

Missing  
Page(s)



## Lock Prizes

ALBANY—The annual prize lock competition, conducted by the State Transportation Department, among crews on the Barge Canal System, has been won by employees of Lock 9 at Rotterdam in Schenectady County.

Second prize in the 1969 competition went to Lock 28B at Newark, Wayne County, and third place honors went to Lock 14 at Canajoharie in Montgomery.

## LUBY'S Mid Winter Clearance!

93 Used Cars must be sold this month. Used cars that are LIKE NEW! 20 are listed below.  
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**'69 Camaro**  
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**'69 Impala**  
Convertible, V-8, full power, air/cond., executive car, Balance new car warranty.

**'69 Malibu**  
2-Door H.T. bucket seats, V-8 auto, P.S., W.W., Balance new car warranty.

**'69 Falcon**  
Sports coupe, 6-cyl. auto, P.S., R&H, W.W., vinyl roof.

**'69 Camaro**  
Convertible, G.M. Executive car, air/cond., S.S., V-8 auto, console, W.W., hide-away lights, Balance new car warranty.

**'69 Mustang**  
Fast Back, V-8 auto, P.S., R&H, W.W.

**'68 Ford**  
Fairlane Wagon, V-8 auto, P.S., R&H, Immaculate.

**'68 Impala**  
4-Door H.T., V-8 auto, P.S., Show room new, Balance new car warranty.

**'68 Pontiac**  
Grand Prix, full power, vinyl roof, R&H, W.W., like new.

**'68 Mustang**  
6-cyl. auto, P.S., W.W., R&H.

**'68 Ford**  
Falcon Delux Wagon, 6 cyl. auto, P.S., R&H, W.W., Show room new.

**'68 PLYM**  
Valiant, 6 cyl. 3 speed standard, R&H, \$1295.

**'67 Buick**  
Wildcat 2-Door H.T., V-8 auto, P.S., R&H, W.W., Red beauty.

**'66 Corvette**  
4-Speed, 2 tops, AM/FM radio, like new, Yellow bird.

**'66 VW**  
R&H, Blue Beetle

**'65 Pontiac**  
4-Dr. Catalina, air/cond., V-8 auto, P.S.

**'65 Dodge**  
Dart, V-8 auto, R&H, W.W.

**'65 Chevelle**  
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## New Entries Next Month

# TA Tells Old Applicants They Needn't File Again In Transit Police Exam

Clarifying the status of earlier applicants who filed for the transit police examination on Nov. 22 which was later postponed, Transit Authority officials reminded these applicants that they need not file a second time. Instead, they

shall be receiving mail notification within several weeks alerting them on when and where to report for the new March exam.

Meanwhile, plans are in progress to reopen filing for that test in order to attract more potential candidates for both the TA patrolman and police trainee titles. The basic difference in qualifications is one of age.

While the initially-scheduled November date was to have encompassed a series of five titles dealing with law enforcement and rehabilitation, the new test takes in the transit posts exclusively. Those tested for housing police and correction jobs on the earlier exam are in no way affected by these titles, and may file here also if they are eligible.

### Teen-Aged Trainees

Age range for the post of patrolman is from 20 to 29, while trainees may be 16 at examination time and 17 by appointment date. A minimal height of 5 ft. 7 has been established, and educational criteria entail a high school diploma or equivalency. U.S. citizenship and a record of good moral character are also prerequisite to appointment.

At present, salary starts at \$9,499 for the patrolman and \$4,000 for those in trainee status. Mul-

iple fringes are available to all municipal employees, including uniform allowance with regard to these particular posts.

Ask for Bulletin No. 9090 in addition to the application form when you file, as it will provide more specific information on

test content as well as prospective duties. The Dept. of Personnel's application section, located at 49 Thomas St. in Manhattan, can assist you in determining if you are fully qualified.

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section on page 13

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—Kathleen Carroll, Daily News

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TUESDAY, JANUARY 13, 1970

## A Good State Contract

FOR the first time in its nearly 60-year history, the Civil Service Employees Assn. has negotiated a formal work contract with the State Administration that will bring hefty salary boosts and improved fringe benefits to some 133,000 State workers represented by the Employees Association in bargaining talks concluded last week.

The pact must now be approved by the CSEA membership and the State Legislature.

Contained in the new contract, which covers a two-year period, are a 14 percent, \$1,275 minimum, pay boost; improvements in health insurance plans and retirement, and important guarantees on organization rights, to touch on only the highlights of the contract.

Both the Employees Association and the Rockefeller Administration are to be commended for putting behind them the memory of the last two years of bitter strife over employee representation and going ahead in a positive, good-faith bargaining mood to produce an equitable pact between the State and its employees. Governor Rockefeller, of course, will back this contract to the fullest when it is presented to the State Legislature.

Senate Majority Leader Earl W. Brydges and Assembly Speaker Perry B. Duryea, Jr., have always been staunch supporters of worthy CSEA programs and there is every reason to expect their unstinting support of this historic and fair labor contract when it reaches their respective Houses.

This contract, like all other agreements before it, is not the millenium. There are still some sorely-needed improvements to be made in the field of retirement and other benefits, for instance. But on the whole, it is the kind of fair settlement that should do much to stabilize peace in the State public employee field over the next two years and to maintain morale at a level necessary for an efficient civil service corps.

Our congratulations to all involved.

### PR Column

(Continued from Page 4)

- The top manager of the Seventies will be increasingly involved in seeking solutions to social problems of the environment in which his business must exist.

- The Seventies will see the gap bridged between economic and political organizations with the possibility that certain businesses may be jointly owned by a corporation and a government entity such as a state, a city or a county.

SINCE THIS is a "new ball game," civil servants will have to improve their present skills or learn new ones. This new knowledge will be the passport into the "Seething Seventies."

To Keep Informed,  
Follow The Leader.

### Walsh Appointed

ALBANY—Governor Rockefeller has named former Syracuse Mayor William F. Walsh, a Republican, to the State Public Service Commission for a term ending in 1979. He succeeds Frank J. McMullen of Brooklyn, whose term had expired.

### Promoted

ALBANY—State Tax Commissioner Norman Gallman has named Daniel F. Halloran as director of personnel for the State Tax Department. The salary is \$17,575 a year. Halloran had served as personnel director for the State Division of Parks.

### Fee Waived

The Bureau of Examinations of the City Civil Service Commission has recommended waiving the applicant's filing fee for license for master plumber.

**SOCIAL SECURITY**  
Questions and Answers  
U.S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE  
SOCIAL SECURITY ADMINISTRATION  
WASHINGTON, D.C.

"When I file for Medicare, what will I need to prove my age?"

There are many documents you may use. The best proof of your age would be a birth or baptismal record made soon after your birth. If neither of them is available, other proofs would be submitted which might include a delayed birth certificate, early school record, census record or insurance policy. The people at your Social Security district office will be happy to discuss this with you and assist you if you need help.

My employer wants me to retire at 62 and apply for social security. How much will my benefits be reduced at 62? May my wife and fourteen years old child get benefits? If so, how much will their benefits be reduced?

Retirement benefits beginning at 62 are reduced 20 percent, but since they start three years earlier the total amount paid over the years is often more than the total paid to those who begin their benefits at 65. Your wife and child would also receive benefits beginning at the same time yours start, and their benefits would not be reduced. You should discuss this with your social security office.

Did the Social Security Amendments of 1967 make any changes in the amount a person can earn and still get benefits?

Yes. Under the new law, a beneficiary can collect all of the benefits if his earnings in 1968 do not exceed \$1680. If he earns over \$1680, it is possible for him to get at least part of the benefits. Just how much will be payable to him depends on the amount of his total earnings and how much work he does—and whether he works in all months of the year, or just some.

Why is it that a beneficiary loses benefits if he earns over \$1680 a year?

The basic idea in social security is that benefits are intended to replace lost earnings; therefore, when a beneficiary's earnings exceed a certain amount, his social security benefits are reduced. The exact amount of reduction in benefits depends on the amount of excess earnings and also whether there are months the beneficiary did not earn over \$140 as an employee or render substantial services as a self-employed person. The earnings test applies to all beneficiaries, child or adult, with the exception of persons age 72 or over.

"I have several doctor bills and I wish to file a claim for payment from Medicare. Could you tell me briefly how I should file my first claim?"

Since you have never filed a claim, your Social Security representative would like you to come in and let him help with the first one. Be sure to bring all of your itemized bills and your Medicare card. It is not necessary for the bills to be paid before you file a claim. You should then be able to file your later claims with no assistance and with confidence that they are correct.

## 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.")

### Judicial Supervision III

IN EARLIER columns I wrote about a probationary radiologist's complaints that his discharge was unlawful because of failure to advise him of the progress of his work so that he might have a meaningful opportunity to satisfy his supervisors. His supervisor, the chief of radiology at the Brooklyn Veterans' Administration Hospital contended that there was full compliance with the Veterans' Administration regulations. He asserted that seven months after the plaintiff's employment, he had counselled him concerning his deficiencies and advised that he leave radiology to become a general practitioner. Six months later the chief issued a memorandum to the chief of staff complaining that the plaintiff failed his Board examinations. The memorandum also asserted that the plaintiff not only was incapable of reading any X-ray films but "suffers a further handicap of inability to realize his own limitations."

IN ANOTHER memorandum to the chief of staff, the chief of radiology service again set forth in detail the plaintiff's alleged inadequacies as a staff radiologist and recommended his separation from the service for failure to perform satisfactorily during his probationary period. He annexed to this memorandum a schedule of specific omissions of abnormalities. These included rubber stamping as normal, films showing obvious pulmonary emphysema, failure to report tumors, missing lung nodules and reporting as normal a film showing calculus in the lower right ureter.

ON MAY 26, 1969, the chairman of the Professional Standards Board wrote a letter to the plaintiff advising him that the termination of his employment had been recommended. Plaintiff was also told that a hearing of the Board would be held at which he could appear to present his side of the case or submit a written statement. He was also informed that he could have the assistance of the personnel officer in preparing his case. The letter stated that the Board's recommendation would be "based solely on a careful review and analysis of the facts in the case and information furnished by you and others who may be called."

THE PLAINTIFF answered the Board in a letter denying ever having used previous readings of old X-ray films. He asserted that he had never been given documentation of any unusual number of errors in his work. He noted that "Boards are not mandatory for appointment to his position." He stated that he had never been shown a proficiency rating during his two years of employment.

THE PROFESSIONAL Standards Board characterized the plaintiff's responses to questions as rambling and disorganized in an attempt to establish that "everyone makes mistakes and I haven't made any more than anybody else."

A FEW DAYS later, the Board issued its report noting that the plaintiff had an especially low proficiency rating in examination and diagnosis, that the chief of radiology had given the opinion that in view of the plaintiff's inadequacies his retention would be a menace to patients, and that his opinion was concurred in by two other supervisors. The Board recommended the plaintiff's immediate separation on the ground that "to maintain him in the capacity as a radiologist would inflict a disservice and harm to patients subjected to his examinations and interpretations."

ON THE RECORD, Judge Mansfield concluded that there had been adequate compliance with Veterans' Administration regulations, the essential purpose of which was to assure that the plaintiff would be made aware of his deficiencies and given an opportunity to improve. In the absence of arbitrary and capricious action against the plaintiff or failure to comply with statutory procedures, the Jurist concluded that the defendants' motion for summary judgment dismissing the complaint must be granted.



## New York Division Thruway Chapter Installs New Slate

The New York Division chapter of Thruway Employees, Civil Service Employees Assn., has elected and installed a new slate of officers for the coming year.

Those elected to executive office in the chapter include: Eugene Bernstein, president; John Wynder, first vice-president; Thomas Ivancich, second vice-president; Charles Arieta, third vice-president; Gregory O. Jackson, secretary; Charles Bartrum, treasurer; Earl Mayfield, chief steward, toll; and Albert Vitanaza, chief steward, maintenance.

### NCCJ Trustee

ALBANY—Motor Vehicle Commissioner Vincent Tofany has been named to the board of trustees of the National Conference of Christians and Jews.

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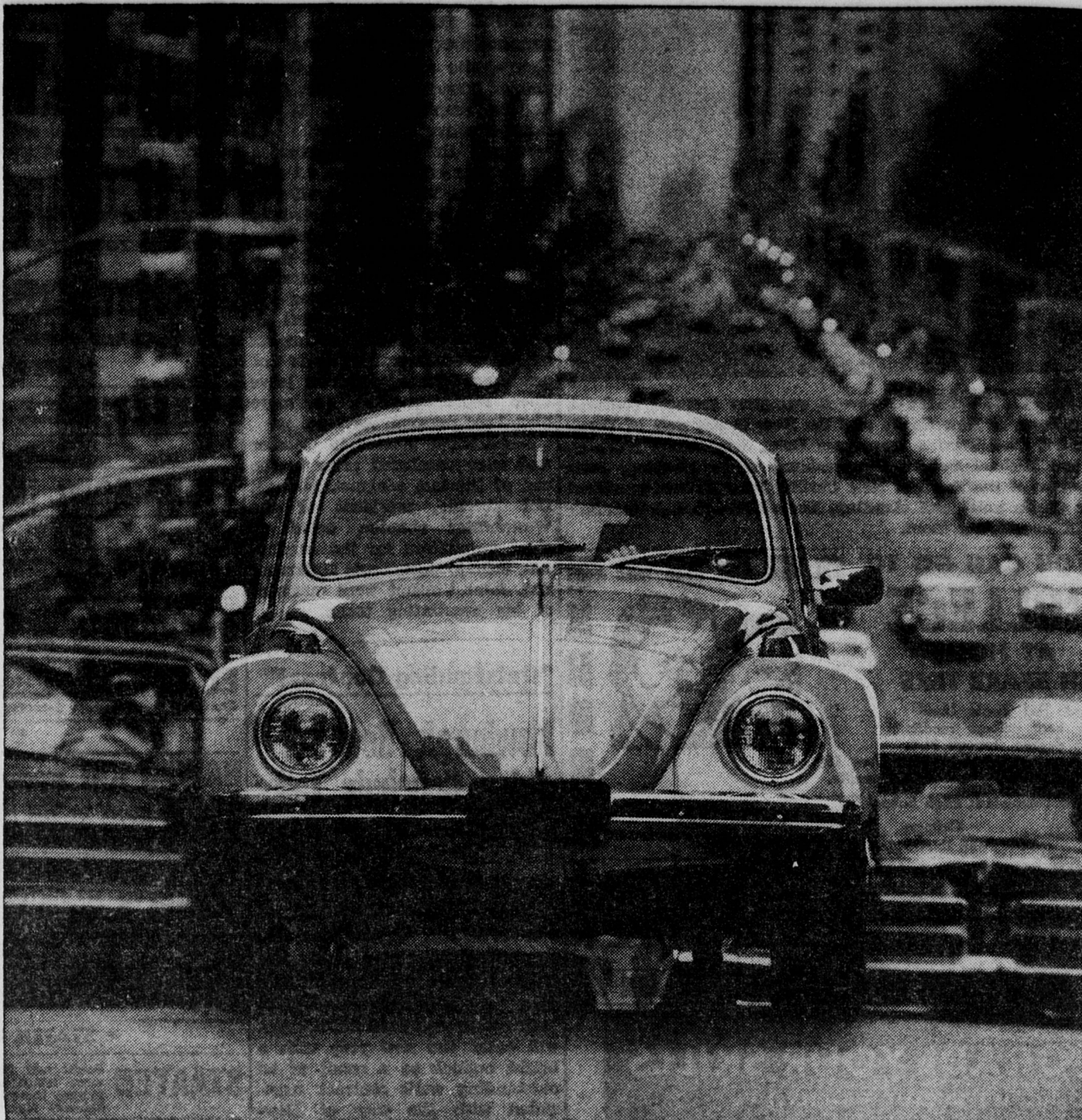
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**Q.: WHY IS OPENING UP A FRANCHISE BETTER THAN WINNING A LOTTERY?**



**A.: BECAUSE IT WILL PAY OFF FOR YEARS!**  
See Page 13



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AUTHORIZED DEALERS



# New Castle Unit Pact Agreement Reached



**CONTRACT SIGNING** — A one year renewal contract between the Town of New Castle and the New Castle unit of Westchester chapter, Civil Service Employees Assn., was signed recently. From left are Michael DelVecchio, president of the chapter; John Reed, supervisor of the Town of New Castle; John Deems, president of the New Castle unit; and standing, Louis Miliambro, a member of the CSEA negotiating team.

(From Leader Correspondent)  
**CHAPPAQUA** — A one-year renewal contract has been reached between the Town of New Castle and the New Castle unit of Westchester chapter, Civil Service Employees Assn. It became effective Jan. 1, 1970.

Among the benefits provided in the new contract is a 6.1 per cent salary increase for all employees, as well as a double-time provision for Sunday and holiday work; an additional week of vacation after 25 years of service; longevity increments after 10 and 15 years of service; meal allowance for employees working six or more consecutive hours of overtime; 20 days terminal leave upon retirement; and a more liberalized personal leave policy.

Negotiations started in October and were concluded prior to the end of the last contract. Michael Del Vecchio, president of the Westchester chapter, acted as chief negotiators for the employees. John Deems, Louis Miliambro and John Vinchot were members of his negotiating team.

business to be given time off from their duties to engage in these activities.

Tom Brann, CSEA field representative, assisted the Newburgh City unit in negotiations. Joseph Schiavone is unit president.

Brann said "as a result of the outstanding work of Schiavone and his negotiating team, employees of the Newburgh Urban Renewal Agency will now be operating under a good work package for the first time in their history."

Brann also said "I am looking

**Amsterdam Mediator**  
**ALBANY**—Richard V. Whalen of Albany has been named mediator in the dispute between the City of Amsterdam and the Montgomery County chapter, Civil Service Employees Assn. Whalen is also mediating the dispute between the City of Fulton and the Civil Service Employees Assn.

forward to next year when Schiavone and his team can negotiate an even broader, more comprehensive contract for Urban Renewal workers in Newburgh."

## GOURMET'S GUIDE

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## RETIRING?

SEE WHAT OUR **FRANCHISES and BUSINESS OPPORTUNITY SECTION**

HAS TO OFFER . . . Page 13

### "Outstanding Contract"

## Newburgh Renewal Aides Conclude Talks For One Year Pact

(From Leader Correspondent)

**NEWBURGH**—Employees of the Newburgh Urban Renewal Agency who recently chose the City of Newburgh unit of the Civil Service Employees Assn. as their collective bargaining agent will enter the new year with a bright outlook as a result of an outstanding work contract negotiated with the City of Newburgh by their CSEA unit.

Included in the contract, which runs from Jan. 1, 1970 to December 1970, are a cost-of-living increase of \$250 plus the regular yearly increment; an additional holiday with pay on the Friday following Thanksgiving; 20 days' vacation after eight years of service, one-day-per-month cumulative sick leave with limit; also, five days of personal leave in the event of a death in the immediate family of an employee; non-contributory coverage under the New York State Retirement and Health Insurance systems; employee seniority commencing on the employee's original date of employment with a separate seniority roster for part-time employees.

Also included in the contract is a clause allowing employees who are designated or elected within CSEA for the purpose of adjusting grievances or assisting in bargaining talks or other union

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## Plenty Of Positions Open In Computer Field, Says State Civil Service Dept.

Lots of likely positions may be seeking your skills if you have to your credit some practical training or experience in the computer programming field. So says the State Civil Service Department in Albany.

Initial pay to those hired comes to \$8,044 per annum plus abundant benefits among which are annual leave, sick leave, paid holidays and membership in both a top-rate health insurance and retirement pension plan.

The quest for candidates is continuous because the urgency of more personnel in this field is quite substantial. Tests are scheduled at frequent intervals to handle the demand of positions to be filled. Future work assignments, once appointed, may well point to the preparation of detail instruction to be adopted in the over-all data processing operation.

Should you receive appointment, brace yourself for tasks like reading input and output memory layouts as well as block diagrams. These will illustrate the sequence of computations applied to problem-solving by the computer. You'll utilize programming jargon of course in developing machine instructions to digest the data you feed it.

### Logic Test Lurking

The written test, given periodically, features four principal areas. These include: computer arithmetic and logical abilities in math; programming techniques and concepts; data processing

equipment; and reasoning logically with a variety of verbal, quantitative and symbolic material.

When practicable, the written test will be held at locations convenient to the candidates in each state (New York State residence isn't required for these jobs).

A trio of options, declares the State Department of Civil Service, can be your key to qualifying. For instance, one year of computer programming experience will put your systems on "go".

Another option asks for an associate degree in electronic data processing, adding that if you're currently enrolled in a program for such a degree, you shall be eligible to take the test within eight months of graduation. The third alternate states that you need to have completed in intensive six-month course in computer programming.

Further details are available via the route of writing the State Department of Civil Service in Albany, Buffalo, Syracuse or New York City. You might also visit the nearest office of the State Employment Service to pick up the bulletin for these positions, No. 20-386, which notes that filing is continuous.

## Some Office Openings

# Federal Census Bureau Bracing For Influx Of Feb. Applicants

Data on the population of the U.S.A., on who's who and what's what and who has what, is soon to be collected and correlated in the once-every-decade annual census. And bracing for the big headcount is the Federal Census Bureau in Washington, which reveals that some 17,000 full and part-time personnel will be needed when filing gets underway in February.

Current estimates place the probable personnel roster at 14,000 in the New York metropolitan area alone, with enumerators or census takers hired on the basis of generally one per 1,000 population. Office workers will be hired at a similar ratio.

On the matter of salary, full-timers can anticipate about \$2.50 an hour on the average. In all likelihood, most workweeks will be slotted at about 30 hours.

Stated requirements are relatively simple to meet: merely being an American citizen and above the legal age of 18. Of course, there is a qualifying exam, but it is designed to pose very little difficulty for the bulk of applicants.

### Simple Test Slated

From this point, all you'll need to do is pass a relatively simple test. Its contents will take in questions on the ability to carry out instructions and handle elementary arithmetic. The Census Bureau suggested that almost any high school grad could pass the exam without much difficulty.

The obs will last from one to three months, depending on the

difficulty to gather the needed information in the particular locale. Eighteen census district offices will be opened in the New York City area around February 1, and will be hiring personnel along with the City-wide office.

Most jobs will begin April 1, but a small proportion are slated for February.

### Two Types of Jobs

There are two classes of positions—one entailing office and the other field work. Both are open to men and women. The office positions consist of reviewing questionnaires mailed in and following up with telephone calls to persons who have omitted questions or gave erroneous answers. The field workers try to locate people who have failed to return questionnaires, and gather the necessary information.

City and States aides may qualify for these positions, although Federal civil servants are ineligible.

### Thirty Candidates

A total of 30 candidates for promotion to assistant building custodian in New York City took the practical-oral examination recently.

# Jr. Federal Assistant Jobs Entail Choice Of Higher Ed. Or Actual Work Experience

Explore the options awaiting you both in terms of general qualification and ultimate employment in the rather unique position known as junior federal assistant. These posts, for which numerous openings presently exist, cover a wide field of possibilities.

At the GS-4 level, for instance, you'll be qualified provided you possess two years'

background—either creditwise at a college, junior college or business school; or jobwise in what the job bulletin depicts as "progressively responsible experience in administrative, technical, clerical or other fields of work" specifically geared to one of the several titles involved.

Application blanks accompany Job Announcement No. 411, which can be gotten by contacting the U.S. Civil Service Commission, Federal Assistant Desk, Washington, D.C. 20415. You may also obtain Application Card Form 5000-AB at most main post offices.

### Probable Jobs Previewed

What likely jobs are available? In this prestige title, you may be working in accounting or book-keeping, statistics, supply, automatic data processing or general administration. Additionally, some positions in fields such as economics, personnel administration, writing, finance, law, contracts, library and transportation also must be filled.

If you have training or experience in engineering or science and want to work as an aide or technician in those fields, apply for the position of Engineering Aid and Science Assistant. The Engineering Aid and Science Assistant Examination does not require a written test and is open for receipt of applications until further notice. Apply through your college placement office, or your local Civil Service Commission office.

Salaries start at \$99 a week (Grade GS-4). Your chances for selection depend on your score, your experience and training and the number of appropriate openings in your area.

Openings generally are full-time, continuing positions. In a few instances part-time or temporary jobs also may be filled.

### Other Information

Students.—If you are still in school but expect to graduate within 9 months you are encouraged to apply. If you qualify you will be rated tentatively eligible for consideration for appointment but you may not enter on duty until you have completed the educational requirements.

Other Training.—Appropriate equivalent training under manpower development and anti-poverty programs will be counted toward meeting the experience or education requirements.

### Human Resources

A total of 883 candidates for New York City human resources specialist were given a written test recently.

### Custodial Foremen

The City administered a written exam for the 188 candidates for promotion to custodial foreman (HE) recently.

## Beginners Invited

# Social Worker Recruitment Under Way—Salary Hiked

The stress on social work recruiting has been given a boost with an increase in salary now taking effect—up \$200 to \$9,200 per annum for the beginning social worker title.

At this point, no test will take place, merely a background evaluation to ascertain the extent of your relevant experience. It should be noted that the need for personnel in this particular category is constant and, therefore, the acceptance of applications will stay continuous between now and the coming June.

In addition to Jan. 1 marking a new decade, the new year will signify a salary hike for the social work supervisor I position as well. In specifics, that means an increase of \$200 to the annual sum of \$9,900. This post, incidentally, represents the next promotional rank above the entrance social worker title.

### M.S.W. Sought

The City Personnel Dept. asks prospective candidates to possess a master's degree in social work—wherefrom stems a \$1,200 differential in pay. Since these titles are governed by Section 53 of the City civil service law, citizenship won't be needed for meeting qualifications.

In applying, the next step to take is simply to go down to 49 Thomas St., Manhattan, where the filing section of the department can assist you. For best times to file, take a peek at the column entitled "Where to Apply for Public Jobs." It also provides subway directions.

There's going to be much opportunity for challenging undertakings in the sort of social work duties envisioned. You'll provide case work services, interview

clients, their relatives, and agency staff. Your aim will be to ascertain the physical, social and emotional problems facing clients.

Many other areas of serving others exist: items like applying psychiatric case work techniques in the observation, treatment and care of emotionally disturbed and maladjusted persons; or interpreting psychiatric findings to patients and families; or planning for discharge and aftercare; or aiding in the adjustment of personal problems incident to the illness.

Some of the other diversified duties are delving-oriented, involving tasks like interviewing children and parents to discuss behavior problems to determine the services indicated, and preparing the youth and family to accept these services. Sometimes, the social worker will provide community organization and analyze area and neighborhood services and needs. He or she will then study the agencies in existence and determine the adequacy of the services to fulfill these needs.

A careful culling through Exam Notice No. 9090 for social worker, provided at the time applications are obtained, will better prepare you to be aware and assume the likely responsibilities of this title. It is suggested that you consult our column, "Where to Apply for Public Jobs."

# Various Counties Planning Exams For Jobs Entailing Training Or Experience

From various locations about the State, The Leader has learned of different titles now opened on the county government level. In each case, requirements call for training or experience or both, depending upon the position.

works department has an opening for dispatcher at \$2.70 per hour. You must file before Jan. 27 with the County Civil Service, County Bldg., Oswego. Ask for Bulletin No. 65624.

A naturalization aide, paying \$5,830 annually, is needed by the Onondaga Cty. Department of Personnel. He'll be assigned to the county's vocational education and extension board. Be sure to apply before Feb. 11 by writing the department offices at 204 Public Safety Bldg., Syracuse, N.Y. Request Bulletin No. 65819. The Municipal Civil Service

Comm. in White Plains announces a Jan. 17 cutoff for applications of those interested in the school lunch manager exam. Pay range is presently \$2.66 and \$2.78 per hour. Write for further details.

### Train Dispatcher Test

The City Civil Service Commission has recommended changing the date of the written examination for promotion to train dispatcher from Feb. 7 to Feb. 21, and to reopen filing for three days—Jan. 14, 15 and 16.



**Planners Named**

ALBANY—Governor Rockefeller has placed the State Youth Division in charge of preparations for the 1970 White House Conference on Children and Youth. Louis Pierro, executive assistant to Director Milton Luger, will serve as executive director of conference planning, assisted by Miss Marion Regan as associate director.

# Levitt Proposes Group Life Plan For State Aides

ALBANY—State Comptroller Arthur Levitt announced last week that he will establish and administer a New York State Public Employees' Group Life Insurance Plan for members of the State Employees' Retirement System and the Policemen's and Firemen's Retirement System, after receiving assurance from the Internal Revenue Service that the insurance

benefits would qualify for tax-exemption under Federal law. The announcement followed many months of study and conferences with State and Federal officials.

A key feature of the plan is that the insurance benefit will replace the present ordinary death benefit up to the maximum amount which can be provided without resulting in an income tax to the employee. In no case will the insurance benefit exceed \$50,000. Any excess of the ordinary death benefit over the maximum amount would continue to be taxable.

Commenting on the plan, Levitt said:

"For many years the ordinary death benefit has been generally treated by the Internal Revenue Service as a long-term capital gain. As a result, a great many widows and other beneficiaries of members who die in service have suffered severe tax burdens. Approval of the new group insurance plan ends a thirty-year effort to achieve equitable treatment of these death benefits. This is not only a victory for New York State but for any public pension system in the nation which may wish to adopt a similar plan.

**Cost**

"Since the cost of the insurance program will be no more than the cost of the ordinary death benefit to the extent that it is replaced, neither the State nor any municipal participation employer will be charged any extra amount. In essence, the plan will provide beneficiaries of public employees with the same type of coverage now offered by employers to more than six million workers in New York State. I am most grateful for the cooperation of State and Federal agencies in achieving this great step forward in protecting the dependents of our public employees."

The ordinary death benefit is an amount payable to the beneficiary of a member of the retirement system who dies in service. The amount varies, depending upon salary and length of service, and can reach a maximum of three years' (Continued on Page 13)

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**Insurance License Course Opens Jan. 19**

The next term in Insurance Brokerage for men and women who want to qualify for state license opens Jan. 19th at Eastern School, 721 Broadway, N.Y. 10003, AL 4-5029.

This evening course is approved by the State of New York and New Jersey as fulfilling the requirements for admission to the state examination for insurance brokers licenses. No other experience or education is needed.

**Real Estate License Course Opens Feb. 3**

The next term in "Principles and Practices of Real Estates," for men and women interested in buying and selling property opens Tuesday, Feb. 3rd at Eastern School, 721 Broadway, N. Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

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## Asks Total Effort

# Brown Bids Schools Join To Wage Anti-Drug Drive

Aroused by the alarming problem of drug addiction and abuse by students in City schools, Acting Superintendent Nathan Brown has proposed to reverse the current situation by "a massive effort from every community resource" to wage the battle against narcotics.

In analyzing some of the suggested approaches, he asserted: "It is unrealistic to think that the school can lick these problems unilaterally. What is needed is the cooperative effort of the

home, the clergy, law enforcement authorities, public health agencies, and of course, the school."

He appealed for immediate intensification of anti-drug campaign, making his remarks within the context of a health education bulletin designed for grades 4 through 6. That bulletin contains some observations on the potential dangers caused by experiments with household chemicals and marijuana, which reported have been on the upsurge even among significant numbers of grade schoolers.

A previous bulletin, for grades 7-12, outlines the characteristics of more dangerous drugs, besides discussing the moral and social effects of drug addiction, and the dangers to the user's chances for success and happiness.

In his appeal, Dr. Brown said that "there has to be a pulling together of resources, a commonality and unification of purpose and effort, a dispelling of mutual recrimination," and that the role of the school is an "instructional commitment which permits the translation of knowledge into wholesome health practices."

Toward that goal, he proposed that each principal name a "coordinator for narcotics education" to assure round-the-clock efforts in serving pupils in need of help.

### Mayor, Superintendent Speak

In District 14, Brooklyn, a three-day institute brought together 120 educators, pupils, community leaders, and representatives of State and City departments concerned with drug abuse, with Mayor John V. Lindsay and Superintendent Brown among the speakers.

The institute was arranged by Assistant Superintendent Ralph T. Brande, the local school board and the Title I Committee of the district; the Bureau of Health and Physical Education; the municipal Department of Health and Addiction Services Administration, and the State Narcotics Control Commission.

District 9, Bronx, under the leadership of Assistant Superintendent George E. Patterson, has organized a program to alert the community to the dangers of drugs. The program includes meetings and the preparation of English-Spanish literature.

At Charles Evans Hughes HS, Manhattan, seven teachers have formed the Narcotics Education Action Committee and have planned a series of staff and community meetings for the remainder of the school year. Earl Jung is committee chairman and the members are John Fabio, Shirley Kaufman, Philip Rosen, Edith Scopp, Sherry Solomon and Paula Vandor. Samuel N. Namovitz is principal.

Assistant Superintendent Abner I. Jaffe is chairman of the newly formed Narcotic Coordinating Council of District 22, Brooklyn. Members include representatives of the local school board, commu-

## Backs Staff Evaluation

# Robinson Opposing Tenure Law Repeal

Stiff opposition to a proposal seeking to repeal the tenure law affecting teachers and supervisors was recently expressed by the Board of Education's delegate attending the annual meeting of the New York State School Board Assn., who pointedly maintained that to do so would deny "accountability" as well as "due process" to individuals involved.

In voicing his view, board member, Isaiah E. Robinson, Jr., threw his weight behind a substitute resolution which recommended an evaluation of the group mentioned above at intervals of five years, conducted regularly.

The delegate, Member Isaiah E. Robinson, Jr., supported a substitute resolution which would provide for an evaluation of the pedagogical group every five years. The substitute resolution was defeated by a wide margin. The resolution to repeal the tenure law was approved, with Robinson voting "no."

### Sees "Irreparable Harm"

As now written, the law virtually assures tenure after three years of satisfactory service, with removal thereafter only by trial after charges have been filed. Mr. Robinson said that the repeal resolution would do "irreparable harm" to members of the city staff who could be dismissed for "nebulous" reasons unless protected by a fair evaluation of their performance.

Robinson and President Joseph Monserrat represented the Board at the convention which also voted to seek restoration of 1969 cut-backs in State aid—in the City the loss was \$90,000,000—and include in its 1970 legislative program an increase in state aid per-pupil allowance from \$760 to \$1,050.

Monserrat is ex officio a member of the association's board of directors and participated in a series of meetings and conferences on policy matters.

Two headquarters officials participated in convention activities as voting delegates from other school districts. Harold Siegel, Board secretary, represented Mount Pleasant District No. 3, a special district consisting of schools in Hawthorne-Cedar Knolls and Linden Hills serving emotionally disturbed pupils. Paul Fromer of the Office of High Schools was present on behalf of Union Free School District No. 13, L.I.

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nity agencies, and supervisors of district elementary, junior-high intermediate and senior high schools.

# News Of The Schools

By A. L. PETERS

## School Leadership Role Stressed By Board Prexy

Leadership was the keynote sounded by Board of Education president Joseph Monserrat in a talk to fellow educators recently, and the implicit warning was that schoolteachers must blaze trails and be innovators in their own right rather than scanning existing trends before following.

Monserrat and Acting Superintendent Nathan Brown spoke at a session of the Office of Personnel's Executive Development Program conducted for principals at the HS of Fashion Industries, Manhattan, the theme being "The Role of the Principal in a Changing School System."

The president said that school heads play a vital role in setting the tone of a school. He recalled particularly the influence on his own life of Dr. Leonard Covello, principal of Benjamin Franklin HS, Manhattan, now retired. Covello, referred to as "Pop," was Franklin's principal when Monserrat was a student there.

Superintendent Brown said that principals are aware of their responsibilities in the present situation and declared that they are as anxious as parents to establish better relationships for the welfare of the City's school children.

The Executive Development Program, coordinated by Solomon Silver of the OP staff, has two sections—one for principals in active service and one for principal-interns. Silver said that additional sessions are being planned in order to accommodate all present and future principals in the City school system.

Deputy Superintendent Theodore H. Lang, in charge of personnel, introduced President Monserrat and Superintendent Brown at the Fashion Industries session.

## New Local School Bd. Members Designated

In line with its policy of affirming local representation on local school boards, the N.Y.C. Board of Education has announced the names of twenty men and women selected as members of local boards in the Bronx, Brooklyn and Manhattan.

Their choice stems from the recommendations of area screening committees and, as a consequence, they will hold their posts until succeeded by the community school boards set up under the decentralization law assume office.

Members of the new group include the following:

### Bronx

LSB 8—Mrs. Grace Ellis of 1009 Prospect Avenue; George McSee of 730 East 163rd Street; Joseph Rodriguez of 1682 Story Avenue.

### Brooklyn

LSB 14—Rev. William Davidson of 129 Kent Street; LeRoy Fredericks of 131 Moore Street; Ponce Hatch of 811 Flushing Avenue; Moses Jackson of 196 Stagg Walk; Mrs. Sofia Perez of 683 Myrtle Avenue; Ramon Fal-mundi of 281 South Second Street; Rev. Augustin Ruiz of 71 South Third Street.

LSB 17—Eustace Burnett of

237 East 25th Street; Sanford Joel Schlesinger of 470 Ocean Avenue; Rev. William G. Smartt of 266 Fenimore Street.

LSB 18—Mrs. Louise Barkin of 1045 East 5rd Street; Mrs. Annabelle Crichlow of 375 Blake Avenue; Joseph Palevsky of 598 East 91st Street; Mrs. Doris Schultz of 9319 Farragut Road.

### Manhattan

LSB 31—Cho Fia of 200 Broome Street; Mrs. Winifred Henry of 125 Henry Street; Mrs. Seu Fon Lee of 160 Madison Street.

## Student Art Show At Display In Garden Through January 31

Prize-winning artwork, the product of creative efforts by a cross-section of New York City public schools, has gone on display for public viewing at the National Arts Museum of Sport located in Madison Square Garden Manhattan. The exhibit will continue through January 31.

What you'll see on display is a variety of paintings, prints and sculpture. These resulted from a competition jointly sponsored by educators in art and physical education teachers. In hosting the contest, their aim was to pursue excellence "in two universal languages: 'Art and Sport.'"

Twenty-four prizes totalling \$1,400 in United States Savings Bonds have been awarded in two divisions: one for students in the LaGuardia High School of Music and The Arts and the other for art students in the other high schools of the City. Within each division, the prizes have been awarded in four categories: oils, prints, mixed media and sculpture. Eight winners received \$100 bonds as first prizes, eight second-prize winners received \$50 bonds and eight third-prize winners won \$25 bonds.

In addition to the winning works, the exhibit will include other pieces which, while not prize-winners, were deemed worthy of showing. All artists whose works are shown will receive a year's membership in the Art Museum of Sport.

The competition was sponsored by the Joint Committee on Sports Art of the National Art Education Association and the American Association for Health, Physical Education and Recreation.

### Promoted

ALBANY—Daniel J. Hogarty, a career State employee, is the new chief engineer for the State Board of Standards and Appeals at \$19,809 a year.

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School secretary for per diem and peak load days. Schedule can be arranged. Also, substitute teacher for per diem work. PS 154, 195 Sanford St., Brooklyn. Call 855-2127.

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# DON'T REPEAT THIS!

(Continued from Page 1)

Ambassador Arthur J. Goldberg for Governor, led upstate by Erie County Leader Joseph Crangle and in the City by State Senator Seymour R. Thaler, has not set the paces on fire, and leading Democrats are looking elsewhere for a standard bearer in the coming State elections.

## Levitt Getting The Eye

Inevitably top Democratic leaders in the State are looking in the direction of Comptroller Levitt. Few Democrats are as well known or as widely respected throughout the State as Levitt. In his last campaign for Comptroller, in 1966, Levitt proved to be the best vote getter among all candidates running for State wide office, winning with a plurality of well over one and a half million votes.

A draft movement for Levitt is being organized under the leadership of Victor S. Bahou, Democratic chairman of Cortland County. In a letter addressed to county chairmen, Bahou said: "During the past thirty years, this Party has been able to elect only one Governor; and then for only a single term. For this we cannot blame the Republicans. We must accept the responsibility, the blame, and indeed the shame for this condition."

## The Role Of Unifier

Warning that only with a winning candidate for Governor can the Democrats elect a majority in

the State Senate and Assembly, Bahou urged that only Levitt can unify the Party and lead the Democrats to victory in 1970.

Bahou is not a lone voice in the wilderness. Dan O'Connell, the powerful Albany County leader is known to be in Levitt's corner and plans to have Levitt's name submitted for that post when the State Committee meets in March to nominate the Party's ticket. Mayor Erastus Corning, of Albany, is expected to put the Comptroller's name as the Party's candidate for Governor when the State Committee meets. A resident of Brooklyn, the Comptroller needs only to say "Yes" and he will have the powerful support of Meade Esposito and the Brooklyn organization.

## But Is He Interested?

The big question at the moment is whether Levitt would be interested in undertaking such a campaign. Based on his track record, Levitt is assured of re-election to his present post, and no Democratic aspires to challenge the Levitt nomination for re-election in a Democratic primary. Against that certain victory, should Levitt decide to run for Governor he will certainly be confronted with a contest in the Democratic primary together with a grueling campaign against Rockefeller.

The sources of the Levitt strength are many. He is an acknowledged fiscal expert, and he would be running in a year when State financing and taxation loom as the dominant campaign issue. In a year end statement, Levitt criticized the Governor for his billion dollar South Mall project in Albany and pointed out that a high school could have been built in each of the State's 62 counties for less money than is being spent on the South Mall.

## Strong Local Ties

At a time the urban centers and local governments throughout the State are confronted with mounting costs, Levitt has established close ties during his long service as Comptroller with Coun-

ty officials, town supervisors and city and village mayors.

A former president of the New York City Board of Education, Levitt is well known and highly respected among educators, school supervisors and teachers.

In order to clear the path for the Levitt nomination, some party leaders are exploring the possibility of offering the post of State Comptroller to Howard Samuels and nomination for the United States Senate to Eugene Nickerson, Nassau County Executive.

For further unity, particularly with the reform and youth elements, either Herman Badillo, former Bronx Borough President; tough-minded Kennedy brother-in-law Stephen Smith; or former Senatorial candidate Paul O'Dwyer are being suggested for Lieutenant Governor.

P.S. The problems: Levitt is really fond of Rockefeller just as the Governor is fond of Levitt. And the Comptroller is older than he looks or acts — without a fight against a tremendous campaigner like Rockefeller, he'd wind up as the "greatest comptroller the State ever had." In addition, Mrs. Levitt is opposed to the difficulty of a hard campaign against the Governor and one that could result in a loss.

P.P.S. And then, there's still Mayor John V. Lindsay in the picture, not withstanding what is being officially stated. But many of his off-beat and liberal supporters like writer Jimmy Breslin, for example, who was constantly at his side in the New York City Mayoralty race, would consider it shoddy and say "finish out your term. You owe us that."

## Nassau Judicial Unit Expanding

MINEOLA — With the help of Frank Diviney, and Anthony Greco, the Nassau chapter, Civil Service Employees Assn., is increasing and solidifying the Judicial Conference unit.

Diviney, who is with the Probation Dept. and is second vice-president of the chapter, and Greco, a court employee, are seeking to reinforce lines of communication with the administrative judges. In addition, the Judicial Conference unit is negotiating a series of grievances.

The unit is designed to handle "the special problems of the courts," according to chapter president Irving Flaumenbaum. The great majority of court employees are members of CSEA.

## Award Winners

ALBANY—The State Motor Vehicle Department has two employees, who have won 12 merit awards each. They are Assistant Director Al Frakes and District Director Larry Epstein.

# CSEA Lawyer Wins Retroactive Pay Boost For Two Suffolk Aides

(Special to The Leader)

RIVERHEAD—Two Suffolk County court reporters who appealed to the Civil Service Employees Assn. for help when they were shortchanged in a job reclassification have won their case and will be given the extra salary due them as a result of efforts by a CSEA regional attorney, Lester B. Lipkind.

Lipkind told The Leader last week that Mildred T. Buttonow and James Cavallo, both employed by Suffolk County as court reporter I, allocated to County grade 24, were reclassified to court reporter II, grade 27, at the recommendation of the Judicial conference and the order of the Suffolk County Special Classification Appeals Board. They had been doing the work of the other title. However, they were not placed at the salary steps corresponding to the steps they had reached in grade 24.

"Although the County Civil Service Commission Rules clearly state that 'an employee occupying a position in a class allocated to a pay grade which is revised upward, shall be moved from the step he is occupying at the time of

reallocation to the corresponding step in the new salary grade . . ." Lipkind said, "Suffolk County did not see fit to do this and put both employees at a lower step than they had been in grade 24."

Lipkind took the matter to court at the expense of CSEA under the Association's legal assistance program for members, and won. Both employees will now be allocated to the steps corresponding with the steps they had reached in grade 24: Mrs. Buttonow will go to Step 7 of grade 27 and Cavallo to Step 5 in grade 27.

The CSEA regional attorney said that the County Deputy Comptroller, L.G. Bourne, had interpreted the reclassification as a reallocation, creating the problem.

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