

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 8 Tuesday, October 25, 1966 Price Ten Cents

THOMAS M. COV...
H. ASS. T.
LOYEES
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ALBANY, N.Y.

County News

See Pages 3 & 16

HUNDREDS OF 'BLUE COLLAR' TITLES GET REALLOCATIONS



HARD WORKERS: These members of the Civil Service Employees Assn. Resolutions Committee, for which Grace T. Nulty, dark dress in center, is chairman, were among the hardest workers present at the CSEA annual meeting in Buffalo. They are seen here conferring during the meeting with CSEA counsel, Harry W. Albright, Jr., seated to right of Miss Nulty.

Approved Resolutions Report

Delegates Put Final Stamp On Ambitious '67 Legislative Plan

A legislative program designed to improve wages, retirement and other working benefits for State and political subdivision employees as well as strengthen the Merit System on all levels of government in New York State received final action by delegates attending the recent annual meeting of the Civil Service Employees Assn. in Buffalo.

Among the many changes the Employees Association will seek to effectuate are repeal of the Condon-Wadlin anti-strike law; the placing of sheriff's deputies under competitive civil service; the creation of independent hearing officers to handle State grievances (and whose services would be available to local governments); a formal labor relations procedure to deal with wages, working hours, etc., and the designation of the Civil Service Employees Assn. as the sole bargaining agent for all State employees.

In releasing the first compilation of resolutions adopted at the convention, Joseph F. Feily, CSEA president, stressed that even greater efforts than before would be made in the State Legislature to insure that as many measures as possible would be mandated for political subdivision employees. Major bills, in past years, have often been passed for State workers but made permissive only for local public employees.

The list below is not numbered according to the listing these resolutions first received (except for the salary resolution) because many were revised. The following

list does, however, present the basic legislative program of the Employees Association for 1967.

Resolutions Approved

L-1 ASSOCIATION seek an upward adjustment for all State employees of two salary grades; and take necessary steps to implement similar salary adjustments for all members of political subdivisions.

WHEREAS, increased Social

Ida Meltzer Memorial Set

Anyone who wishes to make a contribution in the name of Ida Meltzer, who died while attending the Civil Service Employees Assn. annual meeting, may do so by sending a donation to Agnes M. Weller, 404 State Office Building, Syracuse, N.Y. 13302. Miss Meltzer's family will give this to the Pioneer Women, to which group she belonged, for dedication of a book shelf for children in a library in Israel. Please include address with check as these contributions will be acknowledged.

Security taxes, Federal withholding taxes, State and local sales taxes, combined with increases in the cost of living, have significantly erased the effects of increases in an employee's gross annual income, and

WHEREAS, wages and salaries in private industry have increased at a greater rate during the past twelve months, and

WHEREAS, the inflationary spiral which we are experiencing has already made the present 38-grade State salary schedule outmoded,

NOW THEREFORE BE IT RESOLVED, that the Association seek an upward adjustment for all State employees of two salary grades.

BE IT FURTHER RESOLVED, that the Association take all necessary steps to implement similar salary adjustments for all members of political subdivisions.

L-1a MAKE geographic adjustments in the salaries for State positions to maintain competitiveness with area wage and salary conditions.

WHEREAS, present policies of adjusting State salaries, includ-

(Continued on Page 14)

CSEA Appeals Actions Bring Sweeping Change

(Special To The Leader)

ALBANY—Extensive salary reallocations affecting more than 200 "blue collar" titles in State service, including those in the power plant and maintenance worker series and others sought by the Civil Service Employees Assn., were announced this week by the State Division of the Budget following action by the Division of Classification and Compensation.

The sweeping action—which will upgrade thousands of State workers—is effective Nov. 10.

The new reallocations were

marked by the CSEA as another in a series of victories on upgrading State titles. Some of the appeals had been fought by the Employees Association for long periods.

Reason For Success

Joseph F. Feily, CSEA president, credited the success of the continuing reallocation victories to the negotiations the Employees Association conducted this year which led to the provision of substantial funds in the State budget to correct salary inequities where proven.

Feily told The Leader that "CSEA for the past several years has forcefully proved in its salary survey and in direct discussions with the State Budget Director and the director of the Division of Classification and Compensation that 'blue collar' positions were significantly underpaid and that general pay raises given State employees during this time had not yet eliminated the obvious lag between the wages of these workers and their counterparts in private industry. These new reallocations are a positive step forward in that direction," he declared.

New List

Here is a complete list of the affected titles, including the old and new grades.

Seamstress, grade 2 to 3; bridge
(Continued on Page 16)

CSEA Halts Building Fund Drive

ALBANY — A fund raising drive undertaken by the Civil Service Employees Assn. to help finance its headquarters building now under construction here has been terminated, it was announced last week.

The Employees Association released the following statement:

"Questions have been raised as to the legality of the method being used by the Civil Service Employees Assn. to raise funds among its statewide membership for construction of a new headquarters building in Albany.

"The campaign for donations was conducted to secure voluntary contributions and awards for participation were merely provided incidentally. It was conducted in accordance with applicable legal provisions. However, the Employees Association has decided to discontinue this program and to seek other means to finance its new headquarters, presently under construction.

Returns To Be Made

"Arrangements will be made to provide for the return of donations thus far received."

In notifying the chapters of its action, CSEA said "the building fund material sent to all members should be discarded. Any donations to the building fund now in the possession of chapters or members should be returned to donors as promptly as possible. We will arrange the most equitable and effective method to return donations already received at headquarters."

A spokesman for the organization said "Consideration will be given to other means to raise funds to underwrite the cost of the building."

Don't
Repeat This!
Many Available

Who Will Dems Run For Mayor Of New York Next Time?

POLITICIANS, like prize fighters, are sometimes down but not always out. That is why Frank D. O'Connor still has a public future should he fall short in his bid for the governorship next month as head of the
(Continued on Page 2)

DON'T REPEAT THIS

(Continued from Page 1) Democratic ticket. As President of the City Council, O'Connor after November will remain in position to earn the headlines that could make him a leading contender for Mayor next time around.

Current polls show O'Connor doing well against Nelson A. Rockefeller. In any event, the race is sure to be close, being nip and tuck right to the end. Should O'Connor lose, but by a narrow margin only, he would normally be in the first post position for the mayoralty race. A poor final showing, however, could completely dim the lustre of his Council President's prestige in terms of staying a leading figure for higher office.

But there are always plenty of contenders the Democrats can draw upon to fill the chair at City Hall and here are some of the more prominent possibilities:

ROBERT F. WAGNER: What, again? Don't ever count this real pro out of any race. A four-year rest from the political wars may put "Bob" Wagner back in the mood to live in Gracie Mansion. He still has an enormous following in New York City and a mediocre performance by John Lindsay could set things up for Wagner.

STEPHEN E. SMITH: One of these days, the attractive and capable Smith may be persuaded

to drop his reluctance to seek public office. His fame no longer revolves around the fact that he is Sen. Robert F. Kennedy's brother-in-law and general administrator of the Kennedy family's multiple business interests. Smith really showed his stuff when he engineered Samuel Silverman into the Surrogate Court on the Liberal Party ticket over Judge Arthur Klein, who was endorsed by the GOP and Democrats. Smith has support among the young, the Liberal, the reformer, the business community and many regular, old line Democratic politicians. Even some of those who might be against him consider Smith a real "pol" and a man of his word.

ROBERT M. MORGENTHAU: Although Morgenthau lost to Governor Rockefeller in 1962, the recovery he made from his late start in the race was impressive. As United States Attorney here, he receives the kind of headlines yet that would make him an "integrity" candidate for the Democrats.

WILLIAM FITZ RYAN: This aggressive Democratic candidate made a fine showing in the mayoralty primary contest the last time as the choice of the reform wing. Such an able campaigner is a definite possibility.

JOSEPH CALIFANO: While a member of the Wall St. law firm of former Governor Thomas E. Dewey, Califano was tapped by

the late President John F. Kennedy for a top job in the Defense Dept. and he was rated among the Kennedy favorites. President Johnson later brought him to the White House, where he ranks even higher with the Texas group.

EDWIN L. WEISL, JR.: Another LBJ favorite, a brilliant attorney and now serving as one of six Deputy U.S. Attorneys General. He is the son of the popular Democratic National Committeeman from New York.

CONGRESSMAN HUGH CAREY: Should he win re-election in his Congressional race next month, Carey is one of the "bright young men" in Democratic circles who could offer great appeal as a mayoralty candidate.

PAUL O'DWYER: He did poorly in the primary last time but did such a remarkable job winning the Gallashaw case in Brooklyn that The Post's James Wechsler and the World-Journal-Tribune's Jimmy Breslin called him a miracle man. He wears well.

And there are many more distinguished names to add to the list. These would include Manhattan District Attorney Frank S. Hogan, who would also qualify as an "integrity" candidate; Theodore W. Kheel, the noted labor mediator; business leaders Abe Feinberg and Arthur Krim; attorneys William Vandenheuvel and William Shea; Assembly Speaker Anthony Travia, and the United Nation's Arthur Goldberg and Ralph Bunche.

In the meantime, one can't forget that the incumbent, Republican Mayor John V. Lindsay is, at this moment, a formidable candidate for anyone to oppose.

Your Public Relations IQ

By LEO J. MARGOLIN



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

PR Fights Air Pollution

NO LESS a distinguished communicator than Norman Cousins, editor of "The Saturday Review," tells us that public relations has the biggest job in the fight against air and water pollution.

MR. COUSINS speaks with double-barrelled authority—as a successful editor of international repute and as chairman of the Mayor's Task Force on Air Pollution in the City of New York.

EVERY MEMBER of the civil service corps has a big stake in clear air and water. It is a three-pronged stake:

- As a government officer charged with the duty of protecting the health and welfare of all publics;
- As a citizen of a State, the very life of which depends on the health of New York City;
- As a human being, who must take all necessary steps, even drastic ones, to preserve human life.

THE SITUATION in New York City is a lot more dangerous than anyone in authority would want to admit for fear of frightening people. Even the U.S. Public Health Service, which is seriously concerned with New York City's air, is reluctant to "lay it on the line."

WE ARE told that the situation

in New York City is even worse than in Los Angeles, which at least has done something in self-defense.

"NEW YORK City pumps more poisons per square mile into its air than any other major city in the United States," is one alarming sentence in the Task Force Report.

MR. COUSINS and his colleagues, top-drawer business and professional leaders of the City, insist that Item One on an effective anti-pollution program is that "the main pressure and energy for control of air pollution must come from an alert and enlightened public."

THUS PUBLIC relations is given the job of alerting and enlightening the publics. They, in turn, must get real mad about all the pollutants in the air and literally force government to put some muscle into anti-pollution laws.

MR. COUSINS reports that one of the most important facets of his Task Force's job was the constant use of public relations techniques to obtain the cooperation of business, industry, and even of City officials, who should have offered cooperation before being asked.

IN A CHAPTER of their fascinating—but frightening—report, they use the title, "Informed Citizens Must Lead the Way." In this chapter, the Task Force recommends the use of newspapers, public service advertisements, television and radio, motion picture documentaries, magazines, and even the information facilities of the City of New York to create public interest and support.

THIS IS certainly public relations in action—this time perhaps (Continued on Page 15)

D. Dunne, Harry Katzman, Irving E. Cohen, Lawrence M. Richardson, Margaret M. Sheridan, Alexander Garfinkel, Charles Rabinowitz, Michael J. Sheehan.

Supreme Court, 2nd Judicial District: Victor C. Makowski, William E. Muff.

Office of Probation for the Courts of New York City: John W. Black, Walter A. Gurnee, Marion M. Brennan, Elizabeth N. Corning, George E. Gilmer, Max Blaustein, Sidney Fisher, Mrs. Johanna M. O'Boyle, Joseph L. Carfora, John A. Walke.



FIRST DONATION — His Eminence, Francis Cardinal Spellman, Archbishop of New York, made the first donation to the fund for the survivors of 12 New York City firefighters, killed in the line-of-duty last week. Accepting the \$12,000 check, left, is Robert O. Lowery, Fire Commissioner.

Fund Set For Kin Of Dead Firemen

Francis Cardinal Spellman, Archbishop of New York, last week opened the fund-raising drive for the surviving families of the 12 New York City firefighters killed in a building collapse while extinguishing a fifth alarm fire in the Madison Square district.

The Cardinal presented his personal check for \$12,000 to Fire Commissioner Robert O. Lowery to aid the victims' families.

Civil service organizations, private industry and individuals are joining in the campaign to raise funds to help the 12 widows and their children — 37 in all.

Contributions, in the form of checks or money orders, can be made payable to Dependents' Fund, 22nd Street Fire, 1966 and mailed to Commissioner Lowery, Fire Headquarters, Municipal Building, New York, N.Y. 10007.

Vet. Probation Officers Honored By State Oct. 25

ALBANY—Veteran probation administrators and officers from all parts of the State will be honored at Rochester on Oct. 25 at a dinner meeting of the 58th annual State Conference on Probation, at which Paul D. McGinnis, State commissioner of correction, will present awards to them for service ranging from 20 to 40 years.

About 300 probation workers are expected to attend the conference which is being held Oct. 23-26 at the Sheraton Hotel and Motor Inn under the auspices of the State Probation Commission and the Division of Probation, State Department of Correction.

Robert R. Douglass, counsel to Governor Nelson A. Rockefeller, will be the guest speaker.

1966 Probation service awards will be given to:

Leland S. Hoyt, Broome County; Marshall B. Stoutenburgh, Delaware County; Howard A. George,

Erie County; Nicholas G. Figlow, Genesee County; Esther S. Whall, Monroe County; B. Lacy Conroy, Monroe County; Louis J. Milone, Nassau County; Raymond P. Rogers, Newburgh County; Evelyn I. Heitz, Orange County; Joseph J. Fox, Oswego County; Mrs. Ella J. Duda, Rockland County; John A. Mulholland, Rockland County; Roy A. Kahn, Suffolk County; Amedeo W. Talano, Westchester County; Raymond C. Reiger, Westchester County; Ernest A. Salvatore, Westchester County.

NYS Division of Probation—Francis J. Murati.

Supreme Court, 1st Judicial District: Helmer O. Olsen, Edward

AUDREY HEPBURN

PETER O'TOOLE

20
WILLIAM W. WELLS

HOW TO STEAL A MILLION

AT THESE THEATRES:

MANHATTAN LIBERTY 42ND ST.	UNION SQUARE	UNION SQUARE	UNION SQUARE
ORPHEUM	PROSPECT FLUSHING	TRINITY	UNION SQUARE
ORPHEUM	TRINITY	UNION SQUARE	UNION SQUARE
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CIVIL SERVICE LEADER
America's Leading Weekly
for Public Employees
LEADER PUBLICATIONS, INC.

97 Duane St., New York, N.Y. 1007
Telephone: 212-REKMAN 3-6010
Published Each Tuesday
at 230 Lafayette St.,
Bridgeport, Conn.

Entered as second-class matter and
second-class postage paid, October 3,
1939 at the post office at Bridgeport,
Conn., under the Act of March 3, 1879.
Member of Audit Bureau of Circulations.

Subscription Price \$5.00 Per Year
Individual Copies, 10c



MEETING — At a recent meeting of the East Hudson Parkway Authority chapter of the Civil Service Employees Assn., president James J. Lennon made a point to fellow members Joseph Le Pore, left; Elton Smalley, seated right; and New York Southern Conference President Issy Tessler, seated center. Plans were being made to push for more benefits for Authority employees at the Delegates meeting held in Buffalo recently.

Erie CSEA Prods County On Wages

(From Leader Correspondent)

BUFFALO — Erie Chapter, Civil Service Employees Assn., reminded the Erie County Board of Supervisors that the Board has a CSEA-sponsored plan calling for a 13% pay increase for county workers.

Chapter President Neil V. Cummings sent a formal letter to the Board this week after Erie County Executive Edward Rath recommended a formal survey of Erie County's salary structure.

Rath said Barrington & Co. should be retained for the survey.

Okay With CSEA

"If a salary survey will assist in granting an equitable pay adjustment for county employees," Cummings said, "we are in favor of it."

He also told the Board of Supervisors that the survey should be completed "in sufficient time to effect the increases by January 1, 1967."

The CSEA request, now under consideration by the Finance Committee, also calls for full payment of Blue Cross and Blue Shield hospital insurance, full payment of retirement costs and longevity increases after 15 and 25 years of service.

"Our 4,000 members," Cummings told Rath, "appreciate your efforts to eliminate the current wage inequities and look forward to your continued cooperation with us in ameliorating this situation."

5-Day Mardi Gras Trip To New Orleans

A five-day carnival trip to New Orleans at Mardi Gras is being offered to members of the Civil Service Employees Assn. for the first time with a program that ranges from a Mississippi River boat ride to a gala Mardi Gras ball.

Other features included in the total price of \$265 are breakfast at Brennan's French Restaurant and dinner at the Mardi Gras ball; hotel rooms, sightseeing, reserved seats for the major parades and round trip jet transportation.

This tour is open to CSEA members, their families and friends. Space is limited and immediate application should be made by writing to Mrs. Julia Duffy, P.O. Box 43, Brentwood, L.I.

Buffalo Names Miss Rosenkranz Top Career Woman

BUFFALO—Celeste Rosenkranz, long active in the Civil Service Employees Assn., won new honors this week in the Buffalo business community.

Miss Rosenkranz was named one of the city's most successful career women Sunday, Oct. 16 by the Buffalo Business and Professional Women's Club.

She was cited at a punch party that launched the Buffalo celebration of National Business Women's Week.

"Outstanding Example"

Miss Rosenkranz, said Mrs. Joseph V. Rybicki, president of the Buffalo Business and Professional Women's Club, is "an outstanding example" of the superior caliber of employed women across the nation.

A CSEA member for more than 20 years, Miss Rosenkranz is a New York State employment specialist and works now at the Buffalo Youth Opportunity Center, 119 W. Chippewa St.

She is a past president of Buffalo chapter, CSEA, a past president of the Western New York CSEA Conference and, on the state level, is a statewide CSEA education chairman.

Levitt Says Yes

ALBANY — Can a county pay travel costs for applicants seeking county positions?

State Comptroller Arthur Levitt says yes, if the county board of supervisors authorizes the expense payments for applicants being called in for personnel interviews.

Hornbeck Appointed

ALBANY—Lyle W. Hornbeck of Syracuse has been reappointed to a new term on the Ohio River Valley Water Sanitation Commission.

Suffolk CSEA Supports Candidate List; Nassau Withholds Endorsements

(From Leader Correspondent)

Suffolk County chapter of the Civil Service Employees Assn. has endorsed a full slate of State Senate and Assembly candidates "who most closely reflect what we in Civil Service believe in," according to Thomas Dobbs, chapter president.

It was believed to be the first time in many years that any CSEA chapter endorsed a candidate.

Meanwhile, the Long Island Conference, CSEA, was polling all Nassau and Suffolk candidates for their views on key objectives of the Association.

The Nassau chapter of CSEA, however, decided against making any endorsements after interviewing the candidates. Chapter president Irving Flaumenbaum said the chapter's newly-formed political action committee found all candidates reasonably in agreement with CSEA objectives with the exception of officials of the Liberal Party, who expressed support for a right to strike position.

The Suffolk chapter's 20-member political action committee made its selections on the basis of answers given to ten questions. The committee members did not know the identity of the candi-

dates who gave the answers until after the selection was made. All turned out to be Republicans.

Given The Nod

Those endorsed were: For State Senate—Leon Guiffreda, in the first district, and Bernard Smith in the second;

For State Assembly—in districts one through six, in that order, Perry Duryea, Peter Costigan, Joseph DeLizio, Prescott B. Huntington, William Burns, and John McCarthy.

Dobbs said some candidates of other parties did not appear because their party headquarters did not relay to them the invitation to an interview, but that those endorsed all scored well.

All favored adoption of the Taylor Bill to replace the Condon-Wadlin Act, and opposed the Rosetti Bill. The chapter required support of the Taylor Bill for endorsement plus an over-all rating of seventy per cent.

Candidates were also asked their attitudes toward collective bargaining, the automatic cost-of-living adjustment, and dated classification and benefits and whether they would support and sponsor legislation sought by CSEA.

Dobbs commented on the action: "People have taken for

granted that this was going to happen sooner or later. The sleeping giant of Civil Service is awakening." Dobbs said the chapter plans to endorse candidates in town, village, and school district elections as well.

Julia Duffy, first vice-president of the Long Island Conference and chairman of its political action committee, said the replies of candidates to three questions posed by the conference were expected to be available next week.

Oneida Invites The Candidates

UTICA — An invitational "candidate night" for all area political aspirants has been scheduled for 8 p.m., Nov. 2, in the PLAV Hall.

Roger F. Solimando, president of the Oneida County chapter of the New York State Civil Service Employees Assn., said the 1,300-member county chapter is sponsoring the event in an effort "to meet all local candidates" up for election Nov. 8.

Solimando recently returned from a weekend convention in Buffalo, where he and six other county delegates attended the 56th annual state-wide CSEA meeting.

Other county delegates who attended the convention are Samuel Borelly, resident of the CSEA's Central New York workshop conference; Louis Eddy, Jean Coluzzi, Mrs. Mary Leonard, Vincenza Gigliotti and Miss Josephine Manz.

About 1,000 delegates attended the convention. Governor Nelson Rockefeller and his Democratic opponent, Frank O'Connor, addressed the gathering.

NYC Chapter, CSEA Meets; Honor Shemin

The October post-convention meeting of the New York City chapter, Civil Service Employees Assn. was held last week at Gassners Restaurant in Manhattan. The business part of the meeting, after dinner, centered around a report by Sol Bendet, at the request of chapter President Seymour Shapiro, on the salary and retirement resolutions agreed upon at the recent Buffalo convention.

Honored guest of the evening was Henry Shemin, New York City Labor Commissioner and long active member of the CSEA. After Shemin's remarks to the chapter, in which he expressed his appreciation for the honor and a warmth for his old associates, a resolution was enthusiastically and unanimously approved declaring the Commissioner an outstanding friend of the CSEA and government employees everywhere.

Another resolution was unanimously approved by the membership calling for a chapter donation of 100 to the City-wide fund for the twelve New York City firemen killed in last week's tragic blaze.

Speaking of the salary resolution passed in Buffalo two weeks ago, Bendet, the chairman of the CSEA's salary committee, explained the rationale behind asking for an upward reallocation of two grades rather than an outright salary increase. He explained that such a move would take the onus of an inflationary proposal from the Association's salary request. If the two-grad step-up is approved it would not in any way cancel reallocation requests already pending, it was emphasized.

Shapiro announced that preliminary plans were being made for the chapter to sponsor a Spring workshop.

Planning Aides Meet In Ellenville

ALBANY—More than 400 state and local planning officials met in Ellenville Oct. 22-25. The conference was held at the Nevele Country Club.

At the first session, Ronald B. Peterson, director of the State Office of Planning Coordination, spoke on the role of the state in planning.

Pay Raise 'In The Wind' For Monroe County Aides

(From Leader Correspondent)

ROCHESTER — A general salary increase for Monroe County employees of as much as seven per cent is "in the wind," County Manager Gordon A. Howe said this week.

Howe, in the process of preparing the 1967 county budget, could not say definitely whether he would request the Board of Supervisors to approve a salary increase. But he said it looked like one would be necessary to meet increases in the cost of living.

Late last year, the board voted a seven per cent increase for county employees for 1966. The increase, costing an estimated \$1.5 million, was recommended by the Bureau of Municipal Research after analyzing wage and salary trends in public and private sectors of the economy from 1963 to 1965.

4% Last Time

The City of Rochester granted

a four per cent increase to employees up to salary bracket 18 (\$8,632). The increase was less than four per cent for those above that bracket.

The Monroe County chapter of the Civil Service Employees Assn. represents more than 70 per cent of the 3,400 permanent employees of Monroe County.

One source of additional county revenue this year is the sales tax, which is producing \$35 to \$37 million this year, a good deal more than budgeted.

County officials have predicted a general surplus this year from \$500,000 to \$1.5 million. This, too, would benefit the 1967 budget.

U.S. Service News Items

Transit Walkout Figures In Federal Strike Talk

There is lots of talk around Federal employee circles lately about the possibility of work-stoppages among sections of the Federal work force in coming years. And wherever this talk is heard it is usually accompanied by some reference to last winter's New York City transit strike. The walkout by the City's subway personnel appears to be the handiest reference of justification for what some regard as "anarchist"

rumblings in the Federal employees' ranks.

A few weeks ago James C. O'Brien, the director of personnel of the Department of Health, Education and Welfare made a speech to a group of Federal employees in which he stated that "some kind of official approval of employees work stoppage . . . in areas where and in situations not too closely tied to the nation . . . loomed as a large possibility in the near future."

No mention was made as to who would determine who was or was not closely tied to the national welfare in Federal service.

At any rate, the seed which could sprout a vital issue extending beyond a private matter between employees and administration seems to have been planted. What discussion is going on now does not mention the breaking of any anti-strike laws in existence. Many feel, however, that the precedent of the City's transit strike and the growing discontent among Federal employees over what seems to them like a total disregard for the concept of comparability in rewarding Federal pay

Safety Inspector

Applications for jobs as safety inspector with the Bureau of Motor Carriers of the Interstate Commerce Commission are being accepted on a continual basis by the United States Civil Service Commission. Positions are located in various cities of the United States.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Interstate Commerce Commission, Washington, D.C. and refer to announcement number 320 B.

raises, has alerted congressional legislators to an approaching collision of interests, setting the stage for new legislation.

Outspoken individuals who have previously been adamant in their disapproval of Federal strike talk are now looking at the situation from another angle and are beginning to offer ideas which may conciliate all parties. In any case, the word strike is being heard in many halls whose walls would previously not bear its clandestine inscription in crayon.

Where to Apply For Public Jobs

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

CITY

NEW YORK CITY—The 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 as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 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

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

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, 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 6 p.m., Monday through Friday. Also open Saturdays. Telephone 264-3311, 9 A.M.-1 P.M.

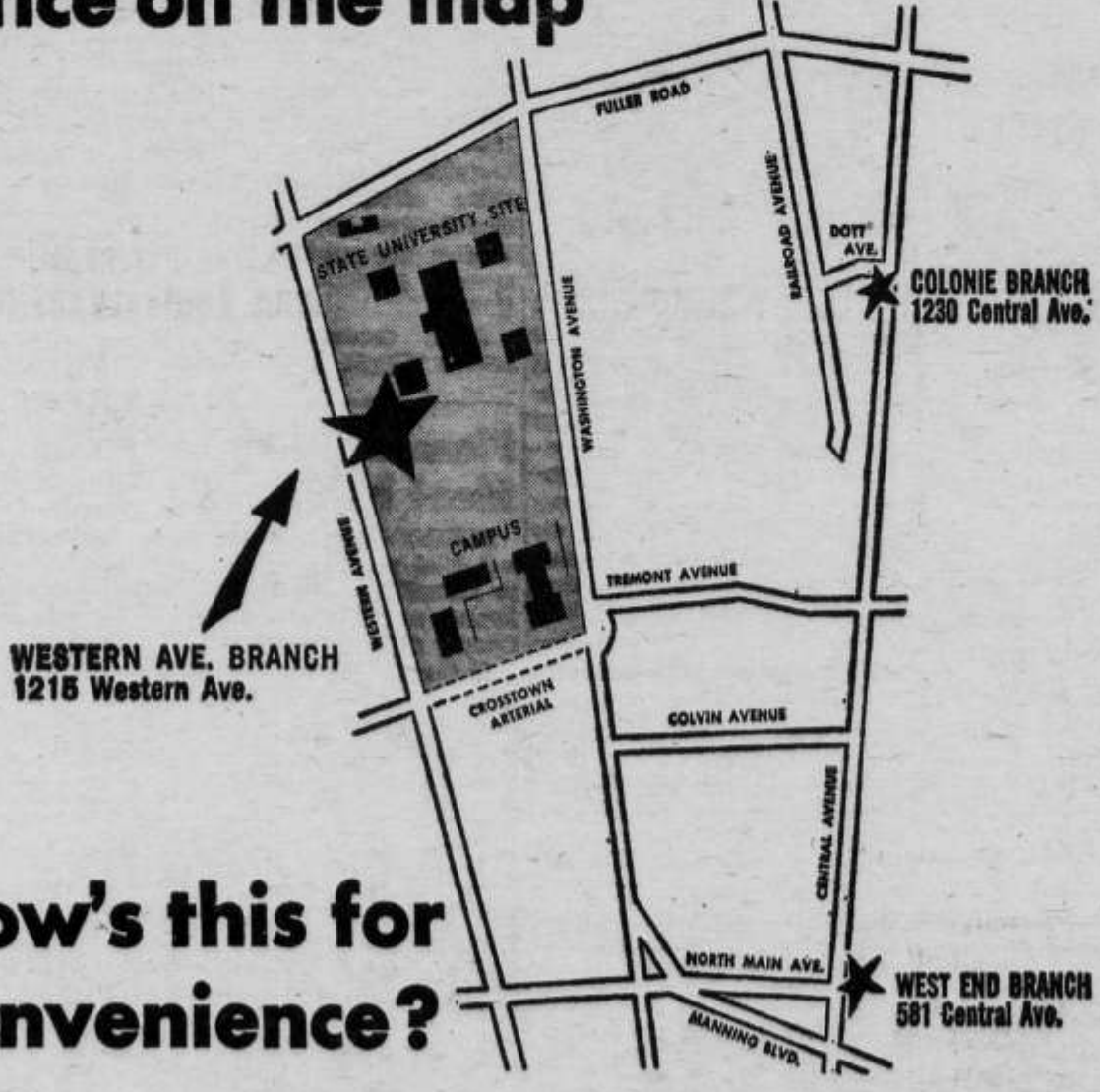
Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application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

Good News For People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising how they can complete their education at home in spare time. Information explains how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. According to government reports

high school graduates earn on the average \$75,000 more in their lifetime (from \$25 to \$50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School booklet and free lesson today. American School, Dept. 9AP-80, 130 W. 42nd St., New York 36, N.Y. (or phone BRyant 9-2604).

We've put another First Trust office on the map



How's this for convenience?

Everybody we've talked to thinks it's an ideal location. Of course, there's more to convenience than a good location. Full service banking, for instance. And our new Western Avenue Office has that, too. It means a lot to people who like to do all their banking

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THE JOHNSTOWN OFFICE:
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Open Fri. eve. 6 to 8 P.M.



Cashier, Housing Teller Exam Filing Set To Open In New York City Nov. 2

A high school education or a high school equivalency diploma and one year of experience in handling large sums of money are sufficient qualifications for candidates for cashier and housing teller examinations which will open for filing on Nov. 2, according to tentative plans of the New York City Personnel Dept. Both jobs pay from \$4,550 to \$5,990 a year.

This examination will remain open for filing until Nov. 22 at the Department's application section, 49 Thomas St., N.Y., N.Y. 10013.

Cashiers accept, account for and have custody of cash and checks received for the payment of taxes and assessments or charges. They operate coin machines, cash registers or window posting bookkeeping machines.

Housing tellers collect rent and tenant charges, make bank deposits, post rent and charges, make trial balances and maintain other records. In addition, they operate window posting machines and other machines. Typing may also be required in some assignments.

The written examination counts for the entire mark on the eligible list with a 70 per cent passing mark required.

For further information and applications, contact the department at 49 Thomas St., N.Y.C. or call 566-8700.

Applications are also available at all branches of the public library systems in New York City and in Mount Vernon, New Rochelle, White Plains and Yonkers.

Fingerprint Technician Trainees

Fingerprint technician trainee opportunities are now being offered by the New York City Department of Personnel.

Filing for these positions will open on Nov. 2, according to tentative plans of the department, and will close on Nov. 22.

Salary for this position starts at \$3,750 a year with one increase to \$4,000 after one year. After 18 months in the title, employees will be automatically promoted to the title of fingerprint technician in salary grade 10 at salaries of from \$4,550 to \$5,990 a year.

Minimum requirement for this position is high school graduation or a high school equivalency diploma. This requirement must be met by the final date for acceptance of applications.

Under close supervision, trainees are trained in and perform beginning level work in the tasks performed by a fingerprint technician and related work.

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

Putnam County Has Account Clerk Jobs

Putnam County is accepting applications until Nov. 4 for a Dec. 3 examination for account clerk. The salary is \$3,650 to \$4,570 a year.

For further information and applications, contact the Putnam County Civil Service Commission Office Room 210—County Bldg., Carmel, N.Y.

State Computer Programmer Exam

New York State is accepting applications on a continuous basis for the position of computer programmer which pays from \$6,675 to \$8,135 a year.

For further information contact the State Department of Civil Service, the State Campus, Albany and refer to the examination numbers 27-100.

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 offices.



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Key Punch And Verifier Operating Instructors Sought

Applications for the positions of key punch and verifier operating instructor are being accepted on a continuous basis by the Manpower Development Training Program.

Applicants for this job, which pays \$8 per hour, must have had nine or more years of full-time paid experience in this field and hold a high school diploma.

These are full-time day positions. Send resumes of experience and education to Manpower Development Training Program, 110 Livingston Street, Room 814, Department "P" Brooklyn, N.Y. 11201.

Civilian Jobs In Variety Of Fields Offered By Army

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

Openings exist in the following fields: clerk-typist, sound recording equipment specialist, film searcher, clerk - stenographer, sound recordist, film inspector, photographer (motion picture), writer (motion picture and TV), film editor, photographer equipment repairer, assistant director, director, and illustrator.

For further information write the Commanding Officer, Army Pictorial Center, 35-11 35th Avenue, Long Island City, New York 11106 or phone 937-0600, ext. 588.

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Published every Tuesday by
LEADER PUBLICATIONS, INC.

97 Duane Street, New York, N.Y.-10007

212-8Eckman 3-4010

Jerry Finkelstein, Publisher

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Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, OCTOBER 25, 1966

Drop The Charges

AS of Leader press time, the City Labor Department was continuing its adamant stand against allowing an election for representation of supervisors in the New York City Welfare Department and persisting in its folly of pressing charges against 22 members of the Social Service Employees Union who staged a sit-in to protest the lack of an election.

The supervisory election was cancelled on the grounds that the hundreds of persons who signed the SSEU petition for such an election did not know for whom they were signing. The SSEU sit-ins were protesting the narrowness of the ruling and calling for the democratic right to hold an election—and with plenty of evidence that the election was wanted.

It is one thing for the Labor Department to cancel an election. It is another thing to cancel the democratic right to protest. These charges must be dropped at once.

A Good Start

A legislative program affecting public employees in both State and local governments has been adopted by the Civil Service Employees Assn. and the complexity of the proposals that make up the program show that civil service thinking is off to a good start for 1967.

CSEA will carry to the new Legislature some practical plans for increasing wages everywhere in public employment to protect workers against inflation; will bring some new ideas to the strengthening of the Merit System and will present new approaches to the search for an equitable labor relations program in the State.

Through long hours of committee work and open debate in sessions held around the State, the Employees Association delegates attending their recent annual meeting were able to round out their goals for next year with full knowledge of the needs of public employees in towns, villages, counties and in the State. Such homework lends hope that 1967 can be the best year yet for improving the desirability of public employment and insuring a better future for all those affected.



SOCIAL SECURITY Questions and Answers

"Is the disability work requirement the same for everyone?"

Generally speaking, the work requirement is the same for everyone; however, if your disability is "blindness" you may qualify with less than 20 quarters (five years). If you become totally blind before age 31, you need credit for only one year of work for every two years after age 21 and before you became disabled by reason of blindness, except that you must have a minimum of 1½ years' work.

Who is considered disabled?
A person is considered disabled

if he has a mental or physical condition which prevents him from doing any substantial gainful work, and the condition is expected to last (or has lasted) for at least 12 months, or is expected to result in death.

"If I take widow's benefits at age 60 will benefits on my own account at age 65 be affected?"

Yes. Ordinarily your own benefit at 65 would not be reduced. If you had previously received reduced widow's benefits, the benefits on your own account will be reduced to take account of the benefits you received as a widow.

LETTERS

Letters to the editor must be 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.

Another Unhappy Civil Servant

Editor, The Leader:

The same situation has arisen here at Willard State Hospital in Willard as did at Harlem Valley State Hospital as published in the Sept. 13 Leader.

A group of grade 6 attendants were advanced to grade 7 (senior attendants) before an examination was scheduled. The group that did not pass, unfortunately, or did not take this examination were employed with over twenty-five years of service and had worked the mid-night shift for twenty years or more. We are also members of the Civil Service Employees Assn.

Since the examination we have had this item taken away from us and given to attendants, with but few years of service, who would not work the night shift until they were given this item.

I, too, say this is very unfair and unjust to the employees that have given so many long and faithful years of service.

Around 1943 or 1944, a group of attendants were given a staff attendant's item in the same manner that we were given senior attendant's item, but they were not forced to take the examination and pass it to keep the item. There are staff attendants here that have never taken the examination.

We have had this senior attendants item for approximately a year and a half. We feel it should never have been taken away from us.

We were never informed that we would have to take an examination in the near future to keep this item.

In all fairness, I think this item should be given back to all employees that previously had it and lost it. And that our Civil Service Association should help us get it back.

ANOTHER UNHAPPY CIVIL SERVICE WORKER

Attendants' Raise

Editor, The Leader:

Concerning Senior Attendants. It seems still an unfair situation.

People who passed are entitled to a steady position. Some attendants have worked longer than most, but only in one building, one floor. A lot of reliefs are working every building belonging to the institution, and they are just as entitled to a raise as anyone else. Some of these "old timers" were given provisional items anyway because they can't work any other building or infirmary for all their years of service.

Every one should have been given that raise just for working these hours. It didn't make much difference up here as to who stays in one building and who has to gallop all over at night anyway.

WASSAIC STATE SCHOOL

Farkas Is Named As Commissioner

ALBANY—Howard Farkas of Cold Spring has been named a commissioner of the State Insurance Fund. He succeeds Dr. Gordon J. Steiner, who died last June.

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.")

Reclassification Plan

THE EMBROILMENT in litigation of the Administrative Board of the Judicial Conference arising from the reclassification of non-judicial employees of the Court structure makes an analysis of the 1958 opinion of the Court of Appeals in *Mandle v. Brown* pertinent today.

LEROY MANDLE brought an Article 78 proceeding in his capacity as a citizen alleging that the reclassification without competitive examination of 46 Grade 4 Attorneys in the Office of the Corporation Counsel of the City of New York constituted an illegal promotion. The petitioner, a Tax Counsel Grade 4, and 90 other Grade 4 Attorneys were reclassified as Attorney. The reclassifications he sought to nullify were of 46 other Grade 4 Attorneys as Senior Attorney, Supervising Attorney or Principal Attorney.

THE RECLASSIFICATION, comparable to the Administrative Board's mammoth task in reclassifying employees of the Unified Court System, originated in 1950 when Mayor O'Dwyer named a committee on management survey to study the City's Civil Service structure. The Mayor's Committee proposed a Career and Salary Plan. The plan was approved by the Board of Estimate which resolved that salaries should not be reduced nor should rights or status be impaired by adoption of the plan. Similar preservation of the status and right applies to the procedures of the present Administrative Board.

PETITIONER MANDLE did not attack the Career and Salary Plan. His attack was upon the administration of the plan in a way that resulted in promotions which violated the constitutional mandate that promotions be made on the basis of competitive examination.

MANDLE ARGUED that the duties of Tax Counsel were lower in importance and responsibility than those of Senior Attorney, Supervising Attorney and Principal Attorney. However, the Court found that the duties even of the new title of Attorney, including supervisory functions, were higher than those of Tax Counsel. At the same time, the Court stressed that the reclassification was in conformity with work actually and validly performed by Grade 4 Attorneys.

THE PURPOSE of the reclassification under the Career and Salary Plan was to reward employees for work actually being performed. The petitioner urged that if the Attorneys assigned to the higher titles were doing the work specified for those titles prior to reclassification, they were engaged in out-of-title work. The illegal imposition of out-of-title work cannot be legalized by reclassification.

AS THE COURT of Appeals observed, reclassification based upon work validly performed does not constitute a promotion. Moreover, the former Grade 4 Attorneys could be granted higher salaries without illegal promotion because their original appointments were in an unlimited salary grade.

THE GRADE 4 Attorneys filed the highest competitive grade of legal service. As noted, there was no maximum on the salaries they might receive. They were subject to assignment to a variety of legal duties in the Office of the Corporation Counsel. Some excelled others in competence and industry, and some discharged more important responsibilities than others. Reclassification, therefore, naturally resulted in the placing of certain of the attorneys in higher categories than others. If all that was done was the making of assignments of new titles that conformed to the actual, in-title operation of the Corporation Counsel's Office, there was no promotion.

BOTH THE petitioner and the respondents were of the opinion that no triable issue was raised. The Court of Appeals, nevertheless, determined that a triable question was raised as to whether the assignment to the positions of Senior Attorney, Supervising Attorney and Principal Attorney merely recognized as facts as they validly existed prior to reclassification. If it should be determined at the hearing that there was no rational basis for determining that certain reclassified persons had lawfully performed the same duties prior to reclassification, their appointments could be invalidated.

IN REACHING its decision, the Court of Appeals was dealing with a reclassification plan that involved higher compensation for all of the employees affected. There were

(Continued on Page 15)

Part Time Xmas Jobs Available

With the pre-Christmas shopping season fast approaching, City stores will need to increase their normal staff of sales and stock employees. The thousands of vacancies, quickly being filled, offer excellent opportunities for civil service employees to supplement their salaries.

Previous retail experience is desirable for applicants for sales jobs. Applicants for stock jobs should be able to read stock labels or shipping instructions. Apply for these jobs weekdays at the Sales and Merchandising Offices, 16 East 42nd Street in Manhattan.

Broadcast Tech.

Applications for radio broadcast technicians are being accepted continually by the United States Civil Service Commission. Starting salaries for the job range from \$6,115 to \$7,779.

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City Offers \$72 A Week For Typist

Typists are now being sought by various New York City agencies and departments. The salary for this position, starting at \$72 a week, has five annual increments of \$180 each.

There are no formal education or experience requirements for these jobs although candidates must be able to type at least 40 words a minute.

For further information and examination appointments, those interested may contact the nearest government unit of the State

Employment Service. In Manhattan, the telephone number is PL 9-1020; in Brooklyn, the number is JA 2-2428 and in Staten Island, GI 7-2931.

Probation Officer Positions Ready

Applications are being accepted on a continuous basis by the New York State Civil Service Commission for the positions as probation officers. These positions, located throughout the State, have starting salaries as high as \$6,440 a year.

Both college graduates and college seniors may apply for these

jobs, although a B.A. is necessary in order to be appointed.

Written examinations are given periodically and therefore no appeal or review of test papers will be allowed.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, New York City, Buffalo or Syracuse.

U.S. Stenos Are Needed: To \$4,776

Applications for positions as stenographers and typists are being accepted on a con-

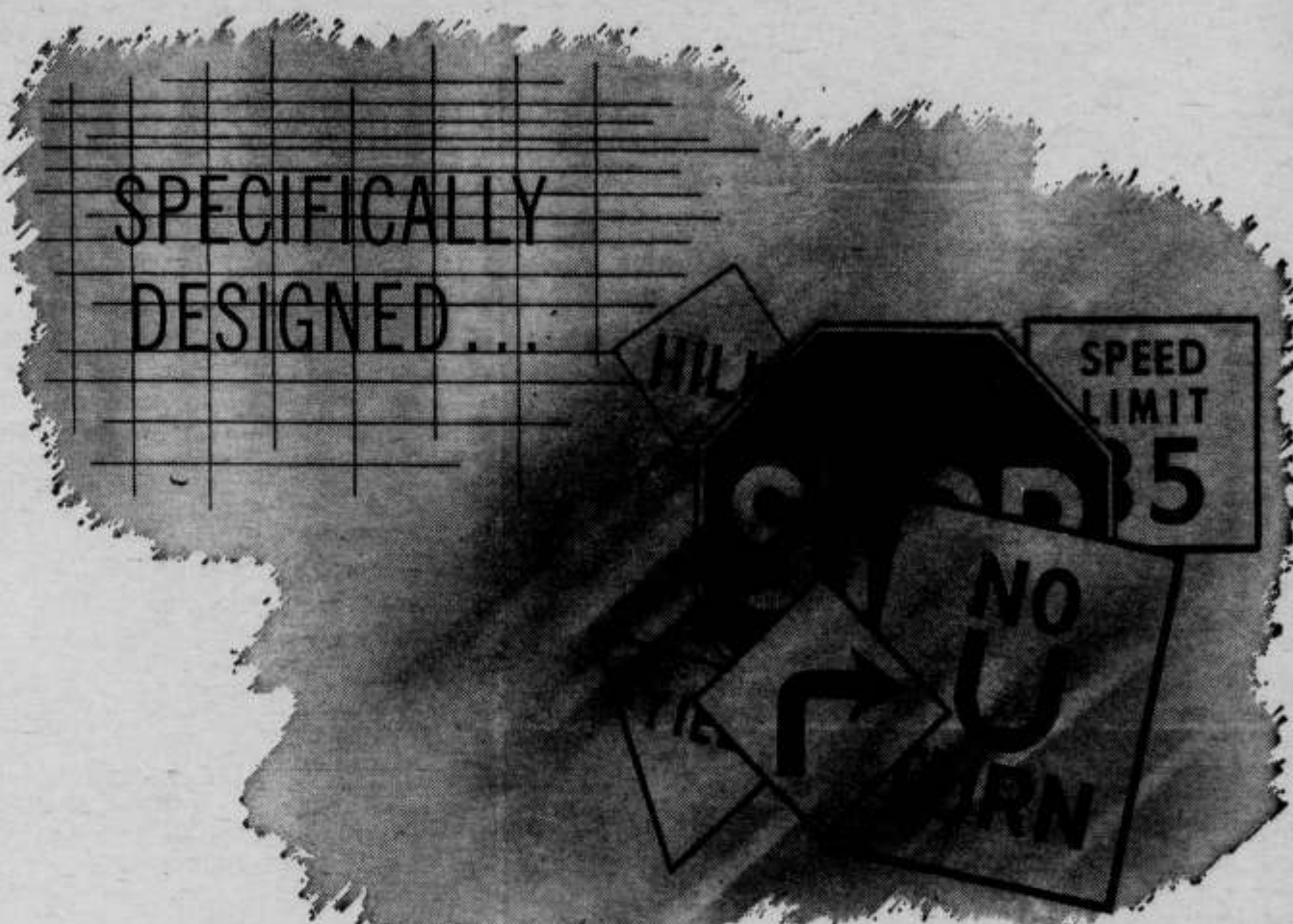
tinuous basis by the United States Civil Service Commission. These jobs are located both in the New York City and Washington, D.C. areas.

Salary ranges are \$3,925 to \$4,269 per year for typists and \$4,269 to \$4,776 for stenographers.

Graduation from high school is a requirement. From six months to one year of experience is also required.

For further information and applications, contact the Office of the U.S. Civil Service Commission, 220 East 42 St., N.Y. City.

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



Traffic Signs

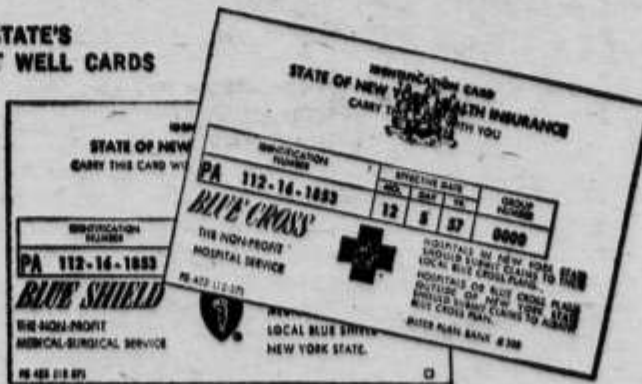
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CAMERA REPORT ON CSEA DELEGATES' MEETING IN BUFFALO



SOME 1,000 delegates representing more than 140,000 State, county and municipal employees who are members of the Civil Service Employees Assn. met in Buffalo this month to stamp out a new legislative program for 1967. They gave approval to a series of

resolutions that are designed to raise wages of State and local government workers, improve retirement benefits for public employees, lend more muscle to the Merit System and create a modern, formal labor relations program that will replace the Condon-Wadlin anti-strike

law. The business session of the delegates was visited by two contenders for the gubernatorial race of next month — Nelson A. Rockefeller, seen at top center, seeking re-election on the GOP ticket and Democrat Frank D. O'Connor, bottom center. The Employees As-

sociation convention voted for a restructuring of the State salary grade system and called for a two-grade pay increase for all State aides. Delegates also approved action to gain a guaranteed, half pay retirement system after 30 years' service for all local government workers.

Compensation Examiners; \$4,725 Up

New York State needs assistant workmen's compensation examiners to fill vacancies throughout the State, with special opportunities in New York City for Spanish and Italian speaking candidates. Applications will be accepted until Nov. 11 for the Dec. 10 examinations.

The job, which pays \$4,725-\$5,855 in five annual increases, in-

volves examining and evaluating disability claims. Applicants should be high school graduates or hold an equivalency diploma. However, business experience or military service may be substituted for high school on a year-for-year basis.

For further information, write to Recruitment Unit 309, New York State Department of Civil Service, State Campus, Albany, New York 12226.

V.A. Has Jobs For Psychologists Now

A counseling psychologist is needed at the Brooklyn-New York Veterans Administration Regional

Office, 252 Seventh Ave., New York City.

The position is either Grade GS-11 paying from \$9,221 to \$12,056 per year or Grade GS-12 from \$10,927 to \$14,338 per year. The GS-11 job calls for 60 semester hours of graduate credit in psychology plus two years of personal adjustment or rehabilitation counseling experience. The GS-12 title calls for three years of such experience.

Further information may be secured by contacting Mrs. Henriette S. Shlrpser, telephone 212-620-8535.

REMEMBER, A 30-year old firefighter was killed recently while responding on a false alarm!

Westchester Offers Institution Education Coordinator Jobs

Applications are being received through Nov. 4, for civil service examination, for positions in the Westchester County Service, of institutional education coordinator with a salary range of \$9,160 to \$11,760 and for assistant residence supervisor with a salary range of \$4,300 to \$5,500. Both positions are at Grasslands Hospital.

The exams will be held on Dec. 10. Candidates must have been legal residents of Westchester County for at least four months

prior to the date of the written test.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

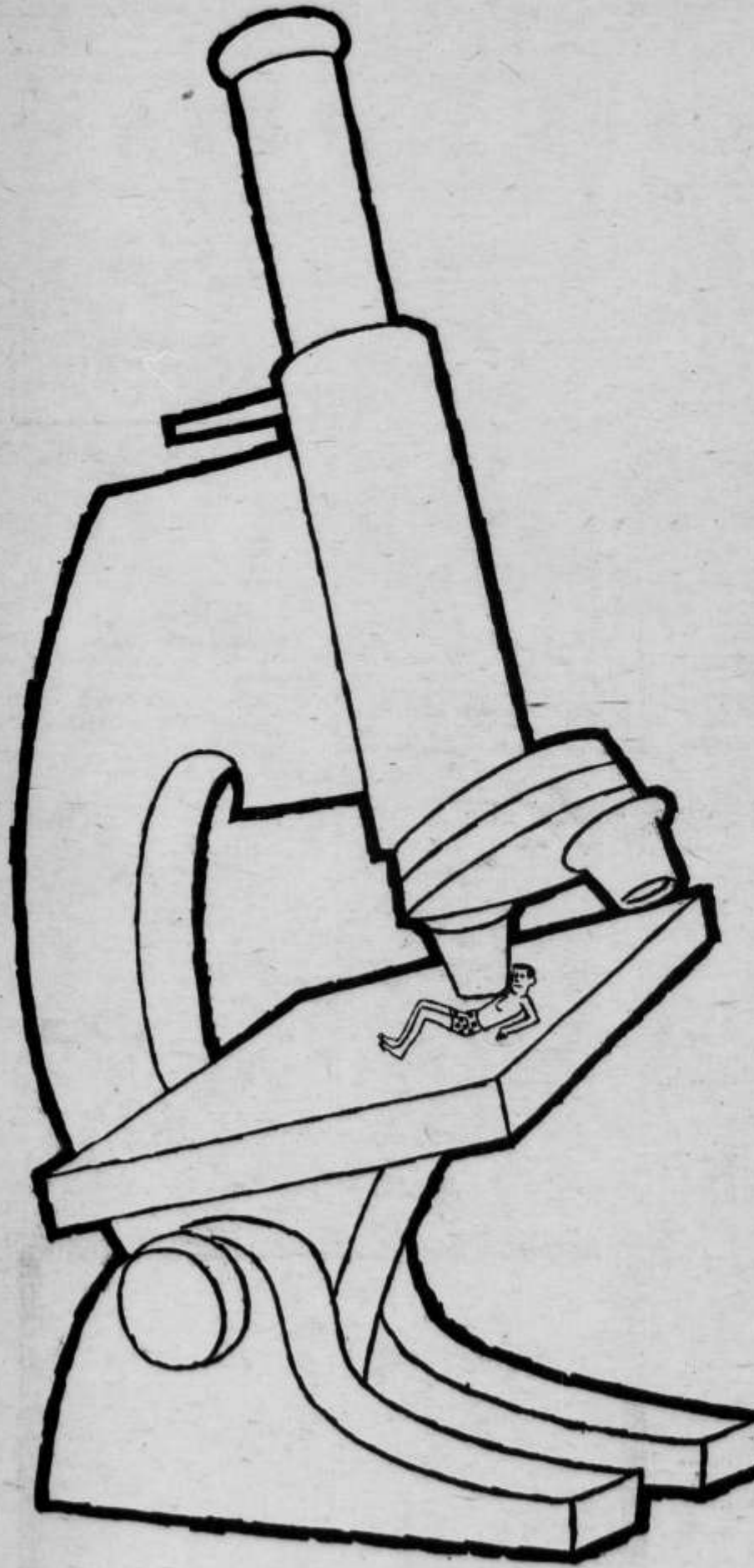
Stationary Engrs. Sought In Nassau

The Nassau County Civil Service Commission is accepting applications until Oct. 31 for the Nov. 19 examination for stationary engineer. These positions, now open in the Office of Administrative Services, have a salary range of \$5,708 to \$7,297, after six years.

Candidates must have been legal residents of Nassau County for at least one year prior to the exam date.

For further information and applications, contact the Civil Service Commission, 140 Old Country Road, Mineola, N.Y. 11501.

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Summer Jobs For Sanitary Aides; \$95

The New York State Department of Health is seeking camp sanitary aides to fill seasonal positions in various district offices. These positions, paying \$95 a week, may begin in late May or in June and last through August or September. Applications for the Dec. 3 examinations will be accepted until Oct. 31.

Candidates must have a valid New York State driver's license and must meet one of the following requirements. They must have one year's experience as a sanitary inspector or investigator, or a

high school diploma and six months experience in one of the above positions, or one year of college level schooling, or a satisfactory equivalent combination of training and experience.

For further information, contact the State Department of Civil Service, 1220 Washington Ave., Albany, N.Y. 12226, or Room 1100, 270 Broadway, N.Y., N.Y. 10007.

Filing Now Open For Promotion To Sr. Psychologist

Psychologists who have had at least six months' experience in City departments are

eligible to take a Jan. 30 promotion examination to senior psychologist.

Filing for this position will continue until Oct. 25 at the Applications Section of the Personnel Department, 49 Thomas St., N.Y., N.Y. 10013.

Tests for this \$9,000 to \$11,000 position will include questions on supervision and training of subordinates, psychological diagnosis and diagnostic instruments, psychotherapy, psychological dynamics, psychopathology, research and statistics and related subjects. The oral examination will be based on judgement, speech and manner.

For further information, contact the Personnel Department, or call 566-8700.

Use Zip Codes—It's faster that way.

Federal Govt. Need Nurses

The United States Government is accepting—on a continual basis—applications for a wide variety of nursing positions.

Nurses, clinical nurse, operating room nurse, psychiatric nurse, supervisory clinical nurse and occupational health nurse are some of the positions available. The jobs have starting salaries which range from \$4,641 to \$6,269, with many openings in the New York area.

All applicants must have active, current registration as a professional nurse in a State, the District of Columbia, Puerto Rico or a territory of the United States.

Recent graduates of professional nursing schools may be appointed, pending attainment of State registration within six months after appointment.

For further information, contact the Interagency Board of U.S. Civil Service Examiner, Greater New York City Area, 220 East 42nd Street, New York City 10017.

Faster Treatment

With better medical treatment developed through medical research, the Veterans Administration continues to care for more veterans each year with no increase in the number of VA hospital beds.

◆ REAL ESTATE VALUES ◆

LEGAL NOTICES

CITATION.—File No. 6517, 1966.—THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent. To Oscar His, Frieda Asendorf, Elly Hofmann, Egon Hofmann,

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 404 in the Hall of Records in the County of New York, on November 22nd, 1966, at 10:00 A.M., why a certain writing dated July 19, 1966, which has been offered for probate by Christoph Augustin, residing at 30-14 87th Street, Jackson Heights, New York should not be probated as the last Will and Testament, relating to real and personal property, of Paula Ebeling, Deceased, who was at the time of her death a resident of 320 East 83rd Street, in the County of New York, New York. Dated, Attested and Sealed,

October 11, 1966.
HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County,
Philip A. Donahue, Clerk.

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the General Assignment for the Benefit of Creditors of: SUPREME MOTOR CORP., Assignor, to GABRIEL S. RAYE, Assignee.

TO THE CREDITORS OF THE ABOVE ASSIGNOR:
PLEASE TAKE NOTICE that pursuant to an order of HON. OWEN M. GIVERN, a Justice of this Court, all creditors of this estate are required to file duly verified claims, with vouchers attached, against the above assignor, formerly doing business at 565 East Fordham Road, Bronx, New York, with the undersigned assignee, on or before the 1st day of December, 1966.

Dated: New York, New York
October 19th, 1966

GABRIEL S. RAYE
Assignee
Office & P.O. Address
34 West 34th Street
New York, New York

KRONISH, DRESNER & BENLE
Attorneys for Assignee
Office and P.O. Address
23 East 28th Street
New York, New York 10010

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: Arituri Kosonen, Ilmari Laine, Frank E. Campbell "The Funeral Church," Inc., Constal General of Finland, and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Carl Nurmi, also known as Kalle Nurminen, deceased, if living and if dead, to the executor, 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 Carl Nurmi, also known as Kalle Nurminen, 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 Carl Nurmi, also known as Kalle Nurminen, deceased, who at the time of his death was a resident of 244 East 77th 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 December, 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 be hereunto affixed.

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

PHILIP A. DONAHUE,
Clerk of the Surrogate's Court.

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INCOME property, West Bronx, Duplex; 4 large apts. House adjoining 3 garden lots, BOX 990, C.S.L., 97 Duane St., N.Y. 7, N.Y., or call (516) MA 7-2431 after 6 P.M.

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CENTER of Walton Village, 6 rooms, large back yard, excellent farmace, BOX 901, C.S.L., 97 Duane St., N.Y.

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159-12 Hillside Ave. JAMAICA (Open 7 Days, 9:30-8:30)

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150-05 Hillside Ave., Jamaica. (open 7 days including SAT. & SUN. 9 to 8:30)

LAURELTON VIC - \$16,990. A little castle in brick & stone. Exquisite condition. Large rms, fin. basement, garage. \$16,990.

DETACHED BRICK WIDE LINE CAPE Exquisite condition. Vacant & ready for occupancy. 50x100 garden plot. Attached garage. Sumptuous basement, only \$990 cash down.

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BRICK, sprawling Hi-Ranch type. Detached with the following features: sensational streamlined kitchen — 2-tone colored tile bath — exquisite basement — oversized garden lot — garage — 7 rooms — 4 cross-ventilated bedrooms. Immediate possession. FULL PRICE: \$20,800. \$800 DOWN NEEDED by qualified Buyers.

HOLLIS ESTATES

SOLID BRICK from top to bottom! 3 airy bedrooms — huge living room — streamlined modern eat-in kitchen — oversized garage — near subway! \$350 DOWN for QUALIFIED GI's. FHA mortgages also available. FULL PRICE: \$16,050.

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BRONX, FORDHAM (184th St.) 1 family, 7 rooms, 4 bedrms, modern kitchen & bath, Basement, \$1500 down, \$14,500 FEINBERG BROS. 933-1800

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CAMBRIA HEIGHTS \$21,990 TAKE OVER HIGH MORTGAGE This 10 year old brick with 5 large rooms plus rentable basement apartment. Streamlined kitchen, baths & garage. Everything goes. No closing costs. Immediate vacancy!	QUEENS VILLAGE \$22,990 FHA SALE Detached legal 2 family Dutch Colonial — 6 & 5 room apartments. Ultra modern kitchens & baths. Semi-finished basement apt., garage. Many extras.
SPRINGFIELD GDNS. \$21,990 SEPARATION SALE This detached English Tudor bungalow brick 7 large rooms — 3 bedrooms plus rentable basement apartment for income. Modern kitchen & bath. All appliances, garage. Must sell!	HOLLIS GARDENS \$24,990 DIVORCE SALE This 12 year old brick legal 2 family with 5 & 3 room apts.—both available. Finished basement, garage — in a garden setting of Hollis. Selling \$2500 less than market value!

Many other 1 & 2 Family homes available

QUEENS HOME SALES
170-18 Hillside Ave. — Jamaica
Call for Appt. **OL 8-7510** Open Every Day

Plumbing Inspectors Sought In Greenburgh

Applications are being received through Oct. 28 for a civil service examination for the position of assistant plumbing inspector, Town of Greenburgh, with a salary range of \$5,392 to \$6,993.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building White Plains.

Westchester Seeks Assistant Building, Plumbing Inspectors

Applications are being received through Oct. 28 for a building and plumbing inspector in the town of Cortlandt, with an appointment expected at \$5,900. The examination will be held on Dec. 3. Candidates must have been

legal residents of Rockland, Putnam or Westchester County for at least four months immediately preceding the date of the written test. Preference in appointment may be given to legal residents of the Town of Cortlandt for the same length of time.

Further information and applications can be obtained at the Westchester County Personnel Office, Room 700, County Office Building, White Plains.

TRY THIS QUIZ!

DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...



	YES	NO
Out-of-Pocket Expenses for Doctor Visits?	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Bills?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Surgery?	<input type="checkbox"/>	<input type="checkbox"/>
Extra Charges for Specialist Care?	<input type="checkbox"/>	<input type="checkbox"/>
Confusion over panels of participating doctors?	<input type="checkbox"/>	<input type="checkbox"/>
Uncertainty as to services covered in full or in part?	<input type="checkbox"/>	<input type="checkbox"/>
Limitations on Certain Services?	<input type="checkbox"/>	<input type="checkbox"/>
Filling in claim forms?	<input type="checkbox"/>	<input type="checkbox"/>
Discussion of fees or income with the doctor?	<input type="checkbox"/>	<input type="checkbox"/>

If you belong to a medical plan, we suggest you check the above list* against your family's experiences with medical care over the past year or so.

If you can check the "yes" box for every question, you are either an H.I.P. member or you haven't had much need for doctors' services lately.

*In H.I.P.'s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthesia and prescribed drugs and appliances.



HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N. Y. 10022

Stenos — City Pays \$4,000

The government unit of the State Employment Service is accepting applications on a continuous basis for stenographer positions with New York City. Salaries are \$4,000 to start, with jobs open in a variety of City agencies. Examinations are given periodically.

Appointments for the written and practical examination may be made by calling the Government Unit of New York State Employment Service. There are no formal educational requirements for this examination.

For further information, consult the New York City Department of Personnel, 49 Thomas Street, New York, N.Y. or telephone 566-8700.

Language Experts

Applications are being accepted by the United States Civil Service Commission for an examination for foreign language specialists. Successful candidates will work as writers and editors for radio, press and publication media and as radio adapters, announcers and producers.

Writers and editors (grades GS-7 to GS-13) earn from \$4,980 to \$9,890 a year. Radio adapters (grades GS-5 to GS-11) receive \$4,040 to \$7,030 per year. Radio announcers (grades GS-5 to GS-9) have a salary of \$4,040 to \$5,985 a year. Radio producers (grades GS-7 to GS-12) have a salary range of \$4,980 to \$8,330 per year.

Many language specialists are needed to fill these positions. Jobs are open for Spanish, French, Italian, and German (group I languages). Other languages include Eastern European and Mediterranean languages (group II) and Middle Eastern and Oriental languages (group III).

Experience Requirements

Applicants for writer, editor, radio adapter and radio announcer must have had professional foreign language experience in the field for which they are applying. Also, applicants must have a good knowledge of American customs, history, economics, and culture, as well as those of the countries in which their foreign language is spoken, and a good knowledge of the English language.

For further information and applications, contact the U.S. Civil Service Commission, Washington, 25, D.C. or the Board of U.S. Civil Service Examiners, U.S. Information Agency, Washington, D.C.

Police Captain Promotion Examinations Key Answers

Final key answers for Part I of the promotion examinations for captain in the Police Department, housing captain and captain, Transit Police Department have been released by the New York City Civil Service Commission.

The examinations were held on May 21 and the final key includes modifications of the tentative key allowed by the commission.

The final answers are:

Captain (PD)

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

Housing Captain

- 1D; 2B; 3A; 4A; 5D; 6B; 7C; 8B; 9B; 10D; 11*B or C; 12B; 13D; 14C; 15D; 16 B; 17C; 18B; 19A; 20A; 21D; 22D; 23B; 24A; 25B.
- 26B; 27A; 28 B or C; 29 D; 30C; 31B; 32B; 33D; 34C; 35C; 36A; 37C; 38B; 39A; 40D; 41B; 42B; 43A; 44A; 45C; 46C; 47* delete; 48B; 49B; 50C.
- 51B; 52B; 53A; 54C; 55C; 56A; 57A; 58C; 59C; 60A; 61A; 62D; 63C; 64A; 65D; 66A; 67C; 68B; 69D; 70C; 71B; 72C; 73D; 74B; 75E; 76C; 77A; 78D; 79A 80B.

Captain (TAPD)

- 1D; 2B; 3A; 4A; 5D; 6B; 7C; 8B; 9B; 10D; 11*B or C; 12B; 13D; 14C; 15D; 16B; 17C; 18B; 19A; 20A; 21D; 22D; 23B; 24A; 25B.
- 26B; 27A; 28B or C; 29D; 30C; 31B; 32B; 33D; 34C; 35C; 36A; 37C; 38B; 39A; 40D; 41B; 42B; 43A; 44A; 45C; 46C; 47*delete; 48B; 49B; 50C.
- 51B; 52B; 53A; 54C; 55C; 56A; 57A; 58C; 59C; 60A; 61A; 62D; 63C; 64A; 65D; 66A; 67C; 68B; 69D; 70C; 71B; 72C; 73D; 74B; 75E.
- 76C; 77A; 78D; 79A; 80B; 81C;

Plans Examiner Positions Open

Applications are being accepted on a continual basis by the New York City Department of Personnel for an examination for assistant plans examiner (buildings).

Salary in this position to start is \$9,000. A written examination will be given at the time of the filing of applications and lasts approximately four and a half hours.

For further information and ap-

plications contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

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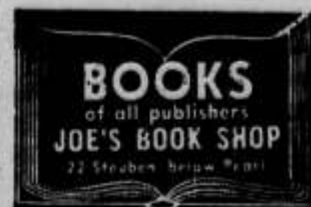
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RE-ELECT

Your Attorney General

LOUIS J. LEFKOWITZ

The People's Lawyer

VOTE 3A

A FRIEND OF THE CIVIL SERVANT SINCE 1928

—As an Assemblyman, he sponsored laws to provide additional allowances for members of City Employees' Retirement System and to revise the pension system for Hunter College teachers—

—As Attorney General he has given innumerable interpretations of law that protected the rights of the civil servant; he personally wrote legislation to improve the State Correction Officers retirement plan and has intervened in a case to prevent the U.S. Internal Revenue Service from taxing State Mental Hygiene Dept. employees on subsistence and maintenance they receive if living on hospital grounds.

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- charity rackets
- home improvement frauds
- fake real estate promoters
- phony stock peddlers
- business cheats

A LEADER IN COMMUNITY AFFAIRS

A MAN OF ACTION

LOUIS J. LEFKOWITZ
VOTE 3A

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\$100 WINNER
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107th ANNIVERSARY

Resolutions Approved By Buffalo Delegates

(Continued from Page 1)

ing the use of the variable minimum, are inadequate to maintain competitiveness in local labor markets throughout the State, and

WHEREAS, the present use of the variable minimum does not affect the salaries of employees above the recruitment rate, thereby causing inequities based on length of service.

NOW THEREFORE BE IT RESOLVED, that the Association sponsor or support legislation to provide that the Director of Classification and Compensation, with the approval of the Budget Director be empowered to make geographic adjustments in the salaries for State positions by approving a percentage differential above the grade to which the positions are allocated in order to maintain competitiveness with area wage and salary conditions.

L-1b SALARY differential for evening and night shift work.

WHEREAS, it is an increasingly common practice outside of State service to provide a salary shift differential for evening and night shift work, and

WHEREAS, many State employees refuse overtime work because of outside employment on an evening or night shift for which premium pay is offered,

NOW THEREFORE BE IT RESOLVED, that the Association sponsor or support legislation that would provide for a significant salary differential for evening and night shift work.

L-1c MAKE permanent 8 per cent legislation contributions in excess of 8 per cent the 1/60th benefit for each year of service, the \$2,000 death benefit at time of retirement, the 3 year death benefit, and the "death gamble".

WHEREAS, the State of New York has, from year to year, extended retirement benefits which have become an integral part of the New York State Retirement System, and

WHEREAS, it is imperative to protect employees at the time of retirement against the ravages of inflation, and

WHEREAS, modern technological advances make it possible for employees to retire at an earlier age,

NOW THEREFORE BE IT RESOLVED, that the Association seek legislation that would provide that the 8 percentage point legislation, the temporary suspension of retirement contributions in excess of the 8 percentage point legislation, the 1/60th benefit for each year of service, the \$2,000 paid-up death benefit at time of retirement, the 3-year death benefit, and the "death gamble" statute be made permanent.

L-1d LUMP sum payment for accumulated unused sick leave credits upon retirement, death, or other separation from State service.

WHEREAS, sick leave represents an accrued benefit earned by employees as a result of good attendance records,

NOW THEREFORE BE IT RESOLVED, that the Association sponsor or support legislation which would provide for a lump sum payment for accumulated unused sick leave credits upon retirement or death.

L-1e ESTABLISH a non-contributory retirement plan guaran-

teeing 1/60th of final average salary for each year of service after August 9, 1936, with no diminution of benefits.

WHEREAS, retirement pension benefits for employees retiring on or after August 19, 1966 are grossly inadequate to maintain a decent standard of living under today's inflationary trend,

NOW THEREFORE BE IT RESOLVED, that the Association seek legislation to establish a non-contributory retirement plan with guaranteed benefits for each member of the State Retirement System equal to 1/60th of final average salary for each year of service, commencing with service began on or after August 19, 1936, with no diminution of present benefits for any members. (It is the intent of this subdivision to include all existing plans.)

L-1f PAID up death benefit equal to 1/30th of final average salary for each year of service, maximum of 30 years at the time of retirement for each year of member service of the State Retirement System, and including all living pensioners.

WHEREAS, the State of New York has now provided for a paid-up death benefit of \$2,000 at the time of retirement for each State employee, and

WHEREAS, last year the Association sought legislation which would provide a paid-up death benefit equal to 1/30th of final average salary up to a maximum of thirty years of service, which would apply to all members of the State Retirement System,

NOW THEREFORE BE IT RESOLVED, that the Association seek legislation which would provide a paid-up death benefit equal to 1/30th of final average salary for each year of service up to a maximum of thirty years at the time of retirement for each member of the State Retirement System, and all living pensioners.

L-1g COST of living escalator clause in adjusting pension benefits of all current pensioners under the State Retirement System.

WHEREAS, the pension benefits of all present retirees under the State Retirement System are inadequate to maintain a decent standard of living,

NOW THEREFORE BE IT RESOLVED, that the Association seek legislation which would provide a cost of living escalator clause in adjusting the pension benefits of all current pensioners under the State Retirement System.

PROVIDE 37½ hour work week for all State employees and one and one half pay for overtime.

WHEREAS, present provisions of the State Civil Service Law permit the establishment of variations in the length of the work week among State employees holding the same position title and performing the same functions, thereby creating a serious inequity which nullifies the State policy of "equal pay for equal work",

NOW THEREFORE BE IT RESOLVED, that the Civil Service Employees Assn. sponsor Legislation which would amend Section 134 of the New York State Civil Service Law to formally and legally set the work week of State officers and employees for basic annual salaries at no more than

37½ hours, with the provision that all required work work in excess of 37½ hours per week be compensated for at a rate of pay equivalent to one and one half times the normal rate of pay.

LONGEVITY increments after 15, & 20 years' State service at maximum of grade.

TIME and a half for overtime for all State employees.

STATE PAY at least half day's pay to State employees for emergency duty outside regular duty hours.

LUMP SUM PAYMENT for accumulated unused sick leave credits upon retirement, or separation from service in political subdivisions.

MAKE TEMPORARY Retirement System benefits permanent and provide non-contributory retirement of 1/60th of final average salary for each year of service mandatory for political subdivisions.

JURISDICTIONAL classification of non-judicial employees be returned to jurisdiction of civil service commission.

PROVIDE that State employees on snow and ice duty be paid time and one half for overtime.

TIME AND one half for all work on sixth day; double time on seventh day of work week and legal holidays.

PROVIDE payroll deduction for State employees credit unions.

PROVIDE optional benefits under service retirement for those employees adjudged eligible for disability retirement.

PROVIDE twenty-year retirement allowance of 1/40th of final average salary for each year of service.

REMOVE discriminatory policies of the State University related to nepotism.

PROVIDE improved service benefits under Statewide Health Plan.

PROVIDE promotional opportunities for employees of ABC Board.

PROVIDE promotional opportunities for assistant architects and engineers in State Department of Public Works.

ASSOCIATION take steps to enable State employees to have accrual credited on an hourly basis.

PROVIDE a Sunday pass day for dining room employees in State hospitals.

AMEND the State Health Insurance Plan to provide coverage to dependents of deceased retirees.

ASSOCIATION support a plan to increase promotional series for attendants.

ASSOCIATION take steps to have transfer agents in the Department of Mental Hygiene upgraded to Grade 12.

REALLOCATION of safety officers (of Drug Unit) to Grade 10.

UNFREEZING of all journeymen's items now in effect.

ASSOCIATION request more items for barbers and beauticians.

STRENGTHEN and spread the competitive civil service system in the Department of Mental Hygiene.

EQUIVALENT work week for all personnel in like job classification.

CSEA INQUIRE into the Department of Civil Service practice of giving special examinations and



EMPLOYEE RETIRES — Elva Drautz, second from right, was honored recently by her co-workers at Utica State Hospital at a dinner in Twin Ponds Golf Club. The occasion was her retirement after 32 years service. Presenting the gift is Dr. O.J. McKendry, assistant director of the hospital, while Mrs. Mat Marina LaNove, chairman, and Joyce Jewell, toastmistress, right, look on.

into legality of such special examinations.

PROVIDE 40-hour work week for non-teaching school district employees.

PROVIDE salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation.

PROVIDE absolute salary protection for employees in political subdivisions whose titles are reallocated downward.

REQUIRE salary plans in all public school systems

REQUIRE salary plans in all political subdivisions.

PROVIDE maximum trooper pay in three steps.

AMEND STATE salary plan to provide maximum salary in three annual steps.

PROVIDE retirement base of highest three instead of five years.

MANDATE eight per cent to increase take-home pay for political subdivisions.

PROVIDE Correction Officers retirement improvement after 25 years' service.

REQUIRE 4 per cent interest on State Retirement Fund contributions for all members.

ASSOCIATION seek employee representation in administering State Retirement System.

EXTEND eligibility for accidental disability from age 60 to 70.

PROVIDE 25-YEAR retirement for all State employees and political subdivisions employees.

PROVIDE 25-year retirement for all State employees.

PROVIDE 25-year retirement for employees of political subdivisions.

PROVIDE retirement time credit for veterans.

REDUCE Social Security age limit to age 60.

35-HOUR WORK week for all full-time State employees.

FREE BRIDGE toll privilege for Manhattan State Hospital employees.

PROVIDE salary payment on a bi-weekly basis rather than fiscal.

PROHIBIT removal of employees from provisions of attendance rules requiring compensation for overtime work.

PROVIDE AIR National Gaurd technicians participation in the State Health Insurance plan.

MAKE APPOINTMENTS in numerical order on promotion.

LIMIT LEGISLATIVE jurisdictional classification in Suffolk County.

REQUIRE CIVIL Service Commission to make a finding before filling non-competitive vacancies.

REQUIRE DIRECTOR of Classification and Compensation to

file an annual report with the secretary of State which will be deemed a public record.

REQUIRE Budget Director to give reason in writing for veto of title reclassification or salary reallocation.

MAKE REALLOCATIONS and reclassification appeals non-reviewable by the Director of the Budget and require provision of funds in subsequent fiscal year if not currently available.

LIMIT TIME required by Director of Classification and Compensation and Budget Director to act on title classification and salary reallocation appeals.

RESTRICT promotion in Correction Department from correction officer through warden or superintendent to uniformed personnel.

PROTECTION against removal for the non-competitive, per diem and labor class employee with 5 years' service.

PLACE deputy sheriffs in competitive class.

ESTABLISHMENT of grievance Board by Law and provide right of hearing and appeal.

REQUIRE Civil Service Commissions to publish notice of regular and special meetings.

PROVIDE State Civil Service Commission authority over jurisdictional classification of State Police.

REINSTATE under the jurisdiction of the State Civil Service Commission jurisdictional classification of all positions in the State University of New York and stop unfair practices relative to transfers between classes of positions.

PROVIDE peace officer status for building guards.

PROVIDE time off for Saturday holidays in political subdivisions.

PROVIDE tenure for full-time Board of Election employees.

PLACE CIVIL service employees under State Labor Law.

REPEAL Condon-Wadlin Law.

ESTABLISH formal employer-employee relations procedure and Association be declared sole bargaining or negotiating agent.

AMEND SECTION 75 to provide other than agency hearing officers.

AMEND POLITICAL subdivision grievance procedure to require uniform rules, three steps and board membership of independent persons.

PROVIDE for non-contributory retirement for employees of the State who are members of the State Teachers Retirement System.

AMEND CIVIL Service Law to extend civil service eligibility list when stayed by court.

(Continued on Page 16)

Brookhaven CSEA Wins 1-60th Plan

ALBANY — The Brookhaven Town Board announced last week it had adopted the new "1/60th" pension benefit won in the last session of the Legislature by the Civil Service Employees Assn.

Edwin A. Arnzen, town clerk of Brookhaven, announced that the Board had adopted a resolution approving the "1/60" plan at a meeting October 4th at Patchogue.

The "1/60th" program provides, among other new benefits, non-contributory half-pay retirement after 30 years of service for new employees and the same benefit retroactively to 1960 for present members of the New York State retirement system.

Civil Service Law & You

(Continued from Page 6)

no demotions. Even the petitioner's reclassification from Grade 4 Attorney to Attorney was accompanied with a salary increase. The duties prescribed for Attorney were highest in character than those of Tax Counsel, though presumably within the ambit of Grade 4 Attorney.

IN A COLLOQUIAL sense, the petitioner himself was "promoted" without examination. In a legal sense, however, there was no promotion because the examination originally taken was for a position in an unlimited salary grade and the duties of the new position were encompassed by the originally announced duties.

Repair Work Instructor; \$8 an-hour

The Manpower Development Training Program is accepting applications continuously for the position as electro-mechanical instructor, to teach the maintenance and repair of washing machines, clothes dryers, domestic refrigerators and air conditioners, toasters and broilers. The pay rate is \$8 per hour.

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

Send resume of experience and education to Manpower Development Training Program, 110 Livingston St., Room 814, Department "P," New York 11201.

Investigator Trainee Walk-In Exam Oct. 29

Another walk-in examination for hospital care investigator trainee will be held at Brooklyn Technical High School, DeKalb Ave. and Greene Pl., Brooklyn, on Saturday, Oct. 29, at 9 a.m. and 1 p.m., announced Acting City Personnel Director Solomon Hoberman.

Hospital Care Investigators determine the degree of medical indigence of those who seek care at the City's Public Hospitals.

The starting salary for trainees is \$5,750 per annum, with an increase to \$6,050 after six months. At the end of one year of service, trainees are promoted to Hospital Care Investigators, with a salary range of \$6,400 to \$8,200 per annum, plus generous fringe benefits.

Those taking the test must have a baccalaureate degree with any major from an accredited four-year college or university; or a high school diploma plus four years of program, case work, or acceptable social service experience in an approved social welfare agency, including service in a hospital setting; or a satisfactory equivalent combination of education and experience. Candidates will not be required to show proof of education or experience at the time of the examination.

The written test will be of the multiple choice type and may include questions covering general intelligence, vocabulary reading comprehension, arithmetic reasoning, and psychological and sociological concepts.

Hospital care investigators are employees of the Department of Welfare but are assigned to work in the City's 19 hospitals. These institutions, operated by the Department of Hospitals, have over 18,000 beds, primarily for the care and treatment of the medically indigent.

Further details concerning this position may be obtained from the City Personnel Department, Recruitment Division, 220 Church Street, New York, New York 10013 (telephone 566-8700).

New Trustee

ALBANY—Joseph S. Spaid of Fayetteville has been named a member of the Board of Trustees of the College of Forestry at Syracuse.

P.R. Column

(Continued from Page 2)

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OF EQUAL importance in this fight against air and water pollution are the civil service corps, a ready-made army of more than 100,000 men and women who can use their official powers as well as their personal influence to get some action.

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Report On Approved CSEA Resolutions

(Continued from Page 14)

IMPROVE INTEREST rate in retirement system.

CIVIL service Commission furnish formal hearings with transcripts on salary appeals.

FULL PAY for State Police injured in line of duty.

SUPPORT legislation for minimum wage for policemen and firemen.

PROVIDE notification and hearing on changes in the health insurance program.

COMPUTATION of employees salaries.

PAID HEALTH insurance premium for State employees upon retirement.

BENEFITS for Korean Conflict veterans.

AUTHORIZE political subdivisions in State Health Insurance Plan to contribute towards premium charges to extent of dollar value of accumulated sick leave.

25-YEAR half pay retirement for Thruway employees.

REQUIRE annual report of State Retirement System to show reserve-for-increase-take-home-pay contribution to individual members account.

STATE health insurance program become non-contributory for employees.

MANDATE political subdivisions to provide health insurance.

AUTOMATIC deductions to cover costs of CSEA life insurance and dues for retirees.

MANDATE Workmen's Compensation insurance for political subdivisions.

PROVIDE salary protection on jobs adversely affected by automation.

PROVIDE terminal leave with pay for all State employees who elect to retire.

PROVIDE 35-year full pay retirement for uniformed employees of Correction Department.

PROVIDE 35 year full pay retirement for all State employees.

REQUIRE waivers of all State and political subdivision employees who do not want to participate in the employees retirement system.

PROVIDE subsistence & mileage expense on interview for promotion.

PROVIDE optional retirement for Troopers after 20 years' service.

PROVIDE survivor benefit protection for employees of political subdivisions on the same basis as for State employees.

PROVIDE Civil Service Department to require all waivers to be filed with Civil Service Commission.

PRECLUDE introduction of resolutions after August 20 except in an emergency.

MAKE dental health plan available.

STATE vacations be increased one day per year for each two years of service after 15 years.

EQUIVALENT time off for State workers for holidays which fall on Saturdays.

ADEQUATE uniform allowance for all State employees required to wear uniforms or other special work equipment on duty.

PROVIDE leave with full pay for all employees injured in the line of duty.

PROVIDE compensatory time for time spent on business travel.

EXPEDITE making permanent appointments.

PROVIDE three blue cross-blue shield contracts.

EXTENDED benefits of health insurance plans to dependent unmarried children of employees to age 25 who are dependent, full time students.

NOTIFY unsuccessful interviewed civil service candidates.

PROVIDE acceptance by the Civil Service Department of college proficiency.

REMOVE discriminatory travel allowance rules in State Public Works Department.

REIMBURSE State employees for loss of articles of clothing or personal property by theft up to \$75.

PROVIDE 45-day time limit on grievances.

PERSONNEL officer in each State institution.

PROVIDE air conditioning.

PROVIDE free parking facilities.

PROVIDE adequate retraining because of impact on automation.

PROVIDE on-the-job training for State and political subdivision employees to improve their promotional opportunity.

COMPARABLE work week for State institutional office employees.

SHOW additional information on employees retirement annual report.

PROVIDE sabbatical leave.

MINIMIZE use of temporary appointments.

COMPTROLLER'S rules on subsistence apply uniformly to all State agencies.

STATE pay for unused personal leave refused by employer.

UPGRADE Cottage mothers.

CSEA SUPPORT payroll deductions for credit unions.

ADEQUATE staffing for Mental Hygiene institutions.

STATE FULLY inform all not in 55-year retirement of benefits thereof.

STATE PAY overtime for emergency work.

PROVIDE grievance board panels and binding decision.

REQUIRE judicial conference adhere to merit system.

ASSOCIATION assist the Governor's committee on the Study of New York State Retirement System.

CREDIT be given employees for legal holidays falling on Saturday when employee works on that Saturday.

ASSOCIATION take steps to have food service worker upgraded to Grade 6.

ASSOCIATION take steps to have the item of assistant housekeeper upgraded to Grade 6.

ESTABLISH an examination center of the Civil Service Department in the City of Troy, New York.

ASSOCIATION to study Home Rule Act on the inconsistencies of laws being passed pertaining to political subdivisions.

PROVIDE that offices be closed one hour earlier during summer months.

ALL CREDITS earned by a State employee be transferred when an employee is transferred from one department to another.

RECORD sheets and question booklets for civil service examinations.

INCREASE personal leave to 8 days per year.

PROVIDE leave be granted to

Sweeping Reallocations For Blue Collar Titles

(Continued from Page 1)

helper, grade 2 to 4; cleaner, grade 2 to 4; farm hand, grade 3 to 4; bottling plant worker, grade 3 to 4; laboratory caretaker, grade 3 to 4; cleaner (TBS) grade 3 to 5; maintenance helper, groundsman, laborer, power plant helper, garage attendant, window washer, janitor and park caretaker, all grade 4 to 6.

Bouy light tender, grade 5 to 6; forest nursery aide, grade 5 to 7; historic site caretaker, grade 5 to 7; nursery man assistant game foreman, farmer, marine oiler, seaman, truck driver, motor vehicle operator, chauffeur, highway equipment operator, canning plant operator, pasteurization plant operator, pumping plant operator, sewage plant operator, assembly hall custodian and supervising seamstress, all grade 6 to 7.

Maintenance man—air conditioning, black smith, carpenter, electrician, machinist mason and plasterer, mechanic, painter parks, plumber and steamfitter, roofer and tin smith, track repairs and welder, all grade 7 to 8.

Sign shop worker, tree pruner, conservation foreman, fish hatchery foreman, steam fireman, junior hydroelectric operator, marine fireman, construction equipment operator, assistant drill rig operator, bridge operator, core drill operator, senior sewage plant operator, water treatment plant operator, canvas trimmer, shoemaker and industrial shop worker, all grade 7 to 8.

Senior groundsman, greenhouse man, and historic site superintendent, all grade 7 to 9.

Laboratory mechanic assistant, electronic technician, laborer foreman, forest nursery foreman, highway light maintenance foreman, parkway foreman, planting foreman, deck hand foreman, tailor, supervising janitor, park foreman, all grade 8 to 9.

Typewriter repairman, tree pruner foreman, head farmer, principal sewage plant operator, upholsterer, supervising tailor and head seamstress, all grade 9 to 10.

10 To 11

Painter, asbestos worker, rigger, locksmith, sign painter, hydroelectric operator, exhibits mechanic, head industrial shop worker, assistant industrial foreman—broom and brush manufacturing, cotton knit finishing, garment

employees with 15 or more years service.

PROVIDE increase in accumulated sick leave hours.

PROVIDE continuation of State health plan for dependents of deceased employees.

RETURN all departments to the rules and regulations of the Civil Service Commission.

PROVIDE air conditioning at 80 Centre Street, New York City.

INCREASED mileage & subsistence allowance regarding official field work.

REIMBURSEMENT for miles driven on official business both to and from the point of origin.

PROVIDE due notice upon issuance or withdrawal of the use of a State car.

PROVIDE uniform allowance for building guards and security officers.

NOTE: Where appropriate, the above resolutions are deemed to be inclusive of Authorities or other Autonomous Agencies and Political Subdivisions, including School Districts, and the Judiciary.

manufacturing, knitting, metal products manufacturing, sheet metal— all grade 10 to 11.

Supervisor of grounds, grade 10 to 12; crane and shovel operator, armory mechanic I, assistant armory superintendent, armory superintendent III, blacksmith, carpenter, electrician, electronic equipment mechanic elevator repairman, general mechanic, machinist, mason and plasterer, motor equipment repairman, plumber and steamfitter refrigeration mechanic, roofer and tinsmith, sheet metal worker, steel fabricator, welder laboratory mechanic, orest general foreman, senior fish hatchery foreman, game foreman, boat maintenance mechanic, canal maintenance foreman, marine engineer, stationary engineer, chief bridge operator, drill rig operator, head sewage plant operator, beach equipment foreman, bracemaker, orthopedic shoemaker, head janitor Saratoga Spa facilities, all grade 11 to 12.

Armory superintendent II, painter foreman, motor equipment test mechanic, motor equipment parts man, grounds construction foreman, senior hydroelectric operator, musical instrument repairman, senior orthopedic shoemaker, sewing machine adjuster, and chief industrial shop worker, all grade 12 to 13.

General park foreman, grade 12 to 14; armory superintendent I, carpenter foreman, electrician foreman, machinist foreman, maintenance foreman, mason and plasterer foreman, motor equipment maintenance foreman, plumber and steamfitter foreman, sign shop foreman, general parkway foreman, high general maintenance foreman, principal fish hatchery, senior stationary engineer, canal shop foreman, senior brace maker, and industrial foremen—broom and brush manufacturing, cloth dying and finishing, cotton carding, cotton knit finishing, cotton finishing, cotton weaving, garment manufacturing, knit goods dying, knitting, metal products manufacturing,

printing, sheet metal, shoe manufacturing, soap manufacturing, tobacco processing, tobacco shop, wood working, woolen spinning and woolen weaving, all grade 13 to 14.

14 To 15

Maintenance supervisor, assistant motor equipment maintenance supervisor, assistant park maintenance supervisor, ski center maintenance supervisor, farm manager, golf course maintenance supervisor and assistant supervisor of stream improvement, all grade 14 to 15.

Bridge repair foreman, laboratory equipment designer, canal shop supervisor, head hydroelectric operator, park sanitation superintendent and chief janitor, all grade 15 to 16.

Senior maintenance supervisor, principal stationary engineer, canal general foreman, ships engineer, floating plant supervisor, and general industrial foremen—soap manufacturing, woodworking, and woolen textiles, all grade 16 to 17.

Motor equipment maintenance supervisor, civil defense motor equipment maintenance supervisor and senior laboratory equipment designer, all grade 18 to 19.

Armory maintenance man, grade 5 to 6; armory mechanic III, grade 6 to 7, and armory mechanic II, grade 8 to 9.

Changes

In addition, minimum salary authorizations now in effect for the following titles have been recorded:

Cleaner, groundsman, laborer, maintenance helper, marine fireman, plumber and steamfitter, power plant helper, steam fireman, panitor and electrician.

New temporary increased minimum salaries were announced for the title labor in the counties of Nassau, Suffolk, Westchester, Rockland, Monroe, Dutchess and Putnam, at the second year rate of grade 6, and maintenance helper in the five counties of New York City and the counties of Nassau, Rockland, Suffolk, Westchester, Monroe and Putnam, also at the second year rate of grade 6.

Schenectady County Aides Recommended For Raises And Benefits By Officials

(Special To The Leader)

SCHENECTADY—County leaders will recommend approval, by the Board of Supervisors, of Civil Service Employees Assn. proposals for increased salary and fringe benefits for Schenectady County employees.

Announcement of official endorsement of the program came from Arnold Serapillo, chairman of CSEA's county unit, and Edward A. Williams, president of Schenectady County chapter, following a series of meetings by county officials and representatives of the Employees Association. The proposed package, hailed by Serapillo and Williams as "a progressive advance", includes, in addition to salary hikes:

- A changeover from semi-monthly to weekly pay periods, effective January 1, 1967.
- Increased vacation time.
- Cash payment of accumulated vacation credits to survivors of deceased employees.

• Disability benefit insurance.

Adoption of the program is seen likely by CSEA sources, in view of announced support by Board Chairman Frank A. Torre; Supervisor Charles P. Burke, chairman of the board's civil service committee; and Theodore Birbilis, Schenectady county manager. These officials Serapillo pointed out, all worked closely with CSEA in formulating and substantiating the proposals.

CSEA spokesmen noted that, should the projected salary increase be approved, it would be the third consecutive year a raise has been won for Schenectady County employees.