

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVII, No. 22 Tuesday, February 1, 1966 Price Ten Cents

## Transit Strike Leave Policy

See Page 3

### Lefkowitz Joins Fight Against U.S. Tax On Subsistence, Maintenance

Attorney General Louis Lefkowitz has announced his support of State employees fighting a move by the U.S. Internal Revenue Service to declare as income subsistence and maintenance provided certain employees, particularly those working at Mental Hygiene Department institutions.

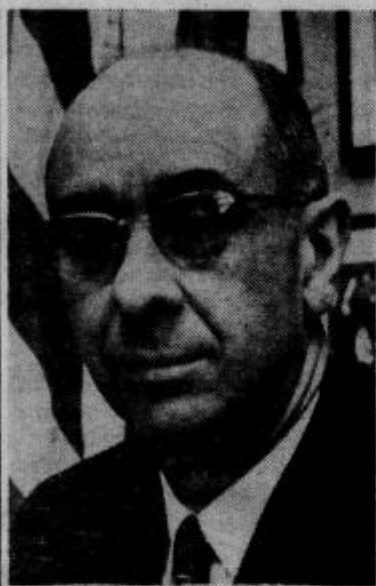
The Attorney General's office informed The Leader last week that an attorney would be assigned to argue the same viewpoint of the Civil Service Employees Assn. — that such subsistence and maintenance are for the convenience of the employer, not the employee — when the case is presented in court in Buffalo in the near future.

#### CSEA Fight

The Employees Association, whose own counsel and special tax counsel are fighting the new tax interpretation, had asked the Attorney General to enter the case on behalf of State workers.

The tax threat to State employees arose some months ago in the Rochester area when Internal Revenue agents questioned the income tax returns of workers at Rochester State Hospital and insisted the subsistence and maintenance received by some of these employees was taxable income. This was despite a major victory won by the Employees Association some years ago on the same issue in the tax courts.

A CSEA spokesman noted that to impose an income tax on subsistence and maintenance would seriously cut into the take-home-



LOUIS J. LEFKOWITZ

pay of affected workers and said "we are not about to let so unfair an assessment take place."

#### Shemin Heads Group

### CSEA Committee To Map Plans For Dealing With Labor Relations Panel

ALBANY — A special committee of the Civil Service Employees Assn. will meet here Wednesday to recommend a course of action for CSEA to follow in dealing with a panel appointed by Governor Rockefeller to propose methods of preventing "disruption of vital government services by illegal strikes."

#### For New Members

### CSEA Accident & Health Plan Without Exam

A full range of accident and health insurance coverage is open to new members of the Civil Service Employees Assn. without a physical examination if they are under age 39½.

The CSEA plan, underwritten by The Travelers and operated by Ter Bush & Powell, insurance agents to the Employees Assn., may be had by applying for coverage within the first 60 days of employment.

Accident and health insurance not only covers medical and other bills but provides incomes during the period of disability. Some 50,000 CSEA members now protect themselves, their families and their income with this policy.

Full details may be had by using a coupon provided in a Ter Bush & Powell advertisement on the subject on Page 4.

#### Nassau CSEA To Resume Demonstrations

### Nickerson Charged With Failure To Keep Promise On Re-Hiring Fired Aides

MINEOLA—Angry members of the Nassau County chapter of the Civil Service Employees Assn., are renewing plans to stage demonstrations before the office of County Executive Eugene Nickerson for his "failure to re-hire any meaningful number of employees he fired on Jan. 1 as the result of so-called budget restrictions," it was learned at Leader press time.

In late December, Nickerson had ordered the firing of 169 employees in the Department of Public Works on the grounds that the Republican-controlled Board of Supervisors had failed to pass his proposed budget and, therefore, did not allow him enough funds to operate County services without a reduction in the work force.

Republican board members countered the Nickerson charge as "politically inspired" and declared the dismissal of the Public Works employees was a move to "frighten" the board into passing his budget. They declared further that there were funds for

thousands of unfilled positions which could be used to keep these men on the job.

On January 1, the men were dismissed but Nickerson promised the Employees Association that he would attempt to replace as many men as possible in other positions. As of Leader press time, it was estimated that five to 12 of the 169 workers had received new jobs.

#### Unhappy

Irving Flaumenbaum, Nassau CSEA chapter president, told The Leader that "I am not happy and my chapter members are not happy over the rehiring results to date and, believe me, that is understating the case. For instance, we were told that some 30 men would probably be re-hired right away. To date a mere handful, five at the most, have been put back in County employment."

Flaumenbaum said that in no way has there been any proof that the County Executive has used the power and influence of his office to the extent possible to open jobs at a reasonable level to the employees who have been fired.

The chapter president said his members not only wanted to resume demonstrations but to revive plans to publicize through press and radio media the fact that "County Executive Nickerson should never have fired these employees in the first place but, having done so, is making no real attempt to not only put these people back to work but also to give County residents the needed service these men provided."

Flaumenbaum said there also

(Continued on Page 16)

#### Leaves March 17

### Bahama Weekend For Upstaters

A four-day weekend trip to the Bahamas for upstate members of the Civil Service Employees Assn. has been organized by CSEA's Buffalo chapter and will fly directly from that city to Freeport in the Grand Bahamas on March 17, it was announced last week.

Featured on the tour, which will occur at the very peak of the Winter season, are accommodations at the island's newest hotel.

(Continued on Page 16)

### Pension Loan Interest Down, Levitt Reports

ALBANY — Insurance premiums on member's loans from the New York State Employee's Retirement System will be reduced on April 1, 1966, State Comptroller Arthur Levitt, sole trustee of the System, announced last week.

The age group 60-64.9 now has a premium rate of 2½% and the age group 65-69.9 a premium of 3½%. "Current experience shows that we may safely reduce these premium rates to 2 and 3% respectively," Comptroller Levitt said. Premium for age groups 15 years of age through 59.9 will remain the same and range 1/6% to 1½%.

Loan insurance guarantees after ninety days and upon death of a member that members' annuity

(Continued on Page 3)

#### On Comp. Board

ALBANY — Governor Rockefeller has named George E. Yerry Jr. of Kingston to the State Workmen's Compensation Board for a term ending Dec. 31, 1973. He succeeds Frank A. Gugino of Buffalo, whose term expired.

*Don't  
Repeat This!*

### Lindsay Won't Kill Off Small Unions In City's Departments

**S**MALLER unions in City departments and agencies can probably heave a sigh of relief over their future during the next four years. In an exclusive interview with The Leader last week, it was learned from Deputy Mayor-City Administrator Timothy Costello that Mayor Lindsay intends to let the policy of multiple union representation continue.

(Continued on Page 2)

### South America Tour Offered

For the first time, a tour around South America is being offered to Civil Service Employees Assn. members, their families and friends and the 28-day tour will depart from New York City July 1 under the direction of Deloras Fussell of Albany.

The best of South America — Peru, Chile, Argentina, Uruguay and Brazil — will be included on the itinerary and the journey will end with a relaxing visit to the island of Trinidad.

The tour is designed to show the best of South America, from its ancient Inca civilization, to eighteenth century Spanish towns to the glamorous cities of Buenos Aires and Rio de Janeiro. Many sightseeing tours are included along the way and there will be time for personal leisure and the diversions of the popular night life of these countries.

The tour price of \$1,150 includes round trip jet air fare, all hotel rooms, most meals, tips and taxes, etc. A descriptive brochure and application for the South American tour can be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y.

# DON'T REPEAT THIS

(Continued from Page 1)

This is in direct contrast to moves during the last year of Mayor Robert Wagner's administration when he sent legislation to Albany that would have permitted all-or-nothing representation in City departments where two or more unions represented employees.

Wagner's theory was said to be based on the fact that it was inefficient, time consuming and impractical to have unions in the same agency competing for different levels of benefits for the same employees. The smaller unions argued that they represented special groups of employees with special needs not cared for by the larger employee organizations. Unions representing clerical and professional/technical employees were particularly sensitive to Wagner's drive to eliminate some of these unions from City organization.

The Wagner attitude became academic when the legislation failed to get approval and he did not seek re-election as mayor. The Lindsay Administration however, made no statement on the issue until last week's interview with this newspaper.

## All Are Important

What Costello declared was that "there is no plan to hold wholesale elections in City agencies. All unions are important to us. The smaller unions serve their purpose, the same as the large ones do."

The Deputy Mayor also told

The Leader that a full review of labor relations was underway and that the whole process of union certification and means of ascertaining such certification would be included in the study.

The Wagner proposals were largely of interest to the American Federation of State, County and Municipal Employees. Some units of this union have spent a good deal of time in recent years trying to absorb the smaller union membership.

Overall, the smaller unions — whether they are affiliated or independent — represent almost as many employees in total as do the larger ones.

## Divide & Conquer?

Naturally enough, not all union leaders in the City will look upon the Lindsay attitude with such favor. As one organization chief said to this column "It looks more to me like the old technique of divide and conquer rather than any concern over the needs of that old perennial, the little guy. I still think one or two big unions would do more for City employees than a dozen little special interest, splinter groups."

It was pointed out by another union leader, though, that many City employees are just not interested in giant-sized unionism. "I have found that a good many professional, clerical and technical people want to put across their own particular point with their own particular voice. If they can't do that, they just don't join any kind of union."

Whatever the arguments, it looks as though the smaller employee organizations will not be faced with the worry of a move against them from City Hall.

## For Health Insurance

# Thirteen New Agencies Join In State Plan

William G. O'Brien, Blue Cross-Blue Shield Manager, Statewide Plan, has announced that thirteen additional agencies have joined the Statewide Plan since January 1. These new agencies include five school systems, two cities and six townships in New York State.

"This brings the number of agencies now participating in the Statewide Plan to 1,014," said O'Brien. "A total of 271,292 employees of New York State and participating political subdivisions now enjoy the unique benefits available through the Statewide Plan."

The Statewide Plan is designed to meet the specific needs of public service employees, combining hospitalization, surgical and major medical protection in one plan.

"This significant increase in the number of participating agencies is most gratifying to us here at Blue Cross-Blue Shield," O'Brien concluded.

## Southwestern Chap. Installs New Officers

SALAMANCA — Mary A. Converse was installed as president of the Southwestern chapter, Civil Service Employees Assn. at a dinner recently in the Moose Club here.

Theodore C. Wenzl, first vice-president of the CSEA, was the speaker and installation officer.

Other chapter officers are: Vice-president, Elizabeth Dugan; secretary, Charles A. Lindberg; recording secretary, Ann Edmund, and treasurer, Peter F. Rain.

# Your Public Relations IQ

By LEO J. MARGOLIN



ADD THE DIAL telephone to the standard media of newspapers, magazine, radio, TV, billboards, speeches, exhibit, etc., for use by government civil service corps to keep their public informed.

MORE AND MORE the dial telephone and all the electronic gadgets dreamed up by the Bell Laboratories geniuses, is emerging as a public relations tool which zeroes in on its target with hammer-impact.

LATEST TO ADOPT this new PR technique is State Senator Whitney North Seymour, Jr., the new legislator from New York City's silk stocking district. We dialed WA 4-2266 and received a brief but fact-packed recording on "This Week in Albany," delivered with clarity and authority by the Senator personally.

SENATOR SEYMOUR calls the technique an "experimental program." There's nothing "experimental" about the program for general use, although it may be comparatively new for government. Its been possible to dial for the correct time since 1928 and for the weather since 1939.

FOR OUR STATISTIC-minded readers, this happens in New York City approximately 108,000 times every single day for the correct time and about 107,000 times daily for the weather.

DURING THE recent transit strike, New York City's municipal information system was manned by 500 top-notch civil service employees who answered thousands of calls every hour directed to 999-1234.

HANDLING THIS number of calls is, of course, most unusual, but for the civil servants and the technicians of the New York Telephone Company it was duck soup.

WHEN THINGS are more or less normal in New York City, 999-1234 tells "all" about traffic, transit, detours, etc., and the City's public use it constantly.

DURING POLITICAL campaigns, the dial-a-message tech-

nique has been used successfully. For example, in the 1962 gubernatorial campaign Governor Rockefeller could be heard in recordings on higher education, taxes, schools, aid to the aged, jobs and housing. In Washington, dial-a-political-message is becoming standard operating procedure for both Democrats and Republicans.

IN FACT, IT'S been perfected to a point now where a legislator records his comments on an issue, and, at a pre-arranged time, his home district radio and TV station calls a specific number to pick up the message for re-recording.

DIAL-A-MESSAGE has practically unlimited use in government. For example, dialing the local county highway department for local road conditions, the details of which can be pre-recorded to keep the information up-to-the-minute.

OUTSIDE THE government, the use of recorded messages seems to have no bounds. For example, you can dial-a-satellite by calling TR 3-0404, which turns out to be the Haylen Planetarium. Dial PL 7-6336 will give you the latest on skiing conditions at various resorts in Switzerland. You can also get the same information about skiing conditions in New York State, Vermont and Connecticut.

DIAL-A-MESSAGE is a favorite with religious organizations. You can dial-a-prayer by calling CI 6-4200 or dial-a-sermon at 684-5920.

ON THE OFF-beat side is the Lullaby Lady who will help you sleep if you dial PL 9-1520. She won't be there personally, but at least her recording will be.

AND, IN CONCLUSION, just remember that in New York City, the emergency police and ambulance number is 440-1234. Nothing recorded about this number. The voice that answers will be a very genuine, alert civil service police officer.

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229 Park Avenue S., New York 3, New York



# Summer Post Office Jobs Are Announced; Apply By Feb. 24

A nationwide competitive examination has just been announced for temporary summer employment in a number of large post offices throughout the country, it was stated jointly by Postmaster General Lawrence F. O'Brien and Civil Service Commission Chairman John W. Macy, Jr. The new examination was developed as part of the previously announced plan to assure that selections for summer jobs are made on the basis of merit.

The examination will be used to select the best qualified applicants for employment as seasonal assistants between May 1 and September 30, 1966. Applications for positions, which pay \$2.37 an hour, will be accepted through February 24. A written test taking less than one hour will be held in March in over 1,000 cities.

Seasonal assistants are hired during the summer to assist the regular postal work force in handling the mail. Some assignments require operation of motor vehicles and candidates for these jobs will have to demonstrate ability to drive safely.

Post Office Department points

out that seasonal assistants will be needed in only a limited number of post offices, generally larger ones.

Persons who pass the written test will be furnished a list of the post offices in their State of permanent residence where appointments will be made and will be permitted to file for employment consideration at up to three of them. Eligibles will be given ratings based on test scores, and offers of employment will be made first to those in the highest group. Veterans in each group must be selected ahead of non-veterans.

Applicants must be at least 18 years old at time of appointment; however, this minimum age is waived for high school graduates

who will be at least 16 years old at the time they enter on duty.

Sons and daughters of postal employees will not be eligible for appointment to these jobs.

Applications to take the written test must be filed with the post office board of examiners having jurisdiction over the locality where the applicant desires to take the test. Addresses of the 45 boards and their jurisdictions are listed in the official examination announcement (An. No. 390B).

Copies of the examination announcement and application forms (Form 5000AB) may be obtained from offices of the U. S. Civil Service Commission and at many boards of civil service examiners and post offices.

# Erie CSEA Gets Aid In Fight To Raise Welfare Worker Pay

(From Leader Correspondent)

**BUFFALO** — Community groups in the Buffalo area are joining the Civil Service Employees Assn. to obtain legally-mandated pay raises for some Erie County Welfare Department caseworkers.

The Erie County Board of Supervisors has so far refused to pay increases required by State law to social workers with graduate training.

A 1965 amendment passed by the Legislature mandates a 10% pay boost for workers with a year of graduate work and a 20% hike for two years of added schooling.

## Law Case Support

Erie Chapter, CSEA, is pressing the Board to comply with the law and the Western New York chapter, National Association of Social Workers, has voted \$200 to finance a law suit to compel compliance.

About 35 Erie County employees would get the raises, adding from \$1,500 to \$2,000 to annual salaries.

The Board of Supervisors is asking the 1966 Legislature to repeal the amendment.

"Meanwhile," said Louis Russo, an assistant to Erie County Executive Edward Rath, "we are not complying with the law."

## Wants Increments

Joseph A. Cugini, president of the Erie County Welfare Employees Assn., a CSEA unit in Erie Chapter, said the increases should also go to all welfare department employees with 15 years service.

"Increments for professional training are accepted in teaching positions and are equally justifiable in terms of results in public welfare," said the Western New York Chapter, National Association of Social Workers, in supporting the CSEA position.

# Benoit Named PR Director Of Youth Div.

It was a homecoming of sorts when Milton J. Benoit became Director of Public Relations with the New York State Division for Youth on January 20.

It was with this same State agency, then known as the Youth Commission, that Benoit got his start in government service 14 years ago as a participant in the New York State Intern Training Program.

Benoit succeeds Bruce Meservey who was one of his tutors while the new PR director was an interne in 1952. Meservey left the Division to assume the duties of the Publications Chief with the State Education Department.

Benoit spent six months with the Youth Commission before leaving for a two-year tour of duty with the U.S. Army. He returned to complete his interne training with the Department of Civil Service, then left state service to become editor of the Star Press, a weekly newspaper in Cohoes.

In 1960 he was named Public Information Chief of the New York State Conservation Department's Division of Motor Boats, a post which he held until his recent appointment. He was also Conservation Department Representative on the Civil Service Employees Assn. board of directors at the time of his departure.

The 35-year-old PR director resides, with his wife and five children, in Ballston Lake.

## Metro DE Names Nominating Committee

The Metropolitan Division of Employment chapter of the Civil Service Employees Assn., has selected the following members for the nominating committee:

Chairman, Pat Ricci and Grace Nulty, Kay Armeny, Nicholas Pollicino, Ralph Calazzo and Milt Handel.

# Governor Chooses New Conservation Department Heads

**ALBANY** — Governor Rockefeller has chosen a retired Westchester County businessman to head the State Conservation Department, and promoted two career men in the Department.

R. Stewart Kilborne of Katonah is the new Commissioner, succeeding Dr. Harold G. Wilm, who is returning Feb. 1 to Syracuse University's College of Forestry.

Promoted in the reshuffle:

Dr. W. Mason Lawrence, whose service with the Department started in 1937, is now deputy commissioner in charge of water resources at \$23,500 a year.

Cecil Heacox, who started his Department career as a fish hatchery helper, becomes deputy commissioner for administration at \$21,000 a year.

In a fourth appointment, former State Senator Leighton A. Hope of Cortland County will become secretary to the Department, succeeding Heacox, at \$20,000.

Rockefeller also chose a widely-known conservationist, Robert Young, to fill a new position of deputy commissioner for parks and outdoor recreation at \$21,000. Young is president of the New York State Conservation Council.

Dr. Lawrence, 47, of Delmar, is a career man in the Department. He started with the Department in 1937, and after service in World War II became an Assistant Game Research Investigator. He was trained as a biologist, having graduated from Cornell University with B.S. and Ph.D. degrees. He has been the Commissioner's alternate on the State Water Resources Commission and the Great Lakes Commission, and has attended the meetings of the Delaware River Basin Commission.

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# Southern Conference Hears CSEA Legislative Goals Discussed By Grace Nulty

**WHITE PLAINS**—Progress on Civil Service Employees Assn.-sponsored legislation currently being acted upon in Albany was discussed by Grace Nulty, chairman of the CSEA's legislative committee before the Association's Southern Conference meeting here recently.

One of the legislative goals of the Association, calling for a 12 percent pay increase,

was largely won by the CSEA's salary committee when Governor Nelson Rockefeller announced that he was including provisions in his budget request for an eight percent increase for all State aides. Issy Tessler, conference president, reported the behind-the-scenes details of the victory to the 75 persons attending the meeting at the County Center. Tessler received a standing vote of support for his vote to accept the eight percent figure.

Miss Nulty, in discussing the status of the Association's programs, pointed out the need for employees in the retirement system to join the 55-year plan. "It is only to their advantage to join this plan," she said. "I urge all delegates present to do all in their power to convince non-members of this benefit."

Thomas Lupocello, former area field representative, now assigned to the Albany district, was presented with gifts from Gabe



GRACE T. NULTY

Caribee, on behalf of the Westchester County chapter; Issy Tessler, conference president and

## Forgiveness Plus

# Rockefeller Sets Policy On Job Absence And Work During Transit Walkout

State employees working within New York City who were effected by the recent transit strike will be forgiven for job absence and rewarded for showing up for work as the result of a policy on the matter established last week by Governor Rockefeller.

The Civil Service Employees Assn. had asked the Governor while the strike was still on not to penalize employees who were unable to find means of transportation to get to work.

The following memorandum, issued by Governor Rockefeller, provides that:

## Loan Interest

(Continued from Page 1)

savings will not be impaired or reduced by any unpaid loans.

## The Reason

According to the Comptroller, the reduction in members' contributions under the increased take-home-pay provision has reduced the amounts which would otherwise have been available as loans.

"This has had the effect of reducing the amount loaned and also the insurance thereon," Levitt remarked. "With the advent of a non-contributory retirement system enacted last year, we expect a further decrease in the Retirement System's loan program and in loan insurance," he added.

During 1965 over 110,000 loans were made to members. Total amount loaned during the year was \$40,820,043 — over \$500,000 less than in 1964. Loans outstanding at the end of fiscal year 1964-65 totaled \$107,168,954.

"A continuous study is made of loan insurance operations," Comptroller Levitt said, "and premium scales are adjusted whenever significant change justifies revision."

- Tardiness and early departure necessitated by the transit strike shall be excused.

- Absences necessitated by the strike shall be excused without charge to leave credits.

- Employees shall be credited with a full day of compensatory time off for each day or part thereof worked during the strike.

- Employees shall be compensated in cash at regular straight time rate of pay for hours they were required to work beyond their normal work day.

- Employees whose current overtime credits exceed or which by the addition of compensatory time off credits for the period of January 1 through January 13 would exceed the allowable limit under the Attendance Rules (30 days) will be compensated in cash at regular straight time rates for the hours in excess of the allowable limit.

- Heads of those agencies in which the granting of all of the compensatory time off would seriously disrupt efficient operations and hamper adequate service to the public may request from the Director of the Budget authorization to pay cash compensation in lieu of compensatory time off for that portion of the compensatory time off that the agency is unable to absorb.

- Agencies are authorized to submit vouchers for abnormal expenses for transportation, parking, and subsistence for employees where these are shown to be necessary to enable the employees to meet the State's requirements.

James Lennon, representing the East Hudson Parkway Authority.

Tessler also reported on a citation received by the Conference from Irving Flaumenbaum, president of the Nassau County chapter for the support given the Long Island chapter during their fight to retain the jobs of 171 employees who were furloughed by Nassau County Executive Eugene Nickerson in a budget cut. The Southern Conference had sent delegates to strengthen the picket lines set up by the Nassau chapter.

The committee preparing for the joint Metropolitan-Southern Conference Spring Workshop reported that they are checking with many hotels regarding costs and facilities available for the sessions.

Conference delegates also approved two resolutions submitted by Arnold Wolf of Rockland State Hospital and George Halbig the Department of Correction. Halbig's resolution cited State CSEA president Joseph F. Feely for his action on behalf of the correction officer reallocation. Wolf's proposal called for a statewide resolution which would encourage the State to present momentos of service to retirees at the time of their separation from service.

The next meeting will be held in Poughkeepsie, Tessler reported.

# CSEA Asks For 5-Step Pay Plan In Utica

**UTICA** — The Civil Service Employees Assn. last week asked Mayor Frank M. Dulan for five-step pay raises for workers who have been employed by the City for more than five years.

Dulan told the CSEA delegation, headed by Samuel Borely, CSEA executive representative, to return with specific figures.

Dulan indicated after the meeting in his office that raises might be possible, depending on how increased State aid was allocated.

Dulan is now preparing the 1966 budget. Presumably, he and the CSEA will meet before the budget is submitted to the Common Council March 1.

## Mid-Hudson Chapter Names Committees

**HIGHLAND**—Committee chairmen and members were named at a meeting of the Mid-Hudson chapter, Civil Service Employees Assn., conducted recently at the Cherry Hill Restaurant, here.

Henry Rattazzi, president, presided and announced the following committees: nominating, Loretta Hannigan, chairman, Seymour Katz and Elizabeth Aceto; and a committee to study the revision of the constitution and by-laws, Lewis Amster, chairman, Mrs. Lily Prens and Mrs. Vera Wagner, members.

The next meeting of the group in April, will feature an election of officers.

**SSCAA Names Scheintaub**  
 Irwin Scheintaub has been named publicity director for the Supreme and Surrogate's Court Attaches Association, according to Ralph Bell, SSCAA President.

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## U.S. Service News Items

By JAMES F. O'HANLON

### Parcel Post Revisions Should Please Employees

Postal employees who have been saddled with the seemingly capricious restrictions covering the operation of the Post Offices' fourth class, (parcel post), mailing system may soon be able to give a sign of relief. Not a few nervous conditions may improve as a result of an outline for new legislation amending its terms of operation. As stated in a letter from Postmaster General Lawrence F. O'Brien to Vice-President Hubert H. Humphrey and House Speaker John W. McCormack, many of the restrictions imposed on the

facilitation of the parcel post mailing system have greatly undermined its initial purpose—that of a public service. In addition, some restrictions, such as a rule calling for a balance of the parcel post budget within a four percent deficit range, have only served to protract the danger of the service becoming economically deranged.

Among the areas of concern covered in the Postmaster General's documentation of the problem is "The need to simplify our mail regulations . . . (as) . . . the extension of time consuming help in explaining the regulations forms a significant drain on the postal clerk hours."

#### Poor Service

The letter goes on to say it is evident that the majority of the public considers the Postal rules arbitrary and discriminatory. Compounding the argument for service liberalization, O'Brien sees far reaching economic malfunctions among small businessmen due to their efforts to circumvent the size and zone restrictions which clearly upset their shipment procedures.

O'Brien states that the initial purpose of the parcel post system is to serve the public. As a result of the restrictions in question, however, the system is one " . . . in which the parcel mailer is paying more directly and indirectly for poor service than he would pay for good service."

So, according to the letter, aside from causing confusion and waste in the physical operation of the Post Office itself, much profitable mail volume is diverted because of the size, weight and zone restrictions, cutting off possible revenue which would at least pay for extra man hours and at best help keep excess costs below the four percent margin. When costs exceed revenues by more than four percent of course, then rates must be raised and the picture takes on the dimensions of the classic vicious circle.

#### Some Changes

Postmaster General O'Brien has proposed the broadening of the size and weight limitations; putting the certification of the four percent balance on an annual basis; an increase in rates provided the recommendations for size

(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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# Safety Program Could Increase Productivity Of Civil Service

By MIKE KLION

New York City, one of the largest employers of people in the United States, does not have a good safety program. This was brought out at an exclusive interview, by The Leader, with members of the City's "Safety Coordinating Team" last week.

The evidence of this is the ever increasing accidental death and injury rate in City service with the resultant effect on human suffering and the City's economy.

Mayor John Lindsay has called for increased productivity from civil service employees. One way to accomplish this would be to institute a "good safety program."

## Safety Responsibility

Under the charter of the City of New York, the responsibility for the safety program is assigned to the Department of Personnel.

Since the Department assumed this duty in 1956, the number of people involved in the safety program has risen from one to the total of three at the present time.

This includes the acting director of safety coordination, Cecil Thomas, and a part-time safety consultant, former fire captain James Ferguson. There is also a secretary on the safety payroll.

In every annual budget request by the Department of Personnel since 1956, an increase in the number of safety staff has been asked for. And, until the 1965-66 budget, nothing was done. In that request, however, one person was granted for the Safety Program.

In the previous request of 1964-65, two people were asked for. The request was finally granted in 1965-66. This position, though, has never been filled because of technical reasons, but, this was a start.

This year, Personnel has requested four additional people. At the time of the request, Dr. Theodore Lang, who was then the Director of Personnel, said, "we are asking for three new positions and \$6,000 additional for employment of consultants for the safety program . . . A viable program in this area would yield tenfold financial return to the City . . ."

## Financial Loss

There is no accurate measure of the cost of accidents to the City. However, according to Thomas and Ferguson, the cost per year to the City might amount to as much as \$30 million.

In 1964, the total number of man-days lost, due to accidents, amounted to nearly 280,000. Thomas and Ferguson broke this down into dollars and cents. What could it cost New York City because of the lack of a good safety program?

Both safety experts said that the average number of man-days lost per year is nearly 300,000. At the average of \$30 a day per worker, this amounts to nearly \$9 million a year in direct cost to the City. These costs are based on the amount of money an employee is paid multiplied by the number of days he is out of work.

This cost is borne by the City when it pays full salary to the injured employee; partly by the City and partly by the employee when there is workmen's compensation coverage or it might be borne entirely by the employee when there is no coverage.

Ferguson pointed out that there is also indirect costs. This is compiled by multiplying the direct costs by four. The indirect costs include: covering personnel for the person who is out because of injury; medical expenses which



SOLOMON HOBERMAN

are incurred by the City; pension costs, especially those that are paid to uniform personnel when they receive a disability pension because of some safety hazard that could have been avoided by

the use of some safety equipment or other feature and money paid to uniformed employees who are assigned light duty because of an injury and therefore receive their full pay, which in some cases is twice that of a civilian employee.

Ferguson and Thomas said that not all of these costs could be avoided because of the number of injuries that take place while people are performing their duties, especially those in the Police, Fire and Sanitation Departments. "However, with a good safety program, many of these accidents that occur on the job could be avoided and therefore the City would, in the long run, save money."

## Executive Order

It should be pointed out that the acting safety coordinator does not have any authority over departmental safety. Solomon Hoberman, the acting Personnel Director of the City, said during this interview, many times, "we encourage and help departments to

set up safety programs." It is evident that there is no one authority in the City for safety and the program is not coordinated as it should be, is one observation that can be made.

Ferguson and Thomas said that there has never been an executive order from the Mayor on the safety program of the City. "The President of the United States has issued executive orders on safety, the Mayor of New York should."

Mayor John Lindsay has called for an increase in the productivity of civil service employees. One way to do this is to institute a strong, forceful and meaningful safety program.

## Savings

Money is a very important thing to City Hall these days. It is estimated that the City could save as much as \$2.5 million a year if the nominal amount of money requested this year is approved.

"Of course this won't happen overnight. It will take time but in the years ahead we can see at

least a 20 percent savings in man-days lost, just by the implementation of a good safety program," Hoberman said.

The beginning of a new administration is the time for a concerted effort to be made on improving the safety efforts of the City.

There are about a half dozen departments that have a specific line for safety in their budget.

The safety experts pointed out that many times, departments ask for safety equipment and the item is lost in those for tools or other types of equipment.

## Duties

What does the safety personnel in the Department of Personnel do?

Their job, according to Hoberman, is to co-ordinate the program with the various agency coordinators, who, in most cases, are people who have been assigned the job but who have other duties in the department.

The Personnel Department's

(Continued on Page 9)

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TUESDAY, FEBRUARY 1, 1966

## End The Job Freeze

ALTHOUGH City Hall was still insisting, as we went to press, that Mayor John V. Lindsay's job freeze order was going to stick, signs are that the thaw is setting in and the original order is just going to melt away.

Already, four major departments — police, fire, welfare and hospitals — are excluded from the order because the services they offer are so obviously essential the City can afford no reduction in manpower in these agencies. This kind of "essentialness" also applies to other agencies and it is hard to believe the Mayor can insist on a continuing job freeze in these areas.

Furthermore, most vacancies in City employment occur in essential occupations and the affected departments are hard put to find replacements even under the best conditions.

The job freeze, just won't work and is highly impractical — if not dangerous — for City operations. Mayor Lindsay should cancel the order, totally, right now.

## Get Ready To Fight

FIRST reports have it that so-called "taxpayer" organizations mean to level their heaviest fight in years against nearly all proposals to give public employees salary increases or any other improvement in working conditions.

As usual, these groups overlook the fact that civil servants are taxpayers, too, and that they are entitled to be paid an adequate wage for the work they do.

It is imperative that employee organizations who have made any gains at all; organizations whose gains still need any kind of further approval, and organizations that are still only in the planning stage of working for new benefits exercise every effort to convince government and legislators alike that their raises and increased benefits must be approved.

Every individual organization member must be prepared, also, to do his part in contacting legislators and important officials when the call comes to do so. Remember this — the better working life you are fighting for is your very own.



## SOCIAL SECURITY Questions and Answers

### Social Security Q & A Correction

Would you please clarify for me when my son's benefits will stop? He will be 18 on September 2nd and I have been told the benefits will stop when he becomes 18. Can he continue to get benefits until he has finished high school next summer?

Ordinarily, benefits would stop when your son becomes 18. However, because of the recent amendments, his benefits will continue to be paid while his high school attendance continues. Should he continue his education after high school on a full time basis, benefits can continue up to age 22.

What do I need to prove my age?

A record established early in life is required. You should be prepared to furnish a document established before age 5. Examples of these include: Birth certificates, hospital birth records or a baptismal certificate. If such a record does not exist, a record established before age 11 is required. The local Social Security office will be helpful in providing suggestions in locating the necessary documents.

Ed. Note: These questions and answers are provided to clarify information that appeared in the January 11, 1966 edition of The Leader.

## LEADER BOX 101

Letters To The Editor

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

### Pay Raise Should Not Be End of Fight For Other Benefits

Editor, The Leader:

Now that the 8% increase seems to be in the bag I am glad to see that the Civil Service Employees Assn. is not giving up the fight on other important issues, such as payment for unused sick leave at time of retirement. The present deal of applying sick leave accruals to the health payments of retirees is better than nothing for those who are on the family plan. But for single persons, or for those who are under their spouse's plan, it amounts to nothing. The answer to this inequity is the Association's proposal of lump sum payment for sick leave accruals. Then each person can decide for himself how much to apply toward health plan payments.

DOROTHY REHM  
New York City

## Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below:

Tuesday, Feb. 1

2:00 p.m.—Nursing Today III—"Nursing Rounds."

4:00 p.m.—Around the Clock—New York City Police Department Training Program.

7:00 p.m.—Viewpoint on mental health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews William A. Fraenkel, Ph.D., executive director, New York City chapter, Association for the Help of Retarded Children.

Wednesday, Feb. 2

2:00 p.m.—Nursing Today, III—Repeat.

2:30 p.m.—Viewpoint on Mental Health—Commissioner Marvin Perkins of the New York City Mental Health Board interviews. Repeat.

4:00 p.m.—Around the Clock—New York City Police Department Program. Repeat.

7:30 p.m.—On the Job—New York City Fire Department training program. Repeat.

Thursday, Feb. 3

4:00 p.m.—Around the Clock—New York City Police Department program.

7:30 p.m.—On the Job—New York City Fire Department training program. "Hose."

Friday, Feb. 4

4:00 p.m.—Around the Clock—New York City Police Department training program. Repeat.

Saturday, Feb. 5

7:30 p.m.—On the Job—New York City Fire Dept. training program. Repeat.

## 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.")

IT IS common practice to offer a civil service employee facing charges that may lead to his dismissal and loss of pension rights the alternative of resignation without further penalty. While such an offer may be tempting for its avoidance in the unpleasantness of a disciplinary hearing, it does entail the aborting of a career. Once the offer is accepted, there is little likelihood that the employee will subsequently have administrative or judicial help in withdrawing his resignation.

THE CASE of Dabney v. Freeman (New York Law Journal, Jan. 19, 1966, p. 1) illustrates the probable futility of efforts at reinstatement under such circumstances. Miss Dabney was a clerk-typist with the Farmers Home Administration of the United States Department of Agriculture working in the New Jersey office. She resigned in the course of a three hour interview and interrogation by a Department investigator who had been sent from Washington to investigate rumors of misconduct.

A FEW weeks after her resignation took effect, Miss Dabney retained counsel who wrote to the regional director of the United States Civil Service Commission's New York office that her resignation had been coerced. The director replied that resignations are not appealable.

DENIED ADMINISTRATIVE review, Miss Dabney sought judicial review. The United States District Court granted an order on consent remanding the matter to the Civil Service Commission with instructions to conduct a hearing into the manner of Miss Dabney's separation from federal employment.

AT THE hearing, Miss Dabney testified that the departmental investigator utilized ruthless, high-pressure tactics to procure her resignation. She claimed he had told her she must resign immediately or be discharged. She stated he denied her the opportunity to take time to ponder what to do, testimony which if believed should certainly sustain her assertion that her resignation had been illegally coerced.

HER TESTIMONY was corroborated by her supervisor who was present throughout the investigator's interrogation.

THE INVESTIGATOR'S account of the interview was diametrically opposed. He insisted that the idea of resignation originated with Miss Dabney, who preferred to avoid a hearing at which he would be bound by a long statement he had taken from her.

THE COMMISSION saw no reason for doubting the investigator, and it ruled that Miss Dabney had resigned voluntarily.

MISS DABNEY again sought judicial review. The District Court confirmed the Commission's determination, and she appealed to the Court of Appeals for the District of Columbia. That Court did not agree with the Commission that certain circumstances warranted a challenge to Miss Dabney's credibility. The Court caustically observed:

"With some of these we are not much impressed, such as the fact that, in an affidavit made some four years after the event, appellant said she had once been reinstated as a clerk-typist GS-4 when in truth that reinstatement was as a clerk-typist GS-3, with promotion to the higher grade coming some months later. This inconsistency strikes us as having little appeal except to a mind bemused by long exposure to the minutiae of federal personnel administration."

HOWEVER, THE Court was persuaded to sustain the Commission by a two to one decision because Miss Dabney had testified at a disciplinary hearing of charges of misconduct brought against her supervisor that she had resigned to protect his job.

THE COURT stated its function in reviewing the Commission's determination to be to ascertain whether that determination has support in the record. It is not the Court's function to make an independent determination. In other words, the Court sustains the Commission if there is some evidence to support it although the Court itself would have come to a different conclusion because of the preponderance of evidence. This is the familiar substantial evidence rule which frequently results in injustice.

IN THE instant case, the dissenting Judge urged a different standard of review. He was unable to accept the Court's decision as valid in the face of the long period of examination, pressure and questioning which led to Miss Dabney's resignation. He expressly denied that he resignation must be judicially held voluntary merely because there was substantial evidence to support such an administrative finding.

### Salary Increased

The City Civil Service Commission held a public hearing on Tuesday, Jan. 25 at 10:10 a.m. in Room 401 at 220 Church Street on a resolution to increase compensation for Director of Public and Community Relations (Housing Authority) in the Non-Competitive Class, Part I, Rule X, under the heading New York City Housing Authority, from \$16,500 to \$17,500, effective Sept. 15, 1965.

### Dental Resolution

The New York City Civil Service Commission held a public hearing Tuesday, Jan. 25, in room 401, 220 Church Street on a resolution to delete Dental Externe and Health Publicity Assistant-In-Training, Public Health (Academic) in the Non-Competitive Class, Part I, Rule X, under the heading of the Department of Health.

### 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.

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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.

### NYC Chapter Board Meets

The next meeting of the Executive Board of the New York City chapter, Civil Service Employees Assn., will take place on Thursday, Feb. 10, at Casner's Restaurant, 76 Duane St., New York City at 6 p.m.

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 Hennessy, 276 Moore Ave., Kenmore, N.Y.

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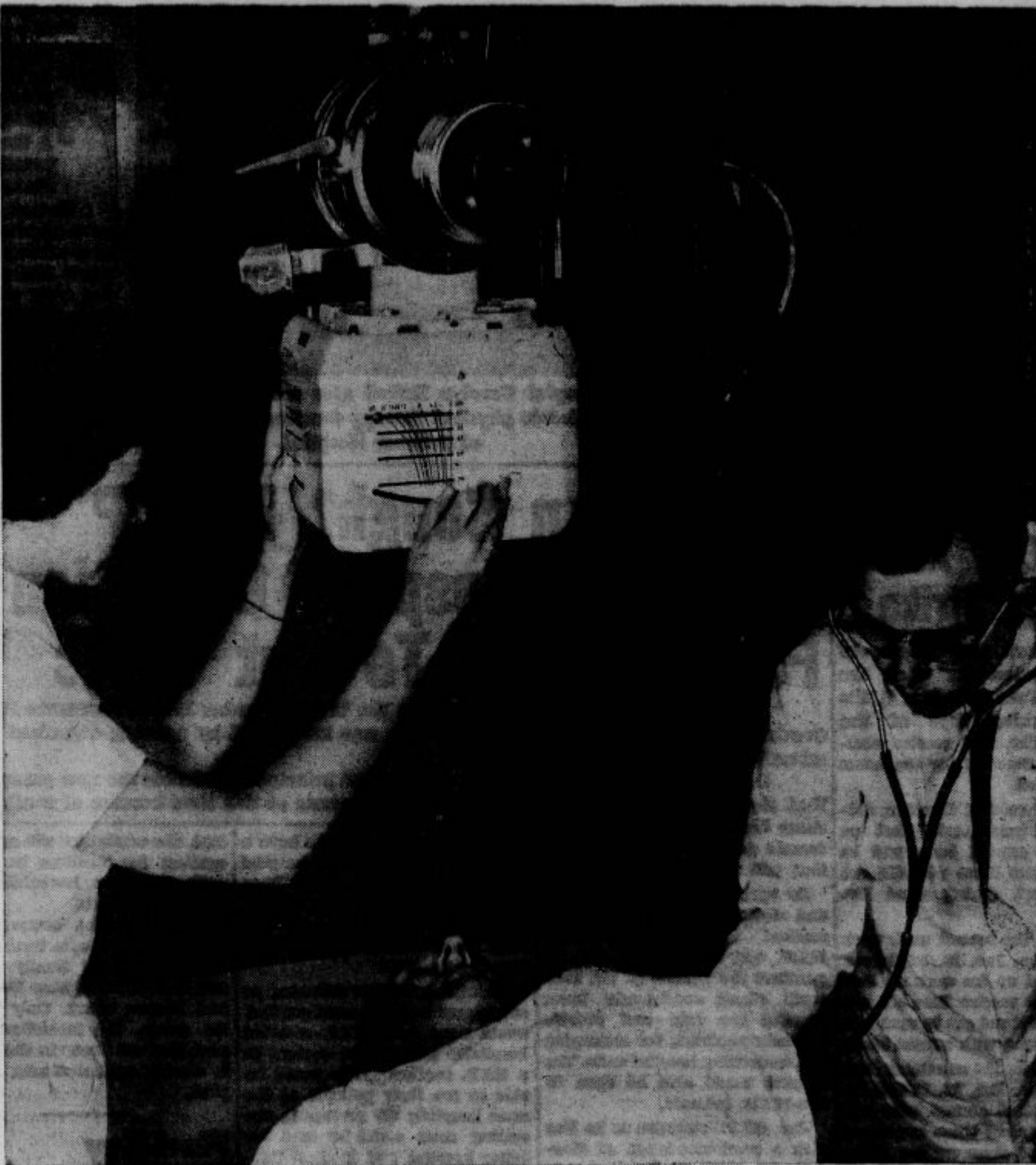
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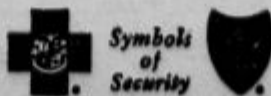
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# Carolyn Zottoli Finds Physical Therapy Work At Bellevue 'Gratifying'

THE City Department has announced the continued availability of career opportunities for qualified physical therapists. The current starting salary is \$5,990 a year, with annual increment of \$240 to a maximum of \$7,190.

In addition, the City's physical therapists enjoy a wide variety of fringe benefits, including four weeks of paid vacation annually, 11 paid holidays per year, 12 sick leave days a year cumulative to 180 days, comprehensive medical and hospitalization insurance at nominal cost, membership in a blood credit insurance program, and the opportunity for early retirement with a generous pension.

One young lady who has taken advantage of the City's career opportunities for physical therapists is pretty 27-year-old Carolyn Zottoli.

Carolyn is among the 107 physical therapists employed in the 19 hospitals which comprise the City's municipal hospital system, and is one of 15 at Bellevue Hospital Center. Here hundreds of patients are given coordinated treatment by the institution's rehabilitation team of physical therapists, nurses, doctors, speech therapists, vocational counselors, psychologists, social workers, recreation leaders, and occupational therapists.

"Physical therapy," explained Carolyn, "is that branch of Medicine which, with the use of physical agents, deals with the treatment of disabilities due to disease or injury."

This is accomplished through the employment of therapeutic exercise, ambulation training, hydrotherapy, electrotherapy, and through practicing such activities of daily living as washing, eating and dressing.

Carolyn graduated from Wachusett Regional High School in her hometown of Holden, Massachusetts. "As far back as I can remember," she said, "I've always wanted a career in medicine, and somewhere along the line—just when I don't exactly remember—I decided to become a physical therapist."

She received a B.S. in Education from Tufts University, and a diploma in Physical Therapy from Bouve-Boston School which was affiliated with Tufts University. She has been with Bellevue for the past five years.

How does she like her job in the biggest hospital in one of the biggest cities in the world? "Well, as for the job itself—I like it. As in



Therapist Carolyn Zottoli uses one of the new electronic physical therapy machines on patient at Bellevue Hospital.

any field, physical therapy has some frustrations, but to see a disabled patient make steady progress to the point where he's self-sufficient, and to know that you've played a part in his total rehabilitation is most gratifying."

"As for working in Bellevue," Carolyn continued, "I would say unequivocally that a City hospital such as this is one of the best possible places for new graduates to come to and practice physical therapy. There are excellent opportunities to learn many things. Within one year of practice you may encounter patients with diseases and injuries which you're told in school you might never see during the course of your entire career."

"And as for living here—well, I love it. New York is a fun city. Where else is there to live?"

And what else is there to say?

If you are a qualified physical therapist, a stimulating career awaits you with the City of New York. You can qualify if you possess one of the following:

- A current New York State License to practice physical therapy.
- A certificate of eligibility to practice physical therapy issued by New York State, or
- A one year certificate of eligibility to practice physical therapy in New York State pending receipt of a license.

United States citizenship has been waived as a requirement for this position. However, any non-citizen appointed as a physical therapist must file an application for citizenship within one year of appointment to be eligible for continued employment.

For further details on how you can become a physical therapist for New York City, write or phone the City Personnel Department, Division of Recruitment and Public Relations, 220 Church Street, New York City 10013, or telephone 566-8700.

## Leave Rules Set For City Aides During Strike

New York City employees who reported for work the week of Jan. 3 to Jan. 7, the first working days of the transit strike, will receive compensatory time off for the hours they worked.

Acting Personnel Director, Solomon Hoberman, said that no charge to annual leave will be levied against those who did not get to work during those five days.

Starting the second work week of the strike, Jan. 10, employees who showed up for work on that day will not receive time off and those who did not get to work will not be charged with annual leave.

However, for the remaining days of the strike, Jan. 11, 12 and 13, charges against annual leave will be levied against those employees who did not show up for work. No compensatory time off will be allowed for those three days for employees who did get to work.

## Mrs. B. P. Gilman Reelected Chairman Of Blind Commission

Mrs. Blanche P. Gilman, of New York City, was reelected board chairman of the New York State Commission for the Blind. It was announced today by Oscar Friedensohn, the Commission's director. John P. Patterson, a Buffalo attorney, was reelected board vice chairman.

The nonsalaried five-member Commission for the Blind advisory board guides New York State services for the large group of New York State's 34,000 blind persons not served by voluntary agencies or the blind.

## Legislation Sought By HIP To Permit Hospital Operation For Members To Cut Costs

A drive for State legislation to permit the 700,000-member Health Insurance Plan of Greater New York to operate its own hospitals was announced by a newly organized H.I.P. subscribers committee.

David Murwitt, a New York City high school principal who heads the new group, said that the need for such legislation was especially acute at this time because of continually rising hospital costs and the increased demand for hospital beds that will come with Medicare.

By operating its own hospitals and staffing them with its own medical teams, Hurwitt said, H.I.P. will be able to give its members the benefit of the non-profit plan's consistently lower hospital use rate and provide a timely yardstick for measuring and controlling hospital costs. The hospital would also be open to non-H.I.P. patients.

The H.I.P. objective is in line with a recommendation of Governor Rockefeller's Committee to Investigate Rising Hospital Costs. Hurwitt pointed out. The committee, headed by Marion B. Folsom, former Secretary of Health, Education and Welfare, recommended last year that plans such as H.I.P. be permitted to own or lease hospitals "for the purpose of providing health services primarily but not exclusively for their subscribers." In order for H.I.P. to do this, however, amendments to the state insurance law are necessary.

Hurwitt cited the 1,300,000-member Kaiser Health Plan on the west coast as an example of a prepaid group practice plan which provides combined hospital-medical services and which for years has demonstrated a high level of medical care and a substantially lower hospital utilization rate than medical plans of the cash indemnity type.

Although H.I.P. patients have a 20 per cent lower rate of hospital use than patients in other New York medical insurance programs, they do not get the full benefit of their lower rate of hospital utilization, he asserted.

Hurwitt listed the following as advantages to H.I.P. members that would come from H.I.P.-operated hospitals: (1) all the doctors in a H.I.P. medical group would be able to see their patients at the same hospital; (2) savings in operating costs could be used for better hospital and medical benefits; and (3) tighter quality controls.

The H.I.P. subscribers committee, known as Consumers for H.I.P. Hospitals, is undertaking to arouse broad community support through petitions, meetings, letters, and resolutions.

Hurwitt said that, besides conferring locally with state legisla-

## 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.

tors, the committee will send delegations for meetings in Albany with Governor Rockefeller and legislative leaders.

H.I.P. provides comprehensive prepaid medical care through thirty-one teams of family doctors and specialties in New York City and Nassau county. Only one of the group, the Montefiore Hospital Medical Group in the Bronx, is directly affiliated with a hospital.

## Final Key For Trackman

These are the final key answers for the written test held November 20, 1965, for trackman in the New York City Transit Authority.

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

## In Medical Examiner Office

## Local 832 Wins Victory on Summer Time Reimbursement

Terminal Employees Local 832 this week said that its members in the office of the Chief Medical Examiner were notified that they would receive compensatory time off in the near future for the summer hours that were denied them last year. The local had brought the matter before the Department of Labor and had won a sweeping decision.

The crux of the situation was the decision of the Department of Labor that working hours were a part of the contractual obligation between the City and the representative union, even though the hours were not spelled out in any collective bargaining agreement.

Herbert S. Bauch, president of the local, hailed the notification as the completion of victory and the establishment of a precedent.

The local president recalled a similar incident in the establishment of a change of tours in the Department of Traffic in which the offices of the Department of Labor was also called upon.

Bauch said that working conditions encompassed a very broad area, even going as far as the type of uniforms that employees had to wear, and pointed out that as recently as a few days ago the Department of Traffic was contemplating a change in hats for the City's meter maids without consulting the union. This, he said, was in his opinion a violation of the implied contractual agreement between the City and Local 832, the collective bargaining agent. The local head said that he had already notified the Traffic Department of the alleged violation of the agreement.

# Safety Program Is Essential

(Continued from Page 5)

Safety Coordinator also is in charge of preparing and issuing safety publicity and educational material; setting up training programs for agency coordinators and supervisors; investigates special conditions, providing technical advice to all agencies; and reviews all accident reports and statistics. All of this is on the shoulders of one man with an as-

## What's Doing In City Departments

The New York City Department of Education did something with one of its schools last week, which if it could be made policy for the other schools in the department, could go a long way toward solving many of its problems. What it did was move the school, the whole kit that is, from stem to stern to be exact, from its long-time location at 25th Street to its new location at Morton Street and Hudson. Hudson River, of course. And the school would have to be a ship, the School Ship John Brown. The John Brown, established originally as an annex of Metropolitan Vocational High School, and since 1961 a part of the Food and Maritime Trades High School serves as a vocational training site for young men who would go on to careers in the maritime service. The old East River site will be used for a school for United Nations personnel offspring..

More than 500 City employees gave blood during the recent transit strike in an effort to offset the dangerous blood shortage that sanguine circumstance affected. The employee Blood Credit program, sponsored in cooperation with the New York Blood Center, set up emergency bloodmobiles in City hospitals throughout the City and in the Municipal Building where many City employees made their donations.

A total of \$1,165,500 was realized at the public auction of City-owned properties last week, according to Real Estate Commissioner Frank L. Lazarus. Of the 180 parcels offered, 55 were sold, 22 were withdrawn, and no minimum bids were received for 103.

The City's police are very pleased with the public's reaction to their yeoman-like performance during the transit strike. The mail received at Police Headquarters has been uniformly commendatory, but what is surprising is the high rate of reference to the fine work done by the Department's young recruits.

The Clinton-Walton Youth and Adult Center, a project of the Bureau of Community Education will feature an exhibit of original paintings at Sachs Quality Furniture Store at Fordham Road and the Grand Concourse in the Bronx. The exhibit will run from January 24 to February 27 and prizes will be awarded by a panel of judges.

### Crane Operator

The New York City Department of Personnel will make public an eligible list Feb. 2 for crane engineer with 81 names.

sist from a consultant.

As compared to the entire City of New York safety personnel, the Transit Authority has a staff of 17 people to coordinate and oversee the safety of its employees.

The evidence of the effect of the program is in the statistics. In 1965 the Transit Authority had nine people killed and 548 injuries for the 11 month period ending November 30, 1965. The TA has about 37,000 employees.

Compare this with the number of people injured in the Hospital Department, with an almost equal number of employees, but only one person in charge of safety, and the number is amazing. During 1965, 2,100 people required one or more days off because of an injury in the job.

In 1964 the frequency rate of accidents, on the job, by City employees amounted to 26.516. This is the number of accidents per million man-hours worked.

Hoberman suggested that the 1965 figure won't be much better. As compared with the United States government, the City is one of the worst offenders of good safety. The Federal government had a frequency rate in 1964 of 7.7 or 20 less accidents per million man-hours than the City.

Looking back even further in the statistical records of accidents and safety, a report in 1960 showed that next to the lumber and mining industries, New York City had the worst safety record of any industrial complex in the country.

During that year, the frequency rate was 22.15 as compared to the Federal government's rate of 8.52

### Assistant Superintendent

The New York City Department of Personnel will establish an eligible list Feb. 2 with two names for promotion to assistant superintendent (structures).

Taking these records into consideration, the U.S. government has improved over the last six years while New York City's rate has gone up, in some cases alarmingly.

The Leader has taken figures from some representative departments in the City and compared them with those agencies that do not come directly under the City administration. Following is the City list by department, number of employees, deaths in the line of duty and the number of injuries, in the line of duty, that required one or more days lost from work.

**SANITATION**, 14,000, 2 deaths, 1,450 injuries.

**FIRE**, 13,200 uniformed personnel, 7 killed, 451 injuries.

**HOSPITAL**, 36,000, none killed, 2,100 injuries.

**POLICE**, 27,000 uniformed, 1 killed, 478 injured.

**TRANSIT AUTHORITY**, 37,000, 9 killed, 548 injuries.

**TRIBOROUGH BRIDGE AND TUNNEL AUTHORITY**, 927, no deaths, 57 injuries.

### Other Areas

Other areas of civil service in New York City include the New York Port Authority and the Brooklyn Navy Yard. Each of these areas have safety programs with a definite safety budget and safety personnel. These areas follow with number of employees, deaths and injuries.

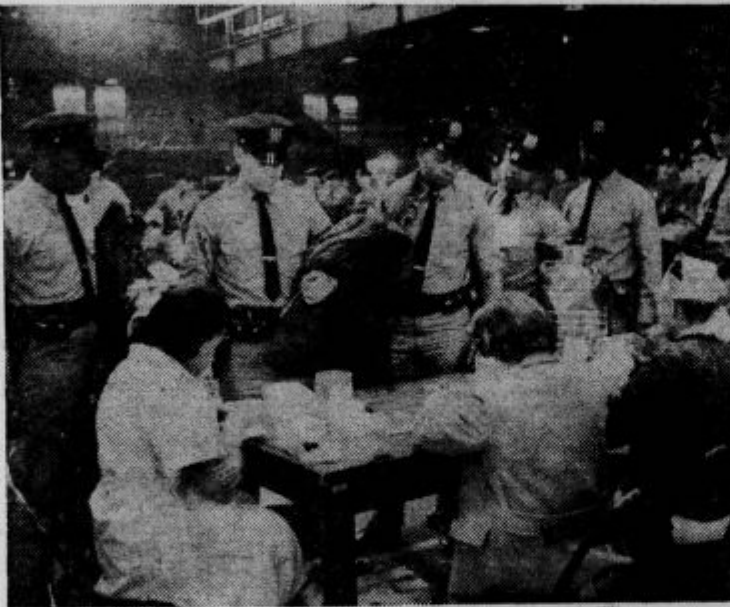
**PORT AUTHORITY** (including PATH), 7,356, 1 death, 67 injuries.

**BROOKLYN NAVY YARD**, 6,500, 1 killed, 187 injuries.

This is, therefore, safety in New York City, but not enough of it.

In past administrations, programs have been put forward and rejected. The new Lindsay administration, however, is open to suggestions, especially those on how to save money. It is felt by many sources in the safety field that the use of a good safety program will bring more into the City coffers than will have been spent.

The acting Personnel Director summed it up by saying, "we need the will to participate and the cooperation from the top on down."



**DONATING MADE EASY** — When the Red Cross Bloodmobile visited the Transit Authority Police Department recently, 278 probationary patrolmen answered the call. Some 316 others were unable to donate because of the lack of time. They will be given the opportunity, however, on Feb. 21 when the mobile unit visits the TA again. Two of the officers, Robert Mulvey of the Bronx and Eugene Lynch of Queens, later said that the procedure was "a snap." In the top left photo, Lynch, standing left, watches while Mulvey is

interviewed. To make sure that the donors are in proper physical condition, nurse Gail Collins takes sample blood for analysis from Lynch for examination and cross matching. In the top right photo, Mulvey and Lynch have their temperatures taken and pulse read by nurses aide in the middle left photo while, at right, Lynch gives Miss Collins his personal data. Miss Collins, bottom, left, watches Lynch while the simple procedure is under and later, bottom right, they enjoy a glass of milk, given each donor to replace any energy lost in the process.

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Examinations marked with a star (\*) may be used for filling jobs in foreign countries.

## Agricultural

Agricultural Commodity Grader (fresh fruits and vegetables), \$6,050 and \$7,220 (grain), \$5,000 and \$6,050.—Announcement 214E.

Agricultural extension specialist (program leadership educational research and training) \$10,250 to \$16,460; Subject-matter specialization, educational media, \$10,250 to \$14,170. Jobs are in the Washington, D.C., area. Extensive travel throughout the United States. Announcement 4 B.

Agricultural marketing specialist, fishery marketing specialist, \$5,505 to \$14,170; agricultural market reporter, \$6,050 to \$8,650.—Announcement 147 B.

Agricultural Research Scientist \$5,000 to \$14,170. Announcement 58 B.

Agricultural Statistician, \$5,000 to \$6,050.—Most jobs are with the U.S. Department of Agriculture. Announcement 305 B.

ASC program specialist, \$6,050 to \$10,250; ASC operations assist-

ant, \$6,050 to \$7,220.—Jobs are in the State offices of the Agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement No. SL-142-1 (64).

Crop insurance fieldman, \$5,000; crop insurance supervisor, \$6,050 and \$7,220.—Jobs are in the Department of Agriculture in 37 States. Announcement 325 B.

Farmers, \$2.85 to \$4.09 an hour.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-3 (1965).

Farm management supervisor, \$5,000 and \$6,050.—Most jobs are with the Department of Agriculture. Announcement DE-10-11 (63).

Plant quarantine inspector, \$5,000 and \$6,050.—Jobs are in the Agricultural Research Service of the Department of Agriculture. Announcement 298 B.

Rail freight rate specialist, \$6,050 to \$8,650.—Jobs are in the Agricultural Stabilization and Conservation Service Commodity Offices in New Orleans, La., Evanston, Ill., Kansas City, Mo., and Minneapolis, Minn. Announcement SL-142-2 (64).

Warehouse examiner, \$5,000 to \$6,050.—Jobs are with the Department of Agriculture. Announcement 249 B.

## Business and Economics

\*Accountant and auditor, \$5,000 and \$6,050.—Announcement 188 (Revised).

Auditor, \$7,220 and \$8,650.—Jobs are in General Accounting Office. Announcement 150 B.

Accounting technician, \$4,480 and \$5,000.—Jobs are in the Washington, D.C., area. Announcement No. 320 B.

\*Actuary, \$5,990 to \$16,460.—Announcement 192.

\*Auditor, \$7,220 to \$10,250.—Jobs are with the U.S. Army Audit Agency, U.S. Navy Audit Organization, and Auditor General Field Office, U.S. Air Force. Announcement 275 B.

\*Digital computer programmer, digital computer systems analyst, \$7,220 to \$10,250; \$6,050 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 348

\*Economist, \$7,220 to \$16,460.—Announcement 303 B.

Farm credit examiner, \$7,220 and \$8,650.—Announcement 195 B.

Fishery marketing specialist, \$5,000 Announcement 156 B.

Fishery methods and equipment specialist, \$5,000 to \$10,250.—Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.

\*Mineral specialist, \$5,000 to \$10,250.—Jobs are with the Bureau of Mines, in Washington, D.C. Announcement 350 B.

Right of Way Appraiser, \$8,650 and \$10,250.—Most positions are with the Bureau of Public Roads. Announcement 322 B.

Field representative (telephone operations and loans), \$7,220 and \$8,650.—Jobs are with the Rural Electrification Administration. Announcement 137 B.

Savings and loan examiner, \$6,050 and \$7,220.—Jobs are in the Federal Home Loan & Bank Board. Announcement 132 B.

Securities investigator, \$7,220 and \$8,650.—Jobs are with the Securities and Exchange Commission. Announcement 248 B.

\*Transportation tariff examiner (freight), \$6,630.—Jobs are in the Washington, D.C., area. Announcement 270 B

## Engineering and Scientific

Aero-space technology positions, \$5,990 to \$16,440. Announcement 347 B.

\*Architect, \$5,990 to \$14,170.—Jobs are in the Washington, D.C., area. Announcement 299 B.

\*Astronomer, \$5,990 to \$16,460.—Jobs are in the Washington, D.C., area. Announcement 330 B.

Bacteriologist serologist, \$6,050 to \$12,075.—Positions are with Veterans Administration. Announcement 193 B.

Biochemist, \$7,050 to \$14,170.—Positions are with Veterans Administration. Announcement 301 B.

\*Biological research assistant \$5,000.—Jobs are in the Washington, D.C., area. Announcement 203 B.

Biologist, \$7,220 to \$14,170; bi-

(Continued on Page 12)

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## 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.

### Cemetery Lots

BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 441, Leader, 97 Duane St., N.Y. 10007, N.Y.

### Wanted, Newstand

IN GOOD busy location. Write Box 52, 97 Duane St., N.Y., N.Y. 10007.

### For Sale - Electric Train

FOR MECHANICAL father-and-son. One electric train, lots of track, two transformers, freight, flat and coal cars, bridge, signal light, broken engine. Name your price, OR 8-4554.

CSEA REFLECTIVE DECAL for bumper or auto window. Reflective Blue background, Civil Service name imprinted in Silver. Three inches in diameter. Easy to attach. Weatherproof and guaranteed. Mail \$1.00 to J&E Signs—54 Hamilton Ave., Auburn, N.Y. 13021.

BUY

U. S.

BONDS

### For Sale

USED CRADENA. Good price. Call CL 3-7478.

### TYPEWRITER BARGAINS

Smith-\$17.50; Underwood-\$25.50; other Pearl Bros., 476 Smith, Bklyn TM 5-8024

### Help Wanted - Male

HOLIDAY bills bigger this year. Work in NY City. Earn \$2.25 per hr. Choose your own P/T schedules. Phone Mr. Frank after 9 p.m. 201-866-5931.

MANAGEMENT trainee — merchandising — sundries \$99. Phone Mr. Kelly, Thurs. or Monday evening 7-8:30, AL 4-5127.

### For Sale — Tires

FOR SALE — Two 60x15 snow tires in excellent condition. Will take best offer. Call DE 6-6406 after 7 p.m.

### Help Wanted - Male

ENGINEER, STATIONARY  
WATCH ENGR. \$175  
LIO HP Steam, 40 hrs. Brooklyn Write stating experience, Box 905, Civil Service Leader, 97 Duane St. N.Y. 7, N.Y.

# The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Experienced commercial PHOTO-COPYERS will get \$80 a week to set up and operate machine. A DARKROOM TECHNICIAN with two years' experience will earn \$80 to \$85 a week to copy negatives, enlarge, and do stripping and opaquing, and quantity printing on black and white films. An experienced ENGRAVING PRESS OPERATOR will get \$85 a week and up to set up and operate Modern and Carver presses. Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

Needed in Queens are MACHINISTS with three years' experience. They will work from blueprints to set up and operate all basic machines tools to make aircraft or machinery parts to close tolerances. Single piece or production work. The pay is \$2.50 to \$3 an hour. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

## Candy Dipper

Needed in Brooklyn is a SHEET METAL LAYOUT MAN to work on metal chassis from blueprints. The pay is \$3.50 an hour. A BENCH and PORTABLE GRINDER will earn \$1.75 to work on sheet metal items in job shops. A CANDY DIPPER will get \$1.50

## LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. — To: ANNA KROCH, HEDWIKA KRALIK, CECILIA KRALIK, Individually and as the Distributees of KATERINA KRALIK, deceased being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of THOMAS KRALIK, deceased, who at the time of his death was a resident of 545 East 118th Street, New York City, New York.

Send GREETING: Upon the petition of L. THOMAS KRALIK, residing at 803 Chambers Street, Trenton, New Jersey. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Courthouse in the County of New York, on the 11th day of March, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of L. THOMAS KRALIK, as Executor should not be judicially settled.

Dated, Attested and Sealed, January 5, 1966.

HON. JOSEPH A. COX, Surrogate, New York County

Philip A. Donahue, Clerk.

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Bun-taro Goto; Noboru Sam Furusho; Consul General of Japan; and to "Mary Doe" the name "Mary Doe" being fictitious the alleged widow of Tommy Goto, also known as Tommy Gato, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Tommy Goto, also known as Tommy Gato, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Tommy Goto, also known as Tommy Gato, deceased, who at the time of his death was a resident of 102 West 85th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 8th day of March 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to hereunto affixed.

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 5th day of January in the year of our Lord one thousand nine hundred and sixty-six.

Philip A. Donahue, Clerk of the Surrogate's Court.

an hour to hand dip and stroke candy centers in chocolate. CAR WASHERS needing no experience will get \$1.25 an hour for extra Saturday and Sunday or just Saturday work. Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

STENOGRAPHERS are needed for various State agencies in New York City. Will be tested at 80 words a minute. salary starts at \$3,880 a year with good fringe benefits, sick leave and vacation with pay. The Federal government has some attractive opportunities overseas for SECRETARIES. Apply for these positions at the Office Personnel Placement Center, 575

(Continued on Page 15)

**Farms & Country Homes**  
**New Jersey**  
NEW FREE LIST  
Farms-Estates-Acreage  
Bill Schmidt-Farm & Home Rlty  
Newton, N.J. (Closed Sundays)

**Unfurnished Apt. - Brooklyn**  
FLATBUSH — 292 Maple St., large 3 room apt near transit. \$96. Supt. Apt. 1A, or call owner EV 8-6583.

**Unfurnished Apt. - Brooklyn**  
STERLING PLACE, large 5 room apt. near all transit, \$130. Call owner. EV 8-6583 or UL 7-1361.

**Unfurnished Apt. - Queens**  
3 ROOMS, newly decorated unfurnished apt., near all transportation, business couple preferred. 527-0157.

**CAMBRIA HEIGHTS**  
Brick Detached Ranch. Like new! Completely finished basement. Garage. Off Linden Blvd. \$26,900.  
**LONG ISLAND HOMES**  
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**\$10 MONTHLY**

Is your approx cost for this desirable DETACHED JAMAICA 2-FAMILY. You ENJOY a 7 room modern duplex apt with 3 BATHS PLUS INCOME PRODUCING 4 1/2 Room apt. GARAGE & workshop.

Payment to Bank, \$92.....\$130  
Monthly Rental Income.....\$120  
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**LAURELTON SPECIAL**  
**BRICK ENGLISH TUDOR**

6 1/2 spacious rooms, 3 airy bedrooms. FINISHED BASEMENT, 1 1/2 colored tile baths, WOODBURNING FIRE-PLACE, garage.

Only \$1500 Down Payment  
30 Year Mortgage

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Just off Hillside Ave. E or F train to Sutphin Blvd. (front exit).

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NO CASH DOWN  
FOR EITHER HOUSE

**12 ROOMS**

LEGAL 2 FAMILY  
\$14,500

Good Condition  
GOOD INCOME  
Good Neighborhood  
**JAMAICA HEIGHTS**  
**RANCH \$12,500**

Beautiful Condition  
All Rooms on 1 Floor  
Modern Bath & Kitchen  
Beautiful Oversized  
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NOW

**AX 7-2111**

**E. J. DAVID RLTY**

150-05 Hillside Ave.  
Jamaica, Near Parsons Blvd.  
Open Every Day 9:30 to 8:30  
Including Saturday & Sunday

**CAMBRIA HGTS \$17,990**  
**Solid Brick Tudor**

6 1/2 rms, 3 master bedrms, formal dining rm, eat-in kitchen, 18' living rm, 1 1/2 tiled baths, basement, 2 car garage. Immediate occupancy.

**\$790 dn. No Cash Vets!**  
Agt. 216-17 Linden Blvd. AR 6-2000

## DID YOU EVER SEE

a brick & fieldstone ranch bungalow in Cambria Hts with six rooms, fin basmt 35x100 landscaped plot taxes \$330 for \$19,990-\$990 cash if you don't believe it call Homefinder 341-1950.

## HAVE YOU EVER HEARD OF

a six bedroom Colonial in Queens Village with a 2 car garage, 40x100 lot, taxes \$350 selling for \$24,500 with \$1900 cash. If not call Home Finders, 341-1950.

**Farms & Country Homes**  
**W/M REALTY**

Hwy 209, Box 14, Westbrookville, N.Y.  
Tel: (914) 856-3806 FREE LISTS

## Apts. - Co-op

RIVERSIDE DRIVE at 158th St. to be erected, fabulous river view, efficiencies from \$90, one bedroom from \$105. Hudson View Plaza, Agent Homefinders WA 8-9450.

## House For Sale — Queens

LAURELTON, Beautiful Ranch on 41x100 landscaped plot, one block from school and bus, concrete patio, storm and screens, 2 kitchens, new broadloom, newly decorated, low upkeep and taxes. Call AR 6-8208.

## House For Sale

**Bellport, Long Island**

4 BEDROOM Split Level House, walk to school and shopping area. Must be seen to appreciate. Professional landscaped grounds, near Patchogue shopping area. Move right in, Sacrifice \$14,000. (516) AT 6-1344, call after 4:30 p.m.

## House For Sale - West Islip

WEST ISLIP—Cray 2 Bedroom Ranch. Ideal for N.Y.C. employee. 2 min. Southern State Parkway—4 min. Babylon R.R. Low Cash Down. Asking \$13,990. Occupancy March 15, '66. Call JU 7-2630.

**N.E. BRONX & VIC**  
**E. 214 ST VICINITY**

Detached legal 2 fam: 25x100; 4 rm, 2 bedrm apt plus 3 rm apt. Large front porch; 2 car garage.

**\$800 DOWN - PRICE \$16,500**

## EAST 228 STREET

7 yr old, 1 fam brick, semi-attached. 6 rm duplex plus semi-fin basmt. Large back yard. Ideal for children.

**\$900 DOWN - PRICE \$19,500**

## G.I. FORECLOSURE

E. 230 ST. 7 rm, 3 bedrms, 1 1/2 baths. 10 yrs old; full basmt. Buy direct from Vet Administration.

**\$500 DOWN - PRICE \$21,500**

## FIRST-MET REALTY

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PASS YOUR LEADER ON  
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**ST. ALBANS**  
**4 BEDROOMS**

**\$450 Dn. at Contract**

Very large American Colonial, 4 big bedrooms & Hollywood bath with walk-in stall shower, huge eat-in kitchen, formal dining room, private TV den, knotty pine fin basmt with kitchen & lavatory, extended near patio, 32x100. Landscaped plot, garage, near schools & houses of worship.

**A BEAUTIFUL HOME**  
**ACT QUICKLY!**  
**CALL AX 7-1440**

**SPRAWLING**  
**CAPE COD \$14,500**  
**\$200 Dn. Pymt.**

A rare bargain, fully detached home on garden plot, large finished attic with bath, squared kitchen with eat-in area adjoining a big combination dining & living rm, private porch area, suitable for play den. \$109.34 mo. charges includes taxes and insurance. Just \$100 at contract.

**CALL NOW!**  
**CALL AX 7-0540**

**BRITA HOMES CORP.**

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**SPRINGFIELD GDNS.**  
**\$15,990**

IMMEDIATE OCCUPANCY  
No Waiting on This Det. Colonial Situated on a Tree Lined St. 7 Large Rooms, Sun Porch, Finished Basmt. Garage, Modern Baths, Immaculate Throughout. 4,000 Feet Of Landscaped Gardens. Move Right In: VACANT.

**CAMBRIA HEIGHTS**  
**\$21,990**

5 BEDROOMS & 2 BATHS  
This Det. English Colonial is Being Sacrificed At a Mere Cost Of Its True Value. Consisting of 5 Bedrms. & 2 Baths. Streamlined Kitchen Nite Club Basmt. With Built In Bar, Garage. Oversized Plot. Landscaped Shrubs on Tree Lined Street.

**LAURELTON GARDENS**  
**\$16,990**

DETACHED LEGAL 2 FAMILY  
Owner Selling This Det. Dutch Colonial Home at \$3,000 Reduction. Consisting of 4 & 3 Room Apts. With Streamlined Kitchen, 2 Baths, Semi-Finished Basement, Garage, Surrounded By Garden Grounds, Immediate Occupancy.

**HOLLIS \$21,990**

DETACHED LEGAL 2 FAMILY  
6 & 3 Rooms Apts. With Ultra Modern Kitchen & Bath Plus Finished Nite Club Basement Apt. For Income. Surrounded By Garden Grounds, Immediate Occupancy.

Many other 1 & 2 Family homes available

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Vacation Land!

**2 FAMILY HOMES!**

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**6 ROOM OWNERS APT.**

Plus a 3 or 4 room  
INCOME PRODUCING APT.

FEATURING: 3 Bedrooms contained in owner's apartment • Convenient walk to subway, shopping, beaches, schools, houses of worship • Sewers in and paid for • 2 zone hot water heat • Separate entrances • All Birch Futurama Kitchen • 2 car garage

FREE EXTRAS  
2 Refrigerators, Storms, Screens & Washing Machine & Dryer, Dishwasher.  
NO CLOSING FEES

Directions: Cross Bay Blvd. Bridge or Marine Parkway Bridge to Beach Channel Drive (towards Far Rockaway); proceed to R. 63rd St., north (left) to model. BY SUBWAY: IND 8th Ave. line to R. 67th St., walk 2 blocks to model.

Model Phone: 945-8328

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18% Down, 5 1/2% 30 yr. mortgages available

**Beachview Homes**

Furnished Model on Beach 63rd St. near Beach Channel Drive

**BUY MODERN ENJOY**  
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YU 6-1460

# U. S. Job Opportunities

(Continued from Page 10)

chemist, physicist, \$7,050 to \$14,170 (In the field of Radiolotopes).—Positions are with the Veterans Administration. Announcement 159 B.

\*Biologist microbiologist, physiologist, \$6,050 to \$16,450.—Jobs are in the Washington, D.C. area. Announcement 204 B.

\*Biologist—aquatic and general, \$6,050 to \$14,170 a year.—Most positions are with the U.S. Public Health Service. Announcement No. CH-65-1 (64).

\*Cartographer, \$5,000 to \$12,075. Jobs are in Washington, D.C. area.—Announcement 328 B. Cartographer \$5,000 to \$7,220.—Jobs are with Hq., Aeronautical Chart and Information Center, St. Louis, Mo. Announcement No. SL-56-1 (64).

Chemist, mathematician, metallurgist, physicist, \$5,990 to \$16,450.—Jobs are in the Potomac River Naval Command in and near Washington D.C., and in the U.S. Army, Fort Belvoir, Va. Announcement 226 B.

\*Cartographic aid, \$3,680 to \$6,050; Cartographic draftsman, \$3,680 to \$6,050.—Jobs are in the Washington, D.C., area. Announcement 237 B.

\*Engineer (various branches), \$5,990 to \$16,460.—Most jobs are in Washington, D.C. area. Announcement 332 B.

Engineer, \$5,990 to \$8,945.—Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska. Announcement DE-1-1 (64).

\*Fishery and wildlife biologist, \$5,000 to \$16,460.—Announcement 285 B.

\*Forester, \$5,000 and 6,050.—Announcement 218 B.

\*Geodesist \$5,990 to \$16,460.—Announcement 168 B.

\*Geologist, \$7,220 to \$16,460.—Announcement 353.

\*Geophysicist, \$5,495 to \$16,460.—Announcement 232 B.

Health physicist, \$7,050 to \$12,075.—Announcement 12-14-2 (60).

\*Hydrologist, \$5,990 to \$16,460.—Announcement No. 343 B.

\*Industrial Hygienist, \$5,990 to \$16,460.—Jobs are principally in the Navy Department. Announcement 230 B.

\*Landscape Architect, \$5,990 to \$16,460.—Announcement 224.

\*Meteorologist, \$5,990 to \$16,460.—Announcement 346 B.

Navigational scientist, \$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement No. 335 B.

Oceanographer, \$5,990 to \$16,460.—Announcement 121 B.

\*Patent Advisor, \$7,050 to \$10,250.—Jobs are in the Washington D.C. area. Announcement 185 B.

\*Operations research analyst, \$7,710 to \$16,460.—Announcement 193 B.

\*Patent examiner, \$5,990 and \$12,075.—Jobs are in the Washington, D.C. area. Announcement 329 B.

\*Pharmacologist \$6,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 202 B.

\*Public health scientist, \$7,220 to \$16,460.—Jobs are with the Communicable Disease Center at Atlanta, Georgia, and throughout the country. Announcement AT-82-2 (63).

\*Research and development position for chemists, mathematicians, metallurgists, physicists, \$5,990 to \$16,460.—Jobs are in

the Washington, D.C. area. For positions paying \$7,710 to \$16,460, Announcement 209 B (Revised). For positions paying \$5,990 and \$7,050, Announcement 210 B (Revised).

\*Scientist administrator, \$8,650 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 227 B.

Technical aide in science and engineering, \$3,680 and \$4,005.—Jobs are in the Washington, D.C. area. Announcement 360 B.

## General

Apprenticeship and training representative, \$7,220 to \$10,250.—Positions are with the Department of Labor. Announcement 361 B.

\*Federal administrative and management examination \$12,075 to \$16,460.—Announcement 167.

Foreign language specialist (writer and editor, \$6,050 to \$12,075; radio adapter, \$5,000 to \$8,650; radio announcer, \$5,000 to \$7,220; radio producer, \$6,050 to \$10,250).—Jobs are with the U.S. Information Agency in Washington, D.C. and New York, N.Y. Announcement 186 B.

\*Geodetic aid, \$4,005 and \$4,480 geodetic technician, \$5,000 to \$8,650.—Jobs are in the Washington, D.C. area. Announcement 229 B.

Helicopter pilot, \$8,650.—Jobs are at Fort Rucker, Alabama. Announcement AT-106-31 (62).

Labor Management relations examiner, \$7,220 to \$10,250.—Jobs are with the National Labor Relations Board throughout the United States and Puerto Rico. Announcement No. 340 B.

Food service supervisor, \$2,720 to \$3.84 per hour.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement SL-14-3 (64).

Hearing examiner, \$14,170 to \$18,935.—Announcement 318.

Immigration patrol inspector, \$6,050.—Jobs are in the Immigration and Naturalization Service. Closing date: July 8, 1965. Announcement 340 B.

Labor management relations examiner, \$7,220 to \$10,250.—Jobs are with the National Labor Relations Board throughout the United States and Puerto Rico. Announcement 340 B.

\*Librarian, \$5,000 to \$16,460.—Jobs are in the Washington D.C. area. Announcement 277.

Librarian, \$6,050.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 197 B.

\*Museum Technician, \$5,000 and \$6,050; Museum Specialist, \$7,220 to \$10,250.—Jobs are in the Washington D.C., area. Announcement 357 B.

Prison industrial supervisor, \$2.36 to \$3.53 an hour.—Announcement 9-14-1 (58).

Radio broadcast technician, \$2.94 to \$3.74 an hour.—Jobs are in the Washington, D.C. area. Announcement 235 B.

\*Recreation resource specialist, \$7,220 to \$16,460.—Announcement 308 B.

Safety inspection, \$5,000 to \$6,500.—Positions are with Interstate Commerce Commission. Announcement No. 302 B.

\*Statistician, survey statistician, \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 316 B.

\*Statistician (mathematical),

\$5,990 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 200 B.

## Medical

Corrective therapist, occupational therapist, physical therapist, \$5,505 to \$7,220.—Announcement 290 B.

Dietitian, \$5,000 to \$7,900.—Jobs are with the Veterans Administration. Announcement 221 B.

\*Dietitian, \$6,050 to \$10,250; the Veterans Administration, public health nutritionist, \$7,220 to \$16,460.—Announcement 286 B.

Illustrator (medical), \$5,000 to \$7,220; medical photographer, \$4,480 to \$6,050.—Jobs are with the Veterans Administration. Announcement 338 B.

\*Laboratory and clinical technicians in health research, \$5,000 to \$7,220.—Most positions are at the National Institutes of Health, Bethesda, Md. Announcement 307 B.

\*Medical officer, \$10,420 to \$17,030.—Announcement 312 B.

Medical officer (rotating intern; \$3,800; psychiatric resident, \$4,800 to \$5,600).—Jobs are in St. Elizabeth's Hospital, Washington, D.C. Announcement 219 B.

\*Medical record librarian, \$5,000 to \$10,250.—Announcement 331 B.

Medical technical assistant, 5,505.—Jobs are with the Public Health Service in Federal penal and correctional institutions. Announcement 355 B.

\*Medical technologist in health research, \$5,000 to \$8,650.—Most positions are at National Institutes of Health, Bethesda, Md. Announcement 310 B.

Medical technologist, \$5,000 to \$8,650.—Jobs are with the Veterans Administration. Announcement 323 B.

\*Occupational therapist, \$5,505 to \$7,220.—Announcement 294 B.

\*Pharmacist, \$6,050 and \$7,220.—Positions are with the Veterans Administration. Announcement 212 B.

\*Physical therapist, \$5,505 to \$8,650.—Annct. 295 B.

Professional nurse, \$5,000 to \$12,075.—Annct. 128.

Resident in hospital administration, \$4,000.—Jobs are with the Veterans Administration. Annct. 88 B.

Speech pathologist, audiologist, audiologist-speech pathologist, \$8,650 to \$12,075.—Jobs are with Announcement 280 B.

Staff nurse, head nurse, public health nurse, \$5,000 to \$6,630.—Jobs are with the Indian Health Program on reservations west of the Mississippi River and in Alaska. Announcement 100 B.

\*Veterinarian, \$7,710 to \$16,460.—Announcement 313 B.

## Social and Educational

Correctional officer, \$5,505.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-5 (64).

Correctional treatment specialist, \$6,050 to \$7,220.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2 (65).

\*Education specialist and supervisory education specialist (special or vocational subjects—in technical field), \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 278 B.

Elementary teacher, \$5,000 and

(Continued on Page 13)

## Salvatore Named Labor Counsel

ALBANY — George Salvatore of New York City is the new counsel to the State Labor Department at \$17,600-a-year.

The appointment was announced by Industrial Commissioner Martin P. Catherwood, who named Jerome Lefkowitz, the former counsel, to a new post of deputy industrial commissioner for legal affairs.

Salvatore is a former judge of City Court in The Bronx and served as an arbitrator in industrial disputes during the term of the late Mayor LaGuardia.

## U. S. Service News Items

(Continued from Page 4)

and weight increases are heeded (thereby providing an incentive for users of the service); a rate schedule calling for simplification of operation by rounding off parcel post charges to the nearest five or ten cents and a use of ZIP codes in mailing by centralizing the use of parcel post zones.

O'Brien hopes to have legislative action on his proposals by June 30, 1966 when a three year moratorium on the operation of the certification of the fourth

class mail operation, set up in order to find a solution to its fiscal problems, will come to an end.

In conclusion, O'Brien states that he intends to implement every device used effectively by modern business to improve the working conditions of postal employees and augment the most efficient operation of the Post Office.

### Bronx Post Offices To Receive New Equipment

The Bronx Post Office will be among the first stations affected in a nation-wide postal modernization program announced by Postmaster General Lawrence F. O'Brien recently.

New mechanization scheduled for the Bronx includes an Edgar Stacker to be installed in the Bronx General Post Office.

Officer in Charge William A. Carrol said the new machinery will be contracted for by the end of this fiscal year — June 30.

Mechanization already installed in the Bronx includes three Facers-Cancellers, which cancel the stamp and places of all of the addresses facing in the same direction at high speeds up to 30,000 per hour.

Mr. Carrol noted the Postmaster General's assurance that no career employee will lose his job because of the Postal modernization program.

### Dr. Richard Jackson, Protein Pioneer, Retires

Dr. Richard W. Jackson, a man whose 40 years of work has touched the everyday life of all Americans, is retiring as chief of fermentation studies at the U.S. Department of Agriculture's Northern utilization research laboratory, Peoria, Illinois.

In 1931, while in his sixth year of professional work at Yale University, he discovered that methionine, one of the amino-acid building blocks of protein, is indispensable to the diet. Scientists today recognize

eight of these "essential amino-acids" for man.

At the start of the search for new uses for farm products in what has become the Agricultural Research Service begun in 1939, Dr. Jackson organized the protein research program at the Eastern laboratory in Philadelphia. For eight years he directed basic and industrial development research, primarily on proteins and enzymes of milk.

Dr. Jackson is an author or inventor of 100 papers, patents and chapters of books on subjects in biochemistry, nutrition, fermentation, and utilization of farm products.

### Broader Retirement Coverage Sought

It was reported in Washington recently that the Presidents' Committee on Retirement and Fringe Benefits will recommend much broader coverage for present and former Federal employees. The Committee has recommended a new plan calling for limited coordination between the Civil Service Retirement and Social Security Old Age and Survivors Insurance systems. The idea is to allow Federal employees retirement and survivor credits for their full careers of work.

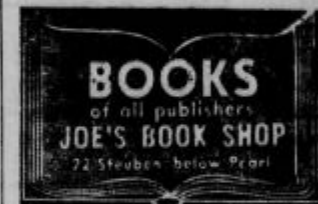
The plan would guarantee any employee under its coverage that he would receive no fewer benefits than he would get under the Old Age and Survivors Insurance

system were he employed in private industry.

Also, the plan calls for a transfer of retirement credits from the Civil Service plan to the Old Age and Survivors plan in order to provide benefits to employees and their families who are not eligible for Civil Service benefits. This would also be true for former Federal employees.

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## Revised List of U.S. Jobs

(Continued from Page 12)

\$6,050.—For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement 238 B.

Employment service adviser (General) \$10,250 (Agriculture) \$7,220 to \$10,250; social administration adviser, Social Insurance Research Analyst, \$7,220 to \$16,460.—Announcement 306 B.

\*Program specialist and advisor \$7,220 to \$16,460.—Most positions are with the U.S. Office of Education. Announcement No. 324 B.

\*\*Psychologist (clinical, counseling, research and other specialties), \$7,220 to \$16,460.—Announcement 356 B.

Public health adviser, 6,050 to \$16,460; public health analyst, \$7,220 to \$16,460.—Annc. 125 B.

\*Public health educator, \$7,220 to \$14,170.—Announcement 309 B.

\*\*Research psychologist, \$7,220 to \$16,460.—Jobs are in the Washington, D.C. area. Announcement 124 B.

\*Social worker (child welfare, clinical, family service, general, public assistance); social worker—child welfare adviser and specialist; social worker—public assistance adviser; social worker—public assistance specialist (assistance standards specialist, staff development specialist, welfare methods specialist, welfare service specialist); social worker—medical and psychiatric adviser and specialist; rehabilitation adviser; public welfare research analyst (public assistance, child welfare), \$6,050 to \$16,460.—Announcement 251.

Teacher (general education, industrial arts, and related trades), \$6,050 and \$7,220.—Jobs are in Federal penal and

correctional institutions. Announcement SL-14-2 (64).

\*Urban planner, \$7,220 to \$16,460.—Announcement 258 B.

### Stenography and Typing

Stenographer-typist, \$3,680 to \$4,480.—Applicants should apply under the announcement issued by the civil service office that has jurisdiction over the place where they live.

### Trades

(All trades are in the Washington, D.C. area unless otherwise specified)

Bindery worker, \$2.28 an hour.—Announcement 38 B.

Bookbinder, \$3.86 an hour.—Announcement 182 B.

Offset pressman (large presses), \$4.11 an hour.—Announcement 292 B.

Operating engineer, \$3.00 to \$3.85 an hour.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-1 (65).

\*\*Printer-hand compositor, \$4.02 an hour.—Announcement 274 B.

\*\*Printer, monotype keyboard operator, \$4.02 an hour.—Annot. 65 B.

\*Printer-proofreader, \$4.02 an hour.—Annot. 327 B.

Steamfitter, mason, laundryman, \$2.81 to \$4.12 an hour.—Supervisory jobs in Federal penal and correctional institutions throughout the U.S. Announcement SL-14-1 (64).

Transmitter and receiver operator and maintenance technician, \$3.05 to \$4.49 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in California, Florida, Hawaii, North Carolina, and Ohio. Announcement 283 B.

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The Jerry Finkelstein Foundation, a philanthropic fund founded by the publisher of The Leader, will GIVE \$1,000 to the City, County, State, or Federal employee who offers the best idea on how to make New York City a better, safer . . . HAPPIER place to live.

By March 1, when the contest ends, we will have a substantial increase in the already large, enthusiastic response to our con-

test. The choosing won't be easy, so offer us and Mayor Lindsay the most fertile of your thoughts. In all there will be five prizes. In addition to the top award of \$1,000, four other winners will be presented gold medals.

Use the coupon on this page and submit your ideas to: the Jerry Finkelstein Foundation, care of The Civil Service Leader, 97 Duane Street, New York City, N.Y. 10007. Please do not doodle on The Leader.

## \$1,000 For Best Idea

Dear Mayor Lindsay:

Signed

Name .....  
Address .....

SEND TO: The Jerry Finkelstein Foundation, c/o The Civil Service Leader, 97 Duane Street, New York City



**VISITORS** — Two officials of the Israel Fire Service are in New York City now studying methods developed by the New York City Fire Department in firefighting. Left to right, are: Assistant Chief of Department Charles McKeogh; Lt. Colonel Abraham Shapir, chief inspector of the Fire Service in the Israel Ministry of the Interior; Chief Michael

Elkes of the Ramat Gan Fire Service; Steven Mandel of the Hotel New Yorker, host to the visitors; Assistant Chief of Department Charles Stressler and Assistant Chief of Department James Ward. Chief McKeogh spent several months after World War II in Israel assisting in the formation of the Fire Department there. The first fire company established in Tel Aviv was named after him.



**HONORED** — Staff and employees at Rockland State Hospital gathered recently in the Children's Group Auditorium to pay homage to Dr. William R. Strutton, Director of Clinical Pathology at RSH, honoring his retirement, after 32 years of service, with the New York State Department of Mental Hygiene. Pictured from left, are, Dr. Alfred M. Stanley, Director of Rockland State Hospital, Mrs. William R. Strutton and Dr. Strutton.

### For Social Workers

## CSEA Protests Westchester Co. Action On Pay

ALBANY — The Civil Service Employees Assn. last week protested the action of Westchester County Executive Edwin Michaelian in refusing to comply with provisions of the Social Welfare Law which require salary increases for social welfare caseworkers with graduate training.

In a letter to Michaelian, CSEA president Joseph F. Feily, said, "this legislation, a forward looking recognition of the necessity for continually greater educational qualifications to perform the highly demanding duties of the position, is clear in its intention and purpose."

Feily pointed out that "the money involved is provided principally through Federal and State reimbursement."

He said, "it is inconceivable that any claim of a violation of home-rule provisions could be made. The refusal of your County government to implement this legislation with appropriate pay increases to eligible employees is clearly detrimental to the public interest. We urge reconsideration of the County position in this respect."

### In Watertown Youth Corps Post

WATERTOWN — City Manager Ronald G. Forbes has named two of three members of this city's newly approved Neighborhood Youth Corps, one from a civil service list; the other provisionally pending examination later.

K. Andrew Mider is the field supervisor of the job opportunity training program while Mrs. Felicia Keller is the office stenographer. The program, to cost \$100,000 will be paid for on a 90 to ten per cent basis with the Federal government paying the lion's share.

# Post Office Jobs Open For Men And Women — \$2.57 Hour

The United States Post Office is accepting applications for a coming examination for Clerk-Carrier positions at its metropolitan area New York City stations. There is no residence requirement for this position.

Applicants will be notified of the time of the written test when their applications are accepted.

The clerk-carrier position pays between \$2.57 to \$3.50 a hour. Initially, career appointments are made to substitute positions and advancement is made to regular positions according to seniority of appointment. Substitutes are required to be available for duty on short notice. Whenever ordered to report for duty they must be employed for not less than two hours.

Applicants must have reached their seventeenth birthday on the date of filing applications. There is no maximum age limit. Applicants must be citizens or owe allegiance to the United States and must be fingerprinted.

Appointments will be made to the clerk-carrier position from an eligible list drawn from the results of the written examination.

Preference benefits based upon honorable separation from the armed forces are given under certain conditions in competitive examinations for original appointment.

Applicants must be physically able to perform efficiently the duties of the position which requires much standing, walking, throwing and reaching, and may involve the handling of heavy sacks of mail. Carrier positions require that this type of activity be performed in all types of weather.

Clerks handle heavy sacks of letter mail, paper mail and parcel post weighing up to 80 pounds and also carry out sorting and distribution tasks within the post office. Carriers deliver the mail by foot or vehicle in various

weather conditions in a prescribed area or on various established routes. They may be required to carry on their shoulders heavy mail sacks weighing up to 35 pounds while covering these routes.

The clerk-carrier position is open to both men and women.

The carrier position will require a drivers license and a Departmental road test.

Benefits in for employees in this position include health insurance and a uniform allowance.

In order to apply, obtain application form 5000-AB at Board of U.S. Civil Service Examiners, General Post Office, Room 3506, 380 West 33rd Street, near 9th Ave., in New York City; or at the New York Regional Civil Service Commission Office at 220 East 42nd

### Watertown Fire Captain Feted

WATERTOWN — The freshman member of the New York State Civil Service Commission, Orin S. Wilcox, Theresa, and his successor in the legislature, Assemblyman Donald L. Taylor, Watertown, paid tribute to a retiring fire department captain here at a testimonial dinner.

Leaving the municipal service after 39 years was Capt. Orrin Hayes. In connection with the testimonial held in Hayes' honor Fire Chief George S. Bates presented the guest of honor with a purse of money from members of the fire department.

More than 100 guests cheered as Capt. Hayes was lauded for his long service by Wilcox and Taylor.

Street in the City; or at any of the Main Post Offices in the five boroughs of New York.

For further information ask for a copy of announcement N.Y.-101-4(65) at any of the above locations.

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# THE JOB MARKET

(Continued from Page 11)

Lexington Avenue at 51st Street, Manhattan. Or call PLaza 9-1020 for an appointment.

**ENGINEERS and DRAFTSMEN** are needed for permanent positions in Syracuse, New York. Must have experience in system design for large building projects in electrical, heating, ventilating and plumbing. The salary ranges from \$8,000 to \$12,000 with comprehensive benefits and relocation expenses paid. Employer will interview applicants on Tuesday, January 25th, at the Professional Placement Center, 444 Madison Ave. and 51st Street, Manhattan.

Needed in Queens are **MACHINISTS** with three years' experience. They will work from blueprints to set up and operate all basic machine tools to make aircraft or machinery parts to close tolerances. Single piece or production work. The pay is \$2.50 to \$3 an hour. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**RADIOLOGICAL/TECHNOLOGISTS**, licensed or eligible for a New York State license, are needed for physicians' offices, commercial laboratories, medical groups and clinics. The pay is \$85 to \$125 a week. **MEDICAL LABORATORY TECHNICIANS** in all phases who have applied for New York City license will get \$75 to \$150 a week to work in hospitals, physicians' offices, commercial laboratories, medical groups and clinics. Apply at the Professional Placement Center, 444 Madison Avenue, Manhattan.

## Auto Mechanics

Needed in Brooklyn are **AUTO MECHANICS** to do general automotive repair. Work includes ignition, brake, front and rear, some alignment, engine repair and drive train, clutch and standard transmission. Must have own tools and operator's license. Pay is \$90 to \$125 for a 5 to 6-day, 40 to 48-hour week. **CAR WASHERS** needing no experience will get \$1.25 an hour for extra Saturday and Sunday or just Saturday work. Apply for these jobs Monday through Friday at the Brooklyn Industrial Office, 250 Scherhorn Street in downtown Manhattan.

**SECRETARY-STENOGRAPHERS** with one to five years' experience and good skills are needed at various Manhattan locations. Salary ranges from \$80 to \$95 a week. Experienced **OFFICE PERSONNEL** with a knowledge of typing and ability to do figure work will earn \$70 to \$85 a week. Must be able to handle order processing and inventory control. Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan.

## Cabinetmakers

**TELEPHONE SOLICITORS** with good telephone voices and clear diction are needed. They will work four or five hours evenings at \$1.50 an hour. Apply at the Sales and Merchandising Office, 485 Fifth Avenue at 42nd St.

A **CABINETMAKER** with five years' experience will get \$2.50 to \$2.75 an hour to construct fine furniture using hand machine tools. Thoroughly experienced **JEWELERS** will earn \$2.50 to \$3.30 an hour to file, solder and assemble watch bracelets and snaps.

**AUTO BODY REPAIRMEN** with own tools are needed in Manhattan and the Bronx. They will get \$2.50 to \$3.50 an hour to repair body and fenders on passenger cars, knock out dents, straighten, weld and putty. Apply at the Manhattan Industrial Office, 255

West 54th Street between Broadway and 8th Avenue.

**SEWING MACHINE OPERATORS** with any experience are needed to operate a single needle Singer, joining remnants. Will sew straight seams. The pay is \$50 to \$60 a week. Thoroughly experienced **JEWELERS** will earn \$2.50 an hour and up to file, solder and assemble watch bracelets. **AUTO WASHERS** needing no experience are wanted for weekend work in the Bronx to wash and wipe cars in automatic car wash. They will get \$1.25 an hour for 10 hours a day. **BUTTON MAKERS** fully experienced in operating a kick press to make cloth covered buttons will get \$1.25 to \$2 an hour. Apply at the Manhattan Industrial Office, 255 West 54th Street between Broadway and Eighth Avenue.

## Layout Man

A manufacturer of high intensity lamps in Brooklyn needs an **ASSEMBLY FOREMAN** to supervise a line of 20 to 30 assemblers. Must have knowledge of wiring, soldering and have had experience in volume production work and incentive systems. The salary is \$150 a week. A **SHEET METAL LAYOUT MAN** will earn \$3.50 an hour on metal chassis working from blueprints. A **GRINDING MACHINE OPERATOR** will get \$1.75 an hour to do flexible shaft grinding on various metal items. Apply at the Brooklyn Industrial Office, 250 Scherhorn St., in downtown Bklyn

**ENGINEERS and DRAFTSMEN** are needed for permanent positions in Syracuse, New York. Must have experience in system design for large building projects in electrical, heating, ventilating and plumbing. The salary ranges from \$8,000 to \$12,000 with comprehensive benefits and relocation expenses paid. Employer will interview applicants at the Professional Placement Center, 444 Madison Avenue and 5th Street, Manhattan.

## Machinists

Needed in Queens are **MACHINISTS** with three years' experience. They will work from blueprints to set up and operate all basic machine tools to make aircraft or machinery parts to close tolerances. Single piece or production work. The pay is \$2.50 to \$3 an hour. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza, Long Island City.

**MONITOR BOARD OPERATORS**, female, with good typing skills will find openings in Manhattan and occasionally in the Bronx paying \$65 to \$75 a week. Some jobs require light knowledge of bookkeeping or ability to work with figures or light stenography in addition to typing. **DICTAPHONE OPERATORS**, females with experience on any transcribing machine, electric or manual typewriters are wanted in Manhattan. The salary range is \$75 to \$85 a week. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

**TELEPHONE SOLICITORS** with good telephone voices and clear diction are needed. They will work four or five hours evenings at \$1.50 an hour. Apply at the Sales and Merchandising Office, 485 Fifth Avenue at 42nd Street.

## Correction Officer List

The New York City Department of Personnel will make public Feb. 2 an eligible list for correction officer (men) with 2,442 names.

## State University Fills Two Posts

**ALBANY** — The State University Board of Trustees has filled two positions on the University's central staff.

Dr. Alexander R. Cameron, former dean of students at the University of Rochester, is assistant to President Samuel B. Gould at \$16,482.

Dr. Thomas E. Joyner, executive assistant to the State Industrial Commissioner, is assistant executive dean for continuing education at \$16,000.

## George Cox Retires After 40 Years Service

George F. Cox of Delmar, a senior civil engineer in the Division of Traffic Engineering, Department of Motor Vehicles, retired recently. Upon graduation from Union College in 1926, Cox was employed in District No. 8, State Department of Public Works for 31 years before transferring to the Motor Vehicle Department in 1957.

## Promotion For Secretary In Nassau County

Nassau County will accept applications until Feb. 9 for a promotional examination for stenographic secretary. Salary varies according to location of the position.

Applicants must be permanent employees in a competitive class of County service to be eligible for the promotion.

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

The City-wide telephone number to call in emergencies to summon either police or ambulance is 440-1234.

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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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Interview and steno. classes for REGULAR exam Feb. 22, start Feb. 23 and 26 in NYC & Bklyn, 60-95 wpm. Coaching classes for regular exam meet Wed. evenings 6-9:30 p.m., 853 Hwy. NYC, Room 14B, and Sat., 9-1 pm YMCA, 55 Hanson Place, Bklyn, Room 732.

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# Joint Central Conference And County Workshop Set For Syracuse, Feb. 11, 12

SYRACUSE — The Central Conference and County Workshop joint winter meeting will be held at the Hotel Syracuse Country House in North Syracuse on Friday, Feb. 11 and Saturday, Feb. 12.

The Friday program will open at 7:30 p.m. with a meeting of State and County chapter presidents in Eastern Room A. Following this meeting, a reception will be tendered by the Onondaga Chapter. All delegates have been invited to the reception, scheduled to get under way at 9 p.m.

Clara Boone will preside at the educational session which will begin at 9 a.m. on Saturday. This session will be broken down into subcommittees for the purpose of discussion with reports of the subcommittee findings to be submitted to a general meeting at 10:30.

## County Workshop

The County Workshop luncheon meeting will be held at noon with S. Samuel Borelly, workshop president presiding at the session. At 2 p.m. the Central Conference business meeting will be held with Conference president Emmett J. Durr presiding.

A combined meeting of State and County groups will be held in Rooms A and B at 3:30 p.m. on the topic of "Variable Annunity." Al Dexheimer, president of the Binghamton chapter, will moderate the session.

A cocktail party and social hour will precede the 29th annual Dinner-Dance of Syracuse chapter. Dinner reservations at \$6 per person may be made with Linda Andreoli of the Department of Taxation and Finance, State Office Building, Syracuse, N.Y. 13202.

## Educational Section

The educational section which will include a chapter management clinic for chapter officers, committee chairman and members will be subdivided into three groups. The first will be for the presidents, constitution and by-laws committees and special events committees. Suggested topics for their discussion will be:

- The president and his executive board — How often should they meet?
  - What special program should be planned for a chapter?
  - How can committees that actually work be utilized?
  - How can meetings be planned and made more effective?
  - How can we develop leadership?
- The second group — for vice-presidents, resolutions, member-



EMMETT J. DURR

ship and publicity committees — will discuss:

- How can the new worker be reached? How soon? By whom? By what methods?

## CESA Committee Sets Meeting

(Continued from Page 1)

employees in the State outside New York City service for years to come. For this reason," he said, "we will insist that the panel avoid any precipitous action which might, in effect, cure the cold that killed the patient."

## Condon-Wadlin

Shemin pointed out that the Employees Association, which represents more than 136,000 public employees in the State, has been mandated by its membership to seek repeal of the Condon-Wadlin Law, which prohibits strikes by public employees without offering any suitable alternatives for resolving employee-employer differences, and to have CSEA named as sole bargaining agent for State employees. "Our committee will meet with these objectives in mind," he said.

In addition to Shemin, other members of the CSEA committee are Irving Flaumenbaum, Nassau County; William A. Hazell, Albany, and Grace Nulty, Yonkers. Consultants are William J. Roslter, Rochester; Harry McDonald, Joseph D. Lochner, and Harry W. Albright Jr., counsel, all of Albany.

The Rockefeller panel is composed of John T. Dunlop, professor of industrial relations, Harvard School of Business; E. Wight Bakke, director of labor and management center, Yale University; George W. Taylor, professor of labor relations, Wharton School of Business, University of Pennsylvania; Frederick H. Harbison, professor, industrial relations section, Princeton University and David L. Cole, chairman, the panel committee, American Arbitration Center. Sol Niel Corbin, a former counsel to Rockefeller and now in private practice in New York City was named counsel to the panel.

## Made welcome?

- How can officers and the members be made more aware of conference values and activities?
  - How can new ideas be stimulated?
  - How can we develop interest and leadership?
- The third group — for secretaries and treasurer as well as budget committees and the chapter historians — will discuss:
- Keeping minutes.
  - Should all members of the board receive copies of the minutes?
  - How can we plan a budget and stick to it?
  - Should there be a chapter historian?
  - How does a chapter plan and budget for special events?
  - What simple controls might be established?

## Oneonta Chapter Names Committee For Nominations

ONEONTA — The highlight of the regular monthly January meeting of the Oneonta Chapter of the Civil Service Employees Assn., was the naming of a committee for the nomination of officers to be elected and announced at the March meeting.

Mrs. Belle Barkman of the District Office of the Health Dept. was named chairman. Other members named were Rose Kompare and Mrs. Rita Hazlett of Homer Folks Tuberculosis Hospital and Mrs. Anne McKean and Douglas Pratt of the State University College at Oneonta. A report will be made at the February meeting.

# Oneida CSEA Seeks Job Protection After 5 Years' Duty

UTICA — A newly appointed legislative committee of the Oneida County Chapter of the Civil Service Employees Assn. is seeking county legislation that would protect jobs of county employees with five years of service.

Roger F. Solimando, chapter president, said the committee attended last week's meeting of the Oneida County Board of Supervisors in the county courthouse.

He said that the plan sought would allow county employees to keep their jobs after five years without being required to take additional civil service examinations.

Solimando said new employees would still be required to take the civil service examination and would not achieve the "blanket" status until they had served five years.

## Cites Nassau Plan

He said a similar plan has been adopted in Nassau County where county employees achieve the "blanket" status after one year of service. Solimando said Governor Rockefeller has signed a bill providing similar status for state employees after 1972.

Louis Sunderhaft, Utica, is chairman of the CSEA committee, and Vincenza Gigliotti, Utica, is co-chairman. Members are Louis Eddy, Mrs. Jean Colluzzi, and Solimando (ex-officio), all of Utica,

and Loretto Pomilio, Mrs. Marian Derschel, and Frank Clark, all of Rome.

## Nickerson

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was a possibility that the publicity campaign would be put on a statewide basis.

A letter by Deputy County Executive Daniel T. Sweeney, in which he stated the belief that the chapter was satisfied with the County's efforts on re-hiring was brushed aside by Flaumenbaum.

## Nickerson's Move Next

"We just aren't on the same wave length," Flaumenbaum said. "Mr. Sweeney also said that he felt the County Executive was being unfairly criticized for a complaint in an area over which he has no control. This is crazy. Who created the area in the first place? Nickerson did when he fired these men."

Flaumenbaum said his chapter wanted no further promises but action. "We want these men back to work and until the County Executive shows he means to put some serious effort into getting them re-employed we intend to keep reminding him and the public that a large number of dedicated workers that the County needs are without employment for no good reason."

"The next move, and it must be a positive one, is up to Mr. Nickerson," Flaumenbaum declared.

## Nassau MV Moves

ALBANY — The State Motor Vehicle Department has announced that its Nassau County District Office has been relocated at 275 Glen Cove Road, Carle Place, Long Island.

## West Islip School Unit Elects Betty Young

The non-teaching personnel of the West Islip Public School held their first election of officers on Monday, Jan. 17, 1966. The officers of West Islip Union Free School District No. 9 Unit — Suffolk Chapter Civil Service Employees Assn., are: Betty Young, president; Lillian Larkin, vice-president; Florence McGrath, secretary; Eleanor Sharps, treasurer. The newly formed unit is planning to hold a formal ceremony soon at which time the officers will be installed and the charter and the charter will be presented to the group.

# Governor Presents Capital Conference Art Show Prizes

ALBANY — Winners in the annual art exhibition and reception sponsored by the Capital District Conference, Civil Service Employees Assn. were presented with their prizes last week by Governor Nelson A. Rockefeller.

The prize winners were selected from a group of 68 entries by a panel of three judges—all experts in the field of art. The jury consisted of Marth Brooks, commentator and artist for television station WGY, Schenectady; Mary Jo Suksdorf, art critic and instructor from Schenectady and Laurence McKinney, president of the Albany Institute of History and Art.

Prize winners in each of the categories were: Intaglio—Robert Pearson; Sculpture—Carl Baumann; Architectural Oil—Christine Tarbox; Modern Oil—Irma Feldstein, and S. Matzke; Modern Water-color—Edwin Becker; Academic Watercolor—Frank Kysor,



**VISITOR** — Governor Nelson Rockefeller and Mrs. Rockefeller look over brief description of painting during the annual art show of the Capital District Conference, Civil Service Employees Assn. The show was given in the halls of the Assembly chambers in the Capitol. Looking on at left is A. Victor Costa, president of the conference.

Diane Shaw and Elizabeth Lukovitz. Honorable mention awards were presented to Estelle Rogers, William Miles and J. Luciana.

## Grand Bahamas

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the Holiday Inn, full breakfast and continental dinner, round trip air fare directly from Buffalo (which will avoid the additional air expense of coming to New York City), sports and social activities.

To date, all Bahama offerings have been oversubscribed and early applications is advised to insure a seat on the plane. Although this trip does take place at the peak of the season the total price is only \$170.

Immediate application should be made at once by writing directly either to Mrs. Mary Gormley, 1883 Seneca Ave., or Grace Hillary, 6 Navaho Parkway, both of Buffalo. A \$30 deposit per person is required.