downtown Albany urban renewal project.

### Needed In Mt. Vernon Recreation Supervisor

The City of Mt. Vernon will accept applications until March 16 for an examinaion for recreation supervisor. Salary is \$6,479 to start. For further information contact the Municipal Civil Service Commission, Mt. Vernon.

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OUR 69th YEAR

## U.S. Service News Items

By JAMES F. O'HANLON

### LBJ's Hiring Plan For Mentally Retarded Soars

Federal Civil Service Commissioner John W. Macy announced last week that employment of the mentally retarded in Federal agencies has passed the 1,000 mark as of December 31, 1965. These figures represent the reports of 39 agencies. With other agencies due to report, the total should continue to grow.

Macy sees the progress of the Administration - directed program to hire the mentally retarded for simple tasks, when possible, as very encouraging in view of the skepticism with which it was confront-

ed when first authorized in April of 1964.

At that time President Johnson stated "This government as an employer intends to show the nation what can be done to make fuller use of the abilities of (mentally retarded) persons — with mutual benefit to those persons, the agencies that employ them, and the public."

He said this could be done without creating special jobs, causing damage to the merit system or compromising the effectiveness of the hiring agency.

#### Pioneer Program

A pioneer, experimental program was begun in the face of it's being received very doubtfully and unenthusiastically by agency officials. In order to measure the workability of the program and to isolate and diagnose those elements confronted by cooperating agencies which might undermine the plan's effectiveness and feasibility, an inspection program was begun in the summer of 1964. A subsequent report was published by the Civil Service Commission in April of last year which showed: Significant progress in the implementation of the program; the need for better coordination between specialized placement offices (largely state offices) and the hiring agencies; and the necessity of overcoming the negative attitude of agency supervisors regarding the hiring of the mentally retarded.

Happily, however, the report stated that toward the end of the inspection period the program seemed to be moving out of the pioneer stage and gaining momentum. Numerous reports of the plan's successful implementation from agency supervisors were lending considerable support to the Commission's contention that the retarded could be suitably placed to the benefit of most departments.

Some supervisors reported that, (Continued on Page 13)

### Where to Apply For Public Jobs

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

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

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

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope 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 filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or if 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 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

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

Any of these addresses may be used for jobs with the State. The State's New York City Office is three blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications should include a large size return envelope.

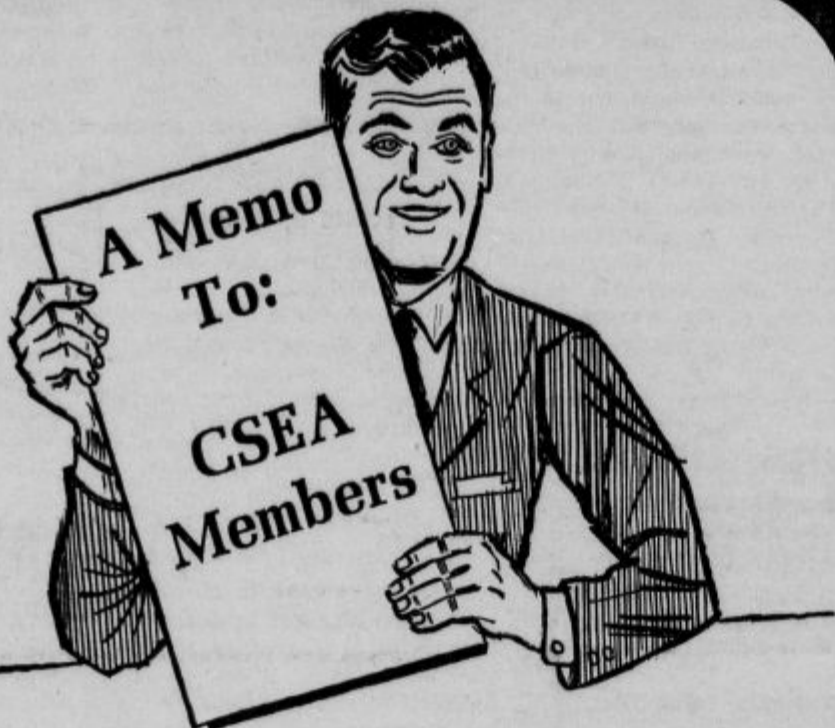
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL -- Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

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

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# Shipworkers Attend Wake At Brooklyn Navy Yard As USS Duluth Leaves For Philadelphia

By MIKE KLION

For the first time in at least 25 years and probably more, the waterfront of the Brooklyn Navy Yard is void of ships.

Last week, the USS Duluth (LPD-6), the final ship to be constructed at the 164 year old navy yard, left its moorings and sailed to the Philadelphia Navy Yard for fitting out, the concluding phase of construction before being assigned to active duty with the fleet.

To the tune of "Anchors Aweigh" the U.S.S. Duluth left Brooklyn almost 164 years to the day since the yard was first opened.

### Painting

At ceremonies before her departure, an original oil painting of the first ship built at the yard,

the "U.S.S. Ohio", was given to the officers and men of Duluth. The painting was accepted for the crew by Captain Mark G Tremaine, skipper of the ship.

Presenting the picture and a plaque was Rear Admiral William F. Petrovic, commander of the Brooklyn Navy Yard. The plaque read:

"U.S.S. Ohio, 74 Gun Ship of the Line, Keel Laid 1817, Launched 1820. First ship constructed at the New York Navy Yard. Presented with pride by the naval and civilian personnel of the New York Naval Shipyard to the last ship constructed at the yard, the U.S.S. Duluth, on the date of her departure, 1 February 1966."

Admiral Petrovic stated that "this culminates a long, hard job . . . We are proud of you Duluth . . . There are mixed emotions here today, mixed in that we feel sad to see the last ship go

and yet, proud that we have done such a fine job."

The admiral said that the workers at the yard could be proud of the other LPD's built at the yard. Many of them are serving with distinction in Viet Nam and Santo Domingo," he stated.

### Pays Tribute

In accepting the painting, Captain Tremaine paid tribute to the workers at the shipyard for their workmanship on the Duluth. "After our seatrials we came back to Brooklyn with the broom up," he said. (Traditionally this means that a clean sweep has been made or a good job done.)

Tremaine then presented a proclamation to the workers of the yard, which read in part:

" . . . the U.S.S. Duluth (LPD-6) can already be said to be a ship of superior construction

(Continued on Page 12)

## Maintenance Man Key Is Called Final

The following are the final key answers for the maintenance man examination approved by the New York City Civil Service Commission. The test was held on Oct. 30, 1965 and reflect changes allowed from protests on the tentative key.

- 1. C; 2. D; 3. C; 4. A; 5. B; 6. A; 7. D; 8. C; 9. B; 10. C or B; 11. C; 12. B; 13. A; 14. D; 15. D; 16. B or A; 17. A; 18. B; 19. B; 20. D; 21. A; 22. A; 23. C; 24. B; 25. B.
- 26. C; 27. B; 28. C; 29. B; 30. C; 31. D; 32. D or A; 33. B; 34. A; 35. B; 36. C; 37. A or B; 38. C; 39. A; 40. A; 41. C; 42. D; 43. D; 44. C; 45. A; 46. B; 47. B; 48. A; 49. D; 50. B.
- 51. A; 52. C; 53. B; 54. D; 55. C; 56. A; 57. B; 58. B; 59. A; 60. B; 61. B; 62. C; 63. A; 64. C; 65. A; 66. D; 67. B; 68. Delete; 69. A; 70. C; 71. B; 72. C; 73. C or A; 74. B; 75. C.
- 76. B; 77. C; 78. A; 79. B; 80. A; 81. C; 82. A; 83. A; 84. B; 85. A; 86. D; 87. B; 88. D; 89. B; 90. A; 91. C; 92. A; 93. B; 94. B; 95. D; 96. C; 97. A; 98. A; 99. B; 100. B.

## Principal Internal Auditor Positions

### Pay From \$12,500

The State Department of Public Works is seeking applicants for a March examination for principal internal auditor positions which pay from \$12,500 to \$14,860 a year.

Applications for this position will be accepted up to March 7 with oral testing to begin during the week of March 21.

Candidates must possess a bachelor's degree with a major in business or public administration, economics, industrial management and four years of progressively responsible experience conducting internal audits or program research, review or appraisal, two years of which must have been in a supervisory capacity. A master's degree in an appropriate specialty may be substituted for one year of the non-supervisory experience. To be qualifying, the experience must include substantial independent appraisal activity.

Full details and applications are available from any office of the State Department of Civil Service.

## School Secretary Exams Are Given Through June 30

Applications will be accepted until further notice for the examination for substitute licenses for school secretary in the Board of Education. The examinations will be given through June 30, 1966.

This position pays \$4,400 per annum for beginning substitute school secretary and \$4,600 for school secretaries who can perform additional course requirements.

To acquire a substitute license an applicant must have graduated from a four-year high school in addition to having compiled thirty semester hours in courses in education and school records and accounts.

Applicants should have one and one-half years in approved office clerical or secretarial work or one year in clerical or secretarial work as a regularly appointed civil service clerk or stenographer for

the Board of Education, or an equivalent or combination thereof.

A baccalaureate degree may be offered in lieu of one-half of the experience requirement.

For information and a complete circular of requirements along with an application form, please WRITE to the following address, enclosing a large stamped, self-addressed envelope

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TUESDAY, FEBRUARY 8, 1966

## LBJ's Bold Program

ONE of the major problems faced by 20th century society is not only the acceptance of the mentally retarded as a responsibility of all citizens but also the need to turn awareness of responsibility into a plan of positive action beneficial to these unfortunate men and women.

In the main, the Federal government and the individual states accepted the task of showing genuine concern to the needs of these people in terms of hospital care and physical therapy. There have been many attempts to place these people into a comfortable position in society.

The most needed ingredient to doing a job well for the mentally retarded is imagination and boldness and in those areas President Lyndon B. Johnson has shown both qualities to a high degree. Under his direction, the Federal Government has launched a program to put these people to work. Without any disruption of the merit system by giving the mentally retarded undue favoritism, with enormous patience and understanding, the President's program has given more than 1,000 mentally retarded a useful role in our society through sensible employment. The program is continuing and will, in the end run, provide a whole new future for thousands more whom, until now, had no future at all.

All of civil service can take pride in this creative act of government which is not only humane but also of service to both the mentally retarded and the community itself.

## Retroactive Upgrading?

SHORTLY before he left office without taking action on upgrading requests by several thousand City employees, Mayor Wagner gave his personal assurances that when the upgradings were decided, they would be made retroactive.

There has been no action taken to date on these requests, and the employees in question have been waiting patiently for some word that it will come soon.

We urge Mayor Lindsay to instruct the Career and Salary Board of Appeals to take the necessary steps now to approve the upgradings.

Further, we urge that he live up to the promise made to these employees by his predecessor that any upgrading would be retroactive. Although he did not personally commit himself to this course of action, it was done in the name of the City—and he's now the boss.

## Navy Yard Farewell

FOR all practical purposes, the Brooklyn Navy Yard is closed. This came about as the USS Duluth, the last ship to be built at the yard, left for Philadelphia.

All that remains now is the clean-up of the yard and the last official act of locking its doors for the last time.

With the Duluth, went 154 years of history and the Navy Yard's tradition of "Can-Do."

We bid farewell to one of the bulwarks of this nation's defense, the Brooklyn Navy Yard.

## What's Doing In City Departments

Sixteen elderly families were among the first groups of tenants to be moved into the new Bronx River Houses Addition last week, according to Ira S. Robbins, vice-chairman of the City's Housing Authority. The Bronx River Houses Addition, a 226 unit development, constructed for the exclusive housing of elderly New Yorkers, is located at East 174th Street, between Manor and Harrod Avenues.

Figures published in the Christian Science Monitor show that the crime rate per 100,000 citizens is lower by far in New York City's public housing projects than it is city-wide.

A report, entitled "New York City's Renewal Strategy 1965," sponsored by the Federal government, urges a shift in emphasis in City Housing from meeting the needs of the middle class to meeting the needs of the poor. The 3.3 million dollar report states that the slum growth in the City is more prodigious than ever. If this advice is taken, the crime rate in public housing per 100,000 might grow. However, City-wide, it's likely to go down.

The Department of Air Pollution reports that since the installation of a two-way radio communications system in the automobiles of its inspectors the number of summonses issued by the Department has increased by 290 percent.

WNYC-TV, UHF Channel 31, is presenting the first prime-time New York showing of "The Columbia University Survey of the Arts." This is a series of programs on the cultural history and contributions of the ancient and contemporary societies of the world, produced by the Metropolitan Broadcasting Television Company in cooperation with Columbia University. The first of these half-hour lectures and discussions, "The Cultural History of India," appeared last week and proved to be an outstanding presentation.

"Viewpoint On Mental Health," the Municipal Broadcasting System feature program of interviews conducted by City Mental Health Commissioner Marvin E. Perkins each Tuesday, Wednesday and Sunday is distributed to fifty-seven television and radio stations around the country and in Puerto Rico.

The Police Department is conducting experiments with the cooperation of WNYC's facilities on aerial television coverage of major disaster or emergency locations. Television cameras mounted in Department helicopters could allow much more efficient and much swifter police coordination in times of near maximum danger and effort.

## Couchman Retires

Coral Couchman, Forest Ranger from District 12 recently retired after fourteen years of service with the Conservation Department. He was honored at a dinner held at Red's Restaurant, West Coxsackie, where he was presented with his badge, mounted on a plaque and a certificate from the Bureau of Forest Fire Control.

## Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

EVERY APPELLANT should be guaranteed fair treatment. The question of innocence or guilt should play no role when due process is involved. The guarantee should not depend upon the nature of the accusation.

ONE WONDERS, however, whether the Appellate Division may not have unconsciously been affected by the nature of the charges in a recent case (New York Law Journal, January 28, 1966, page 15). The petitioner in that case sought judicial review of a determination by the Police Pension Board denying his application for a three-quarter pay accidental disability pension. The court granted his petition to the extent of directing a jury trial of the issues.

WHILE WAITING for the case to be reached for trial, the petitioner is said to have offered a bribe of five thousand dollars to the Chief Police Surgeon to induce him to rule that the petitioner was entitled to the disability pension. In due course, a Deputy Police Commissioner served him with charges of misconduct.

THE COMMISSIONER set a hearing date convenient to himself. Before then, the jury action against the Police Pension Board was reached for trial, but consent was given for a short adjournment request by the Corporation Counsel. Although the attorney who was to represent the petitioner was on a European vacation, the Deputy Police Commissioner thereupon advanced the date he had earlier for the disciplinary proceedings so that they could be instituted before the adjourned trial date. In view of this maneuvering, petitioner's co-counsel obtained an injunction from Special Term enjoining the conduct of the disciplinary proceedings until the conclusion of the trial. The Corporation Counsel then obtained an injunction from a Justice of the Appellate Division enjoining Special Term's injunction until the entire five judge court could decide the appeal taken by the Corporation Counsel from Special Term's injunction.

WITH THE staying of Special Term's injunction, the Police Department promptly conducted the disciplinary proceedings, found the petitioner guilty on all counts, dismissed him from the police force after twenty-two years of faithful service with loss of all pension rights, and rendered academic any jury trial of the petitioner's right to a disability pension. This was followed by the Appellate Division's reversal of Special Term's order granting the injunction.

IT IS CLEAR that Special Term granted the injunction because it believed it unfair for the Police Department (1) to have maneuvered the hearing dates so as to avoid the conduct of the jury trial and (2) to have determined on a date for disciplinary proceedings when counsel was in Europe. However, the Appellate Division made no mention of these facts in its learned opinion. The fact that the Appellate Division did stress was that the petitioner was found guilty of the bribery charge.

THE APPELLATE Division reasoned the Special Term order was improper because the petitioner has an adequate remedy at law in that an Article 78 proceeding may be brought to review the departmental dismissal. As part of such review, the court could consider whether the petitioner had been deprived of due process by departmental maneuvering.

IT IS questionable, however, whether a review after the determination of guilt on charges is truly an adequate remedy. Such a remedy involves postponement of the jury trial for which petitioner had prepared in good faith, including substantial disbursements for attorneys' fees and in connection with necessary arrangements for medical testimony as to his personal injuries.

ACTUALLY, EVEN the "remedy" suggested by the Appellate Division appears unavailable to the petitioner because of the learned court's further observation that the entire matter is now moot because of his dismissal. Still, if the Deputy Police Commissioner had deprived the petitioner of procedural due process, why should the matter be moot? Should not the court annul the petitioner's dismissal, reinstate Special Term's decision, and permit the jury trial as to petitioner's pension rights? It may well be on the indisputable facts of this case that the Pension Board erred in denying the disability pension, and such a trial could well end favorably to petitioner. In that event, he would no longer be amenable to disciplinary proceedings. It is precisely such a result that the Appellate Division may have sought to avoid. Was the court's ruling influenced by the nature of the charges facing the petitioner? If so, does this mean that due process is guaranteed only to the obviously innocent?

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# Idea Contest Nearing End; Send In Your Thought Now!

Civil Service must be a thinking man's profession, according to the large number of ideas still coming in for the contest to provide programs to help Mayor John V. Lindsay solve some of the City's greatest problems and make New York a better community in which to live.

The best of the ideas — which will be selected from the thousands sent to us — will be worth \$1,000 and the next four best will be worth a gold medal. The prizes are being donated by the Jerry Finkelstein Foundation, a philanthropic fund founded by the publisher of *The Leader*.

Deadline for submitting ideas is March 1, after which a distinguished panel of judges will choose the cream of the crop of ideas, the prizes will be awarded, and the whole mountain of public employee creative thinking will be presented to the Mayor. The contest is open to all public employees — State, County, City and Federal. Address your entry to the Jerry Finkelstein Foundation, care of the Civil Service Leader, 97 Duane St., New York, N.Y. 10007.

To make things easier, a coupon is also provided on this page upon which you can send in your idea.

## Fire Chiefs, Editor To Conduct Lectures For Fire Volunteers

**THORNWOOD** — Some 350 volunteer firemen from Westchester, Putnam and Fairfield, Connecticut counties will benefit from a series of six lectures to be given in March by experts in their field from New York City.

The lectures were made possible through cooperation between Joseph F. Girvin, instructor at the Central School District in Westchester and New York City Fire Commissioner Robert O. Lowery. Assistant Chief of Department Charles Stressler serves as coordinator for the program.

Lecturers and their topics will include Deputy Chief Fire Marshal Edwin Sheppard, speaking on arson investigations; medical procedures by Dr. Gambiel Saland, chief medical officer for the Fire Department; safety, Battalion Chief Thomas E. Cotter, Jr.; diesel engines, the tower ladder and the superpumper, Battalion Chief Burton G. Clark; fire prevention education, Deputy Chief Arthur Golden, and press relations and the fireman's image, Joe Deasy, Jr., city editor of the Civil Service Leader.

8,000 names. The remaining lists have been made public but have not been established. They contain the remaining 7,000 names.

## Competitive Exam Set For Positions As Sr. Sanitarians

The State of New York is accepting applications for positions as senior sanitarians in the Department of Health. This position pays from \$7,745 to \$9,375 a year.

Required for the job is a minimum of graduation from an accredited college or university with a bachelor's degree in agriculture, dairy science, public health or sanitary science, or an equivalent specialization which includes 30 semester credit hours in biological sciences and two years of satis-

factory professional experience in environmental health activities.

Final date for filing of applications is Feb. 21 with an examination to be held on March 28. For further information write or visit any of the following offices of the State Department of Civil Service: 122 Washington Avenue Albany; 270 Broadway, New York City; 65 Court Street, Buffalo or 333 East Washington Street, Syracuse.

## Police Eligibles

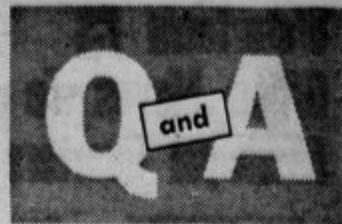
To fill 1,159 vacancies in the police department, title patrolmen, there are nine eligible lists with 15,189 names.

Six of these lists are already established and contain about



**BETTER PR** — Six Civil Service employees, pictured above, recently completed the comprehensive 19-week Public Relations Institute course, sponsored by the Evening Division of the Albany Business College. With presentation of the certificate of completion to these six students, the ABC PR Institute has graduated more than 50 New York State employees from its public relations program. Seated, left to right: Mrs. Julie Rossi, secretary, NYS Higher Education Assistance Corporation; Mrs. Rita Shufelt, PR secretary, Department of

Labor; Mrs. Constance Manning, senior clerk, Department of Audit and Control (Employees Retirement System); and Mrs. Pauline DeWald, stenographer, Conservation Department (Division of Aviation). Standing: Matthew S. Kesner, associate factory inspector, Department of Labor; Charles C. Drobner, supervising investigator, Department of Labor; Gerald Milton, public information officer, Department of Motor Vehicles and William Rinaldo, clerk, Office of Local Government. All are from Albany.



## QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager,

The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer question relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 135 Washington Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

**Q.** I am 62 years old and plan to retire this year. Am I right in saying that I will not be eligible for Medicare benefits even though I am retired?

**A.** That is correct. Only persons 65 years of age or older will be covered by Medicare when it goes into effect. It is your age that determines your eligibility for Medicare, not whether you are retired.

**Q.** Is surgical care by a podiatrist done in his office covered under my Statewide Plan?

**A.** Surgery performed by a duly licensed podiatrist is covered no matter where it is performed — in the hospital, the doctor's office or the home.

**Q.** Are any provisions made for covering the cost of post-operative care under the Statewide Plan?

**A.** The surgical fees shown in the Blue Shield schedule are normally assumed to cover these services. And those expenses which may be considered covered expense under Major Medical will, of course, be covered by Major Medical, with the co-insurance and deductible applying.

**Q.** While I was in the hospital for an operation, I had to have care for a medical problem not connected with the operation. What provision is made in the Statewide Plan for such doctor's visits?

**A.** Doctor's visits are covered by Part II (Blue Shield) for a concurrent condition not related to the surgical care during a hospital admission for surgery.

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### Watertown CS Office Moves To Municipal Quarters

WATERTOWN — For the first time in more than 50 years, the Watertown Civil Service Commission occupies quarters in the municipal building.

The Civil Service office was opened on the third floor of the City office building. Preparation

for the move from the law office of Attorney Norman F. Ward, executive secretary to the commission, have been underway since the new municipal building opened last June.

Attorney Ward announced that Mrs. Claude N. Larrabee, will handle the office details on a regular daily basis. She has been appointed stenographer by City Manager Ronald G. Forbes on Ward's recommendation.

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## Shop Clerk Applications To Be Accepted Until February 23; Salary \$4,550 To \$5,990

The New York City Department of Personnel will accept applications until Feb. 23 for a new examination for shop clerk. This exam is open to men only.

Salary in this position is \$4,550 to \$5,990.

At the time of filing, applicants must possess the following: (A) at least one year of satisfactory full-time paid clerical experience;

or (B) at least one year of college education (30 credits) obtained at a college or university recognized by the University of the State of New York; or (C) a satisfactory equivalent combination of education and experience.

However, at the time of appointment, applicants must meet the following minimum requirements: (1) graduation from a senior high school or possession of a high school equivalency diploma issued by a local board of education or a state education department, or possession of an equivalent G.E.D. certificate issued by the Armed Forces, and (A) two years of satisfactory full-time paid clerical experience, or (B) two years of college education (60 credits) obtained at a college or university recognized by the University of the State of New York; or (2) a satisfactory equivalent combination of education and experience, except that in all cases applicants must be high school graduates or possess a high school equivalency diploma by the time of appointment.

All candidates who file an application will be summoned for the written test prior to the determination of whether they meet the above requirements. Candidates who pass the written test will be mailed an experience paper which they will be required to complete and return. These experience papers will then be evaluated to determine whether candidates meet the above requirements.

#### Duties and Responsibilities

Under supervision, with some latitude for independent action or decision, performs difficult and responsible clerical tasks or assists in the performance of administrative duties related to shop operations; may supervise subordinate employees; performs related work.

For further information and applications contact the Application Section of the Department of Personnel, 49 Thomas Street, or any branch of the public library.

#### Court Stenographer

Oswego County will accept applications until March 30 for an examination for court stenographer. Salary is \$5,500. For further information contact the Oswego County Civil Service Commission, Oswego.

#### Clerk-Typist In Jefferson County

The Jefferson County Civil Service Commission will accept applications until Feb. 21 for the open-competitive examination for account clerk-typist.

Salary varies according to location.

For further information and applications contact the County Civil Service Commission, Watertown.

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

# TWENTY-ONE YEARS LATER...



When Mayor La Guardia turned doctor on his famed radio program one Sunday in 1944 and prescribed what should go into a really good medical care plan, he was not talking through his equally famed Stetson.

He was addressing himself to the medical and financial needs of city employee families as they had revealed themselves — often tragically—in the records of the Municipal Credit Union.

The La Guardia prescription was simple . . . but it was considered far out even by the non-profit insurance programs of that day.

He called for a health plan that would do three things:

1. Provide comprehensive medical services, including office and home visits and specialist and preventive care.
2. Make this wide range of services available without extra payments to doctors.
3. Set up and maintain high professional standards to assure that care was given only by physicians qualified in their respective fields.

H.I.P. was founded to meet the full La Guardia prescription. Twenty-one years and 700,000 subscribers later it is still the only plan in the New York area that does so. It is still the only plan that would earn from "the Little Flower" a tip of that celebrated black headpiece.



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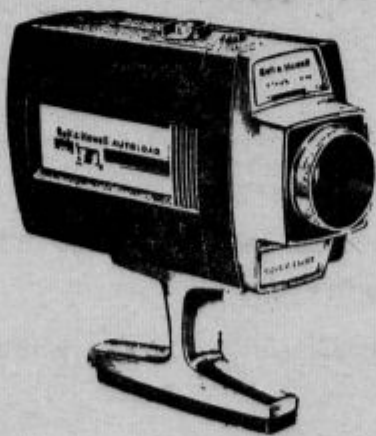
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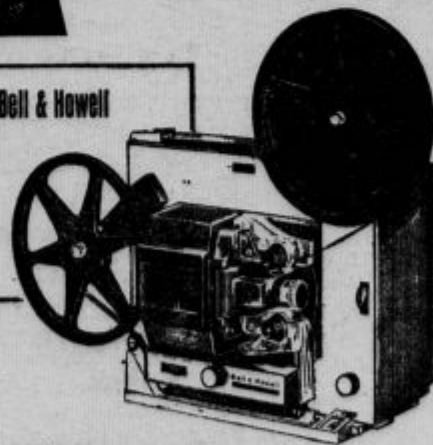
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MHEA MEETS - Officers and representatives of the Mental Hygiene Employees Assn. met with Legislators in Albany during the association's annual meeting recently. Shown above are delegates and guests at the legislative luncheon at the Wellington Hotel.

Legislators Pledge Support To MHEA Goals During Annual Meeting In Albany

ALBANY - Legislators representing several counties pledged support for the major objectives of the Mental Hygiene Employees Assn., at the annual luncheon held recently at the Hotel Wellington here.

Guests welcomed by Frank Costello, MHEA president, included: Dr. C. F. Terrence, acting commissioner of the Department of Mental Hygiene; Granvill Hills, director of personnel of the Department of Mental Hygiene; Senators Kenneth Willard and Theodore Day; and Assemblymen Joseph Finley, James Emery and Charles Melton.

Sam Cipolla, association consultant, presented the association's program, and urged the legislators to carefully evaluate and act favorably on various bills. He called attention to legislation for-

- List of legislative proposals including: An eight percent salary increase; Lump sum payment for accumulated sick leave upon retirement; State paid health insurance; Longevity increments after 15 and 20 years of service; Paid-up life insurance; Automatic adjustment of retirement allowance to reflect the cost of living increases; Retirement at half-pay after 25 years of service and; Grievance procedure established by law rather than by executive order.

"We ask that you study and evaluate these proposals and pass on their merit," Cipolla stated.

"The State of New York should set the tone and pattern in employment practices and should be a leader and not a follower. Let us face the fact that we are competing with other jurisdictions for personnel. In order to solve recruitment problems, The State of New York must meet the competition in areas of salary, retirement and fringe benefits," Cipolla advised.

Max Weinstein, chief actuary for the Retirement System, gave a comprehensive talk relative to the measures which will be introduced by Comptroller Levitt.

He referred to a truly non-contributory pension, based upon 1/60 of final average salary for each year of member service, and efforts to simplify the system whereby everyone could compute his own retirement allowance. He commented upon a simple and practical formula whereby supplementary benefits can be periodically adjusted to reflect the actual cost of living changes for those now retired and those who will one day be receiving bene-

fits under the System. Weinstein then answered questions concerning retirement.

Dr. Terrence, spoke on the many advancements made in the Department during the past year, and outlined the program for the future. He advised that the eight per cent salary increase was quite likely. He commented on a post-staffing plan which would increase the employee to patient ratio, and provided increased services to patients. He recommended that assigned attendants be taken care of with no loss in pay. Reference was made to the transportation strike in New York City when employees at Manhattan and Brooklyn State Hospitals, and Willowbrook State School were required to work overtime hours, and in his remarks stated that he hoped that cash overtime rather than compensatory time be made available to the employees.

Attorney Bernard Silberman, speaking for the association, advised "I am saying to you gentlemen, Mental Hygiene employees are not asking for any special favors. We are not any special type of citizen that deserves more than anybody else, but when a bill comes up benefitting us, please treat it fairly and justly. All we ask is consideration and a fair shake."

Mrs. Marie Donaldson of Newark State School, social chairman, was in charge of arrangements.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.

Advertisement for Cemetery Lots, For Sale (USED CRADENZA, TYPEWRITER BARGAINS), Wanted, Newstand (IN GOOD busy location), and Help Wanted - Male (ALERT HS GRAD, Merchandising management trainee).

Steno. Secretary Nassau County will accept applications until Feb. 16 for a promotion examination for stenographic secretary. Salary in these positions vary with location. Applicants must be permanently employed in one of the school districts where this exam is announced for. For further information contact the County Civil Service Commission, Mineola.





**LAST SHIP** — Rear Admiral William F. Petrovic is seen speaking at ceremonies last week just before the last ship to be built at the Brooklyn Navy Yard left for Philadelphia. Petrovic, praised the workers who built the ship. Standing behind the admiral are members of the shipyard's

military and civilian personnel including James Dolan, president of the Brooklyn Metal Trades Council, who is second from the right. Directly behind the admiral is Captain Mark G. Tremaine, skipper of the ship, the USS Duluth.

# Shipyard Wake

(Continued from Page 5)  
as evidenced by her builders trials during the week of 10 January 1966"

### Shipmates

Tremaine then proclaimed that "the personnel of the New York Naval Shipyard who have worked on this ship shall be entitled to all of the rights and privileges of the same, specifically the right to be called 'Shipmate' the highest accolade that can be paid to one who goes down to the sea in ships."

As Duluth began to leave the pier, a banner was unfurled on the stern which read, "Farewell New York, Many Thanks."

To the more than 800 shipworkers attending the ceremony in bitter cold and biting winds, this was the Brooklyn Navy Yard's wake.

No longer would there be the sounds of shipbuilding. Sounds

which so many of these people had lived with for most of their adult lives.

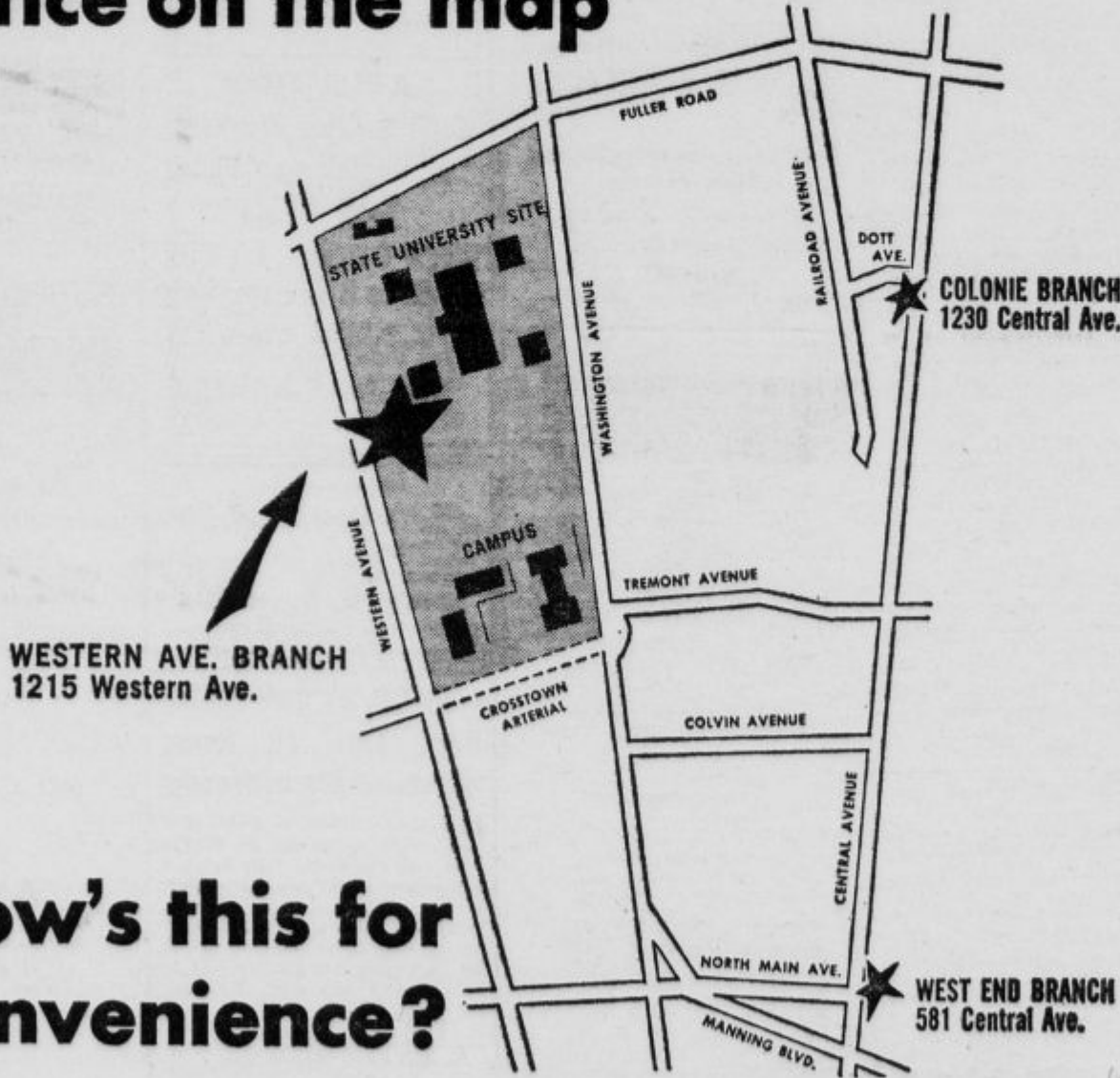
There are remaining at the yard about 2,500 employees. Most of them can remember the dark days of World War 2 when there were more than 70,000 workers, building, repairing and converting ships.

Many of the men looked back to the years of the war when the Brooklyn Navy Yard built four aircraft carriers, three battleships, converted 250 ships and repaired 5,000.

Jim Dolan, president of the Brooklyn Metal Trades Council, said that the fight for the dignity and rights of the workers at the yard will continue. "We fought for what we believed in throughout this past year. There is still a lot to be done for the men remaining. They must be found jobs, relocated and made to feel that they are still useful civil servants."

Only the clean-up and locking-up remains to be done. The final official act will take place June 30 when the gates of the Brooklyn Navy Yard will close, probably for the last time.

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### Proposed Key For H.A. Caretaker Test

The following are the proposed key answers for the special examination for housing caretaker, group 3, which was held on January 27.

- 1. A; 2. D; 3. B; 4. B; 5. A;
- 6. A; 7. C; 8. A; 9. D; 10. A;
- 11. C; 12. B; 13. A; 14. B; 15. B;
- 16. C; 17. C; 18. C; 19. D; 20. A;
- 21. D; 22. C; 23. B; 24. B; 25. A;
- 26. D; 27. B; 28. D; 29. A; 30. B;
- 31. C; 32. D; 33. D; 34. C; 35. B;
- 36. B; 37. D; 38. B; 39. A; 40. C;
- 41. D; 42. A; 43. C; 44. C; 45. D;
- 46. A; 47. B; 48. C; 49. D; 50. B.

### Senior Chemist Promotion Exam

The New York City Department of Personnel will accept applications until Feb. 23 for a promotion exam for chemist.

Salary in this position is \$9,400 to start. This exam is open only to candidates who are employed in the departments for which this examination is announced.

For further information and applications contact the Department of Personnel, 49 Thomas Street, or any branch of the public library.

### Consultant Exam Is Set By City

The Department of Personnel of the City of New York will accept applications until Feb. 23 for an examination for consultant (early childhood education).

Salary in this position is \$8,600 to start.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street, or any local branch of the public library.

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## Commission Names Four As Insurance Advisors

Recently the U.S. Civil Service Commission announced four new appointments to the two committees which advise the Commission on the Federal Employees Group Life Insurance and the Federal Employees Health Benefits program. Committee members serve for three years. The new appointees succeed members whose terms expired at the end of 1965.

New members of the life insurance committee are: Edward M. Thomas, Post Office Department, and Edward A. Marcey, Jr., U.S. Naval Research Laboratory. They succeed Miss Dorothy Arbaugh, Library of Congress, and Russel Carlisle, Department of the Army.

New members of the Health

benefits Committee are: John F. Griner, National President of the American Federation of Government Employees and John Will, Director of Personnel, Department of Commerce. They succeed Russell M. Stephens, President of the American Federation of Technical Engineers, and Newell B. Terry, Director of Personnel, Department of the Interior.

The Federal Employees Group Life Insurance and the Health and Benefits programs which are the largest of their kind in the world covers more than 2,500,000 Federal employees. The employees and retirees covered have nearly \$19,000,000,000 in effect under the insurance program.

## U. S. Service News Items

(Continued from Page 4)

by allowing the retarded workers to perform routine jobs or such tasks as snow-removal, freeing workers in higher grades for their more exacting duties.

There were many problems to be ironed out of course. For instance, it was found that the mentally retarded required much more personal counseling than regular employees. They were found to respond positively to a sympathetic ear and inordinate reassurance as to their ability to function properly on the job. There was an evident need for the liberalizing of placement procedures and the relaxing of orientation routine where these new employees were concerned.

Success Despite Reluctance  
Some placements proved un-

successful due to the individuals inability to adjust to a work routine, home problems, absenteeism, etc. And it became apparent that local rehabilitation offices were not doing everything possible to augment the Federal program.

One of the biggest problems to be overcome was the reluctance of the agency supervisory staff to employ mental retarded.

Hospital officials did not want them around patients; officials in installations handling classified documents were understandably reluctant; some supervisors thought it would make a prefer-

### Help Wanted

**HELP WANTED FOR THE COUNTY OF ONTARIO, STATE OF NEW YORK, FOR POSITION OF COMMISSION OF PUBLIC WELFARE. LOCATION OF EMPLOYMENT IS IN CANANDAIGUA, NEW YORK. PERMANENT POSITION AVAILABLE IMMEDIATELY - COMPETITIVE CIVIL SERVICE EXAMINATION NOT REQUIRED. ACCEPTABLE EXPERIENCE AND TRAINING: GRADUATION FROM A RECOGNIZED COLLEGE OR UNIVERSITY WITH A BACHELOR'S DEGREE FOR A FOUR-YEAR COURSE OF STUDY, AND, FIVE YEARS OF SATISFACTORY FULL-TIME PAID EXPERIENCE IN A HEALTH, EDUCATION, OR SOCIAL AGENCY, THREE YEARS OF WHICH MUST HAVE BEEN IN A SATISFACTORY ADMINISTRATIVE OR SUPERVISORY CAPACITY OR FIVE YEARS OF RESPONSIBLE FULL-TIME PAID EXPERIENCE IN AN ADMINISTRATIVE OR MANAGEMENT POSITION, WHERE THERE IS RESPONSIBILITY FOR PLANNING, DIRECTING AND COORDINATING THE WORK OF A SUBSTANTIAL STAFF WORKING IN SEVERAL UNITS OR PERFORMING SEVERAL SEPARATE FUNCTIONS. SALARY OPEN TO BE COMMENSURATE WITH BACKGROUND, EDUCATION. APPLICATIONS AVAILABLE FROM THE OFFICE OF THE ONTARIO COUNTY CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, NEW YORK. PHONE CODE 315 - 394-4130.**

ably interchangeable staff too static; and some felt that their participation in the program would impair the safety of their installation's activities (i.e. ammunition depots).

Placements have soared from around 30 a month to over 70 a month since the report was published however, and it seems that, as Chairman Macy stated, the mentally retarded employment program is a Federal "Cinderella story."

It has lately been concluded by all involved that the mentally retarded excel in those jobs which, in the past, agency officials have had difficulty keeping filled because of the routine, repetitive nature of the work. This admirable Federal program seems deemed for success.

### Supervisor

The New York City Department of Personnel established an eligible list Feb. 2 with two names for supervisor (structures, group C).

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## Haberson Appointed

James C. Haberson, Jr., of Watertown, has been appointed director of the city's \$100,000 Neighborhood Youth program. His provisional designation, subject to competitive civil service examination, was announced by City Manager Ronald G. Forbes.

Haberson is a graduate of Colgate university and took post-graduate work at Harvard.

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**DENTAL PLAN**—The Town of Oyster Bay approved the group dental insurance plan of the Equitable Life Assurance Society of the United States for employees electing to participate on a payroll deductible basis with the Town picking up a percentage of the cost depending upon the percentage of total employees participating. Mrs. Bea Jeanson, president of the Oyster Bay chapter, Civil Service Employees Assn., is shown in the center; Councilman Edward J. Poulos (R), majority leader, at right and Supervisor Michael N. Petito (D) at left. A 100 percent enrollment would require an employee and spouse contribution of \$1.23 bi-weekly.

## Oyster Bay Institutes Dental Insurance Plan Animal Industry Aides

**OYSTER BAY**—The Town Board unanimously approved motion of Edward J. Poulos, Republican Majority Leader, to institute a dental insurance plan for the employees of the Town of Oyster Bay. This is the first municipality in New York State to provide such a plan. It is expected to cost the Town \$24,000-\$30,000.

The Town will pay 50 per cent of the premium cost and provide payroll deductions for those interested.

### Recommended By CSEA

The plan, recommended by Beatrice Jeanson, president of the Oyster Bay unit of the Civil Service Employees Assn., will be administered through the Equitable Life Assurance Society of the United States and become effective Feb. 3.

The monthly premiums will be \$1.84 for a single person \$4.90 for a couple and \$6 for a family plan. Half of the cost of these premiums will be borne by the Town.

The plan provides that users can avail themselves of the services of any dentist of their choosing for all types of dental work.

Seventy-five per cent of the cost of most types of dental care will be reimbursed to the participants after a \$25 per person deductible—\$75 maximum deductible for a family. About 80 per cent of the Town's employees are expected to participate and it is also anticipated that a grace period will be instituted for late participants. After the expiration of this period those desiring to join the plan will have a dental examination before taking advantage of the dental insurance.

### Murray Janis, Others To State Labor Posts

**ALBANY**—Murray Janis is the new assistant director of the State Division of Labor Standards in New York City, succeeding Esther (Teddy) Bennin Buch, who retired.

Mr. Janis is a career employee with the State Labor Department. Other staff appointments include: Benedict Tuccinardi as chief industrial investigator; Sol Suss-

### Prison Credit Union Announces Annual Dividend

**WALKKILL**—The annual meeting of the Walkkill Prison Federal Credit Union was held at the Legion Hall, Walkkill, recently.

The board of directors of the Credit Union announced payment of a 4½% dividend for 1965. The organization was first established in 1935, and since that time loans to members have been in excess of \$1,150,000.

All of the officers were nominated to succeed themselves which included Samuel Segall, president; John J. Sheehy, vice president; Leonard Almquist, treasurer, and William Stamatedes, secretary. Other members of the board of directors reelected were Donald Wood, Samuel Moreno and Henry Sudol. The credit committee is composed of Pe G. Murphy, Harry Crist and Frederick Bennett. The supervisory committee is composed of Bernard Kiernan, Arthur Jansen and Elwood Potter.

The speaker for the evening was William M. Gruner, attorney, of Walkkill, who gave a talk on wills.

Approximately 80 members were in attendance and a buffet supper was put on by Mr. and Mrs. Wesley Wright.

man as supervising industrial investigator; David Brown as supervising industrial investigator; Kurt Penner as senior industrial investigator and Raymond Thompson as senior industrial investigator.

## Capital Conference Holds Winter Meet

By JOE DEASY, JR.

**ALBANY**—Support for the Nassau chapter, Civil Service Employees Assn. in its bid to have 171 furloughed employees rehired by the Nassau County Department of Public Works was voted by delegates and members to the January meeting of the Capital District Conference, CSEA.

A. Victor Costa, president of the conference, was authorized to notify Eugene Nickerson, Nassau County Executive, of the conference's position.

The conference will have a special night set aside for it at the Icecapades at the R.P.I. Field House, Troy on March 22. Members of the conference will be offered tickets at \$1 off the regular prices—regardless of seats.

Two other affairs are also moving forward in the planning stage, it was reported. Community night—during which the conference will unite with members of the community—including business, political and civic leaders—to discuss mutual expectations will be held in the near future, Max Benko, chairman reported.

Marge Flemming disclosed that tentative plans have already been made for the Past Presidents' Night during which all conference and member chapter past presidents will be honored. The date is expected to be April 18 although no location has been set. This cannot be decided until after a definite number of reservations have been made, she noted.

Guest speaker at the meeting was Joseph F. Feily, president of the statewide association who discussed pending legislation affecting public employees and the recommendations made by Governor Rockefeller on the eight percent pay increase for state employees.

The plea for used Christmas cards—made at the last meeting of the Conference—and reported

### Dr. Martin Lazar

Dr. Martin Lazar, director of the Bronx State Hospital since June 1963, died after a brief illness on Feb. 1. His duties at the hospital commenced shortly after it opened on April 1, 1963, the first new mental hospital facility to be built in New York State in 32 years.

A native New Yorker and graduate of the College of the City of New York, Dr. Lazar received his medical education at the University of Glasgow (Scotland) Faculty of Medicine. Following graduation in 1934, he was house surgeon at the Durham County Hospital and house physician at the Sunderland Royal Infirmary.

He entered state service as staff psychiatrist at St. Lawrence State Hospital in 1937, advancing to supervising psychiatrist. In 1949 he transferred to Hudson River State Hospital, remaining there until appointed assistant director (clinical) at Willowbrook State School in 1950. He later became administrative assistant director. In October 1959, he was appointed director of Utica State Hospital where he remained until beginning his tenure at the Bronx institution.

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(Leader Staff Photo by Deasy)

**CONGRATULATIONS**—The Gilleran Memorial chapter, Civil Service Employees Assn. was presented with the trophy from the Capital District Conference benefit bowling tournament for muscular dystrophy research. Left to right at the presentation ceremonies are: Daniel Crowley, chairman of the conference's bowling league; A. Victor Costa, conference president; John Raymond, president of the Gilleran Chapter and Joseph F. Feily, president of the statewide association.

in The Leader at that time, was such a success, Costa reported, that 48,000 cards had been received as of the morning of the meeting with a full mail bag being delivered each day.

The Salvation Army, which uses the cards to make displays for shut-ins each year, will be able to send the surplus throughout the country, he noted. The plea for assistance had as its original intent, the donation of enough cards for the Capital District area.

Also discussed at the meeting was the possibility of urging the state to lease space on the Campus for a shopping center which

would benefit both the State and the employees working at offices at the uptown location. The possibility of a conference-supported credit union and a CSEA hall of fame for persons who distinguished themselves working for the cause of members of the association was also discussed.

The conference trophy was presented to John Raymond, president of the Gilleran Memorial Chapter, who accepted the award for the team. The Gilleran team was the victor in the conference's benefit bowling competition for muscular dystrophy foundations.

The next meeting of the conference will be held on March 28.

## L.I. Conference Sets Workshop At Laurels

The first workshop of the Long Island Conference, Civil Service Employees Assn., will be held Sunday and Monday, April 17 and 18, at the Laurel's Hotel and Country Club, Monticello.

Items that will be discussed at the meeting will be social security, medicare, the State Health Insurance Plan, retirement and labor relations.

There are two rates at the Laurels. Ultra Deluxe accommodations are \$25 for the two days. Super deluxe accommodations are \$23.

### Other Information

These prices are for double occupancy in the rooms. The price includes Sunday night lodging, a private cocktail party Sunday night, four meals (dinner Sunday to dinner Monday), all gratuities and the use of all activities and facilities of the hotel.

For those who wish to remain at the hotel Monday night, a special price of \$10 per person has been arranged for. This includes breakfast on Tuesday.

Arrival time and registration will be from 2:30 p.m. Sunday until that evening.

For further information and reservations contact Roger Cilli, 284 Fire Island Avenue, West Islip, New York 11795.

### Women's Council Views Movies Of Mid-East Tour

**ALBANY**—The members of the Council of Women of the State Education Department saw color movies of the Middle East at their monthly luncheon meeting at the Schine Ten Eyck Hotel Feb. 7.

Miss Deloras Fussell, tour leader and organizer for the Civil Service Employees Assn. Tours, commented on scenes from her 1965 Holy Land Tour, including visits to the garden of Gethsemane the Church of the Nativity, Pope Paul and Easter Sunday Mass on the Steps of St. Peter's, Rome, the sphinx and pyramids of Kheops on the great desert of Egypt, the famed Marc Chagall windows at Hadasah-Hebrew University gay bazaars.

Cornelia Honders of the Women's Council was in charge of the program and introduced Miss Fussell.

# The Veteran's Counselor

By FRANK V. VOTTO



## Life Insurance

Disabled veterans have less than three months in which to take advantage of the National Service Life Insurance program which re-opened last May for a one year period. The deadline for application is May 2.

To be eligible for insurance under this re-opened program, veterans must have a service-connected disability or a non-service connected disability so severe that commercial insurance cannot be purchased. In addition, veterans must have been originally eligible for GI insurance between October 8, 1940 and January 1, 1957 and, for some reason, failed to take advantage of it or, having purchased it, let all or part of it lapse following discharge from service.

Eligible veterans may purchase as little as 1,000 or up to \$10,000 coverage, depending upon the amount of GI insurance they already hold under the program.

Further information concerning GI insurance and taxes as well as other veterans benefits may be obtained at the local office of the New York State Division of Veterans' Affairs.

## Income Tax

Area veterans now completing their federal and state income tax form need not count as income any payments they received for veterans benefits, since these payments are wholly tax free.

Proceeds of GI life insurance policies, including the dividends themselves are also exempt from tax reporting. However, interest

## N.Y., State Seeking Assistant Director Of Social Research

The New York State Department of Social Welfare is seeking applicants for an examination to be held in the Spring for associate research analyst.

The successful candidate will head a newly organized unit in the Department responsible for conducting social research studies.

The examinations will consist of an evaluation of the candidate's training and experience and an oral test which will be geared to determine ability to reason clearly and make sound judgments; ability to present ideas clearly and effectively and the ability to establish satisfactory relationships with others.

Minimum training requires a doctoral degree in the behavior sciences or in social welfare with 12 credit hours in research methodology and/or statistics. Six of these hours must have been on the graduate level. In addition, two years of responsible professional experience directing social research involving experimental or survey design, sample and instrument design and techniques of data processing and analysis.

For further information and applications, contact any office of the State Department of Civil Service. These are located in Albany, New York City, Buffalo and Syracuse.

earned on GI life insurance dividends left on deposit is not a "benefit" and, therefore, taxable.

Included among the other veteran payments which need not be reported are: subsistence payments made to disabled World War II and Korean war veterans training under the Vocational Rehabilitation Acts, disability compensation and pension payments received by veterans for service-connected and non-service connect disabilities, grants to seriously disabled veterans for homes designed for "wheelchair living," grants for motor vehicles to veterans who lost their sight or the use of their limbs, and World War I Emergency Officers' retirement pay. Veteran death benefits to families of deceased veterans are also tax exempt; they include death compensation and pension, indemnity and all GI insurance payments.

## Rochester Hospital Employees Praised; Many CSEA Members

ROCHESTER — Scores of Civil Service Employees Assn. members employed at Rochester State Hospital worked continuously for 16 hours and longer during the big blizzard Jan. 29 through Feb. 1.

A CSEA member who works in the hospital's industries department said he worked from 11 p.m. Jan. 30 to 8 a.m. the next day, then returned to work Monday midnight and worked until 4:30 p.m. that day.

He, like others in his department, worked as an attendant on the patient wards to help alleviate the shortages there caused by employees who live in outlying and snowbound communities.

Hospital mechanics were put to work as attendants, social workers became telephone operators and office employees and all employees — nurses, kitchen personnel, maintenance men, groundsmen, etc. — were on call and subject to substituting on other jobs.

P. J. McCormack, hospital business manager, said 200 of the hospital's 1,300 employees live on the grounds, others as far as 60 miles away. "Those who were able to get to work cooperated 100 per cent," he said.

## Economists

The U.S. Treasury Department is attempting to fill vacancies as economists in the Office of International Operations. Required for appointment are a master's degree in economics and professional experience in industry.

The openings are in the Washington D.C. area at salaries starting at \$10,619 and \$12,500 annually. Interested persons may send resumes or application form SF-57 to the Chief of the Economic Advisor Branch, Office of International Operations, Internal Revenue Service, 122 20th Street, N.W. Washington, D.C. 20225

# Full Details Given N.Y. State Seeking Men and Women Correction Officers

The State of New York is now recruiting for men and women to fill positions as correction officers, correction hospital officers and correction youth camp officers at various penal institutions throughout the State.

Two lists will be established for both the male and female titles. The A list will include candidates who have graduated from a two-year technical institute, community college or junior college or completed two years from an accredited college or university. The B list will include those who have graduated from a standard high school or have a New York State Education Department equivalency diploma. Those with other GED diplomas must convert to the approved New York State diploma.

Minimum age for examination eligibility is 20 although appointment cannot be made until the candidate has reached his 21st birthday. The maximum age for appointment is 37.

There is a one year residency requirement in New York State and candidates must be United States citizens before appointment.

Physical requirements include satisfactory hearing without use of a hearing aid; 20-40 eyesight for women and 20-30 eyesight for men, without glasses; a minimum height of five feet, eight inches for men and a minimum height of five feet, two inches for women; and a minimum weight of 150 pounds for men and 115 for women.

For further information on these positions, contact the State Department of Civil Service at any of the offices in Albany, New York City, Buffalo or Syracuse.

Finale date for filing is February 21 with the examination to be held at 39 locations throughout the State.

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## Promotion Test For Structure Foremen Open Until Feb. 23

Transit Authority structure maintainers (B) are now eligible to file for a promotion examination for foreman (structures — B) for which applications are being accepted through Feb. 23.

The test will be given on April 29, according to present plans of the Department of Personnel.

For further information and applications, contact the Department of Personnel, 49 Thomas St., N.Y., N.Y. 10013 or call 566-8700.

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## Real Estate License Course Open Feb. 15

The Winter term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property opens Tues., Feb. 15, at Eastern School, 721 Broadway, N.Y. 3. AL 4-5029. This 3 months' evening course is approved by the State Department of Licenses as equal to one year's experience towards the broker's license.

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