

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Pages 14 & 16

Metro Conference Calls Meeting On Clerk Appeal; All-Day Seminar Announced

Clerical employees in State institutions in the area of the Metropolitan Conference, Civil Service Employees Assn., will meet Nov. 22 at 6 p.m. in Brooklyn State Hospital to determine what action may be needed by Conference members to effectuate a title re-allocation for State clerk titles.

The meeting as announced by Randolph V. Jacobs, Conference president, after a gathering of chapter presidents last week in New York City on the issue. Protests have been mushrooming around the State on the failure of the clerks to receive a salary upgrading.

Jacobs said the point of this week's meeting would be to let the clerks themselves determine whether or not they want to call attention to their fight through public demonstrations. He declared that "these employees are restless and bitter because they feel they have been ignored and by-passed in the hundreds of re-allocations recently announced."

Jacobs said he had wired Governor Rockefeller about the clerical dissent and said he also asked chapter presidents to send representatives to a meeting on the clerks appeal called by J. Earl Kelly, director of the State Division of Classification and Compensation, that will be held in Albany on Nov. 30.

Seminar Planned

The Conference also announced a seminar for Dec. 10 at Willow-

brook State Hospital on Staten Island. Because of the length of the program, the session will begin at 8:45 a.m.

The seminar will be a training program, in essence, and will cover CSEA history and accomplishments, civil service law, grievance procedures, public relations, publicity and salary and title appeals.

Participants from CSEA headquarters staff will include Joseph D. Lochner, executive director; F. Henry Galpin, assistant executive director; Gary Perkinson, public relations director; William Blom, director of research, and John Rice, assistant CSEA counsel.

L.I. Conference Votes To Support Clerical Appeals

Support for aggrieved State clerical workers was voted at a full meeting of delegates to the Long Island Conference, Civil Service Employees Assn. and plans were being made this week to prepare "peaceful demonstrations."

The group voted support for the workers who have been ignored in pleas for upgrading of titles.

The Conference delegates came up with supporting funds as they may be needed, and also protested to Governor Rockefeller that State clerical employees are required to work varying hours for the same pay and title. The group demanded the work week be standardized at 37½ hours.

More than 1,500 State clerical employees in ten Long Island units had acclaimed a plan to picket selected State institutions unless they received an affirmative reply to their demands from J. Earl Kelly, Director of the State Division of Classification and Compensation.

1967 Travel Program Ready

A program of travel that will include everything from trips to the Bahamas and around-the-world vacations is now ready for Civil Service Employees Assn. members, their families and friends.

The program is designed to offer tours fitted to all price ranges and vacation time allowances. Early application is urged for the vacation of your choice. For further details, see advertisement on Page 2.

CSEA Board Maps Action As Kelly Calls Meeting On Clerks' Reallocation

ALBANY—A state-wide push by the Civil Service Employees Assn. to gain salary re-allocations for thousands of State office and clerical employees began to show results last week as top State officials met with CSEA representatives on the controversial issue.

As a result of the meetings:

• J. Earl Kelly, director of the division of classification and compensation, has scheduled an open hearing on appeals filed by the Employees Association for the re-allocation of some 180 office and clerical titles. The hearing is scheduled for Nov. 30 at the State Hospital Department Auditorium (84 Holland Ave.), Albany.

• T. Norman Hurd, director of the budget, agreed to bring to the attention of Gov. Rockefeller, upon his return from a post-election vacation, information in support of the re-allocations presented to Hurd by the Employees Association.

The CSEA representatives, led by Joseph F. Feily, president of the 141,000-member organization, met separately last week with Kelly, Hurd and their staffs.

At the meetings, they stressed

the seriousness of the situation and the urgency with which they viewed the need for early settlement of the issue.

CSEA Board Acts

In the meantime, the CSEA

Feily Elected AGE President

ALBANY — Joseph F. Feily, president of the state-wide Civil Service Employees Assn., was elected president of the national Assembly of Governmental Employees at its recent convention in Washington, D.C.

The Assembly of Governmental Employees is a federation of independent public employee organizations throughout the United States. It represents some 750,000 public employees.

Feily, a career employee of the New York State Department of Taxation and Finance, has served as president of CSEA since 1959. He is a past Eastern Region vice president of the national federation.

Others elected to the two-day meeting at Washington, attended by representatives of independent public employee organizations in 15 states, included Samuel Hanson, California, permanent executive secretary; Thomas C. Enright, Oregon, vice-president; Mugo Benigni, Connecticut, secretary, and Worthington D. Pearre, Maryland, treasurer.

West Conference Sets Meetings

ROCHESTER—A meeting of the executive council of the Western Conference of the Civil Service Employees Assn. was held Nov. 19 at 1 p.m. at the Treadway Inn in Batavia.

The Brockport Chapter will host a regular conference meeting in January and the Newark State School Chapter will be host at a June meeting.

New Director

ALBANY—Dr. Charles E. Ball has been named director of institutional research for the State University College at Buffalo.



COMMITTEE — A special committee has been formed by the Metropolitan Division of Employment chapter, Civil Service Employees Assn., to study clerical positions within the division. Shown making plans for next meeting, Nov. 29, are, left to right: Rose Miller, Clara Granas, Mary Moore, Ralph Fabiano, and Sylvia Stander. Fabiano serves as committee consultant.

Board of Directors last week asked Conference presidents to report reaction to the Kelly meeting of Nov. 30 to Feily, along with recommendations for any further action that might be needed. These recommendations would then be presented to a special meeting of the executive committee of the Board that Feily would call.

Protest meetings by affected employees have been held throughout the State in the past several weeks. The clerical workers feel they have been over-looked unjustly in the numerous upgrades authorized for hundreds of other State titles since last April.

Several of the meetings — especially in the downstate area among clerical groups in State institutions — have resulted in agreements to take militant action, including demonstrations, if State re-allocations are not forthcoming. The institution employees feel additionally aggrieved because of their 40-hour work week, which is two and half hours longer per week than other State clerical employees.

It was not known at Leader press time whether the steps taken by Kelly and Hurd would be sufficient to delay protest demonstrations definitely scheduled at several locations, notably Brooklyn and Long Island.

Don't Repeat This!

Nickerson's Image Still Bright After Dem's Election Loss

GOVERNOR Rockefeller has emerged the "champ" from the recent gubernatorial race by sweeping away Democratic, Liberal and Conservative Party opposition in a victory that no poll predicted—including his own, perhaps. The thumping he and his team mates gave to most of the Democrats (Comptroller Arthur Levitt always being the exception these past few years) did not put out the publicity spotlight for all of them, however. We could list many such prominent Democrats (Continued on Page 15)

Hempstead Unit Benefits Won By CSEA Due Jan. 1

The Town of Hempstead unit of the Nassau County Civil Service Employees Assn. last week reminded Town employees of the new multi-benefits package which goes into effect Jan. 1.

The benefits, costing more than \$800,000, were negotiated by CSEA unit and chapter officers with Town Supervisor Ralph G. Caso. In bulletins to the employees, the CSEA pointed out that the new benefits included:

- Time and one half pay for overtime work.
- The new 1/60th non-contributory one-half pay retirement plan won in the past legislative session by CSEA.
- A five per cent shift differential.

(Continued on Page 16)

Park Unit To Meet

The next regular meeting of the Long Island Inter-County State Park chapter, CSEA will be held on Dec. 13 at 8:30 P.M. at the Seaford Fire Hall, Southard Avenue and Waverly Street, Seaford. Refreshments will be served.

Representative For Long Island Area Needed By CSEA

The Civil Service Employees Assn. is seeking a field representative to service CSEA chapters in the Long Island Area. The jobs pay \$8,365 and go to \$10,125 in five annual increments. Residence in Central Long Island is required of the successful candidate.

Field representatives assist local CSEA chapters in planning and executing programs of service,

public relations, political representation and other related duties.

Minimum requirements include a high school diploma or equivalency certificate; three years of satisfactory responsible business or investigative experience which must have involved extensive public contact as an adjuster, salesman, customer representative, inspector or complaint supervisor. Labor relations experience from employer or employee standpoint

is especially desirable.

For all details, write to Civil Service Employees Assn., 8 Elk St., Albany, New York. Closing deadline for applications is Nov. 25.

P.D. Appoints School Guards

The New York City Police Department has announced the appointments of 60 school crossing guards on Nov. 15 and 100 school crossing guards on Nov. 28. A projected increase in quota of 975 guards expires June 30, 1967. The increase is from the present 1,353 guards to a total of 2,328 guards.

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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.

Turn A Minus Into A Plus

GOVERNMENT IS getting bigger and bigger and yet the number of administrative errors are remarkably small. All conscientious civil servants try to avoid errors, but human lapses will occur in the best of agencies.

ANY ERROR could result in hurting the overall public relations of an agency. Yet there is a method of handling mistakes, while maintaining the good public relations of both civil service and government.

WE HAVE written about this before, but sometimes there is an inclination to forget that there are techniques of turning a pub-

lic relations minus into a plus.

ONE GOVERNMENT executive who has established a superb record of administrative excellence, is among the few people in government who does not hesitate to attack the problem of an error and turn it into a plus. He is William S. Hults, the retiring Commissioner of the N.Y. State Department of Motor Vehicles.

RECENTLY, a clerical error was made in his office. The wrong set of instructions was included in a number of applications via an inserting machine. Since machines do not think, the error made its way through the mails and into the hands of the wrong addressees.

AS SOON AS the error was detected, Commissioner Hults wrote a personal note to the recipient of each of these wrong instructions explaining what had happened.

THE CONCLUSIONS one can draw are:

- Good administration dictated immediately acknowledgement of the error.
- A personal letter of regret should be standard operating procedure, even though the Commissioner himself was certainly not the person who "put in handfuls of the wrong instructions in the inserting machine."
- A government executive should not be afraid to accept the responsibility of a clerical error made by an employee under his jurisdiction.
- The error should be promptly rectified by the dispatch of the proper material.

WE HAVE written on a number of occasions that the best way to handle an administrative "goof" is to admit it promptly, and make amends with equal promptness.

BUCK-PASSING of "goofs" is nothing more than admission that a government executive is not secure enough to stand on his own feet.

SO MUCH OF the negative public relations from which government suffers from time to time can be attributed to small, but irritating clerical errors, which build a distorted picture of inefficiency. We can assure our

(Continued on Page 15)

ATTENTION—1967 "WONDERFUL WORLD OF TRAVEL" PROGRAM

This is the most extensive and diversified tour program ever operated for members of the Civil Service Employees Assn. and you may pick your time and trip from a short weekend to the BAHAMAS or SAN JUAN, or a long vacation to EUROPE, AROUND-THE-WORLD or SOUTH PACIFIC.

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Prices are among the lowest, including substantial savings over the normal air fare or individual land arrangements.

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Tour No.	Date	Description	Tour No.	Date	Description
1	Mar. 25	SPRINGTIME IN PARIS (Long Island Conference)	17	Jul. 14	AROUND SOUTH AMERICA
2	Jul. 14	FOUR EUROPEAN CAPITALS (Long Island Conference)	18	Feb. 24	AROUND SOUTH AMERICA
EUROPE (GROUP TOURS)			19	Feb. 4	MARDI GRAS CARNIVAL IN NEW ORLEANS (including Mardi Gras dinner and ball)
3	Apr. 19	MEDITERRANEAN SEA CRUISE ON S/S ATLANTIC	20	Jul. 15	MEXICO FIESTA TOUR
4	May 8	SPAIN-MOROCCO AND PORTUGAL	HAWAII-LAS VEGAS AND THE GOLDEN WEST (CHARTERS)		
5	May 22	SPAIN-MOROCCO AND PORTUGAL	21	Jul. 8	HAWAII AND THE GOLDEN WEST
6	May 28	GREECE-YUGOSLAVIA	22	Jul. 22	HAWAII AND THE GOLDEN WEST
7	Jun. 8	SCANDINAVIAN COUNTRIES	CARIBBEAN ISLANDS SPECIAL		
8	Jun. 20	EASTERN EUROPEAN TOUR INCL. U.S.S.R.	23	Apr. 26	SAN JUAN/ST. THOMAS
9	Jul. 13	GRAND TOUR OF EUROPE	24	May 26	SAN JUAN/ST. THOMAS
10	Jul. 17	IRELAND AND THE BRITISH ISLES	25	Sept. 2	SAN JUAN/ST. THOMAS
11	Jul. 20	SCANDINAVIAN COUNTRIES	26	Oct. 11	SAN JUAN/ST. THOMAS (Luncheon & sightseeing in St. Thomas included in above tours)
12	Aug. 3	ISRAEL/GREEK ISLANDS	GRAND BAHAMAS ISLAND (CHARTERS)		
13	Aug. 3	GRAND TOUR OF EUROPE	27	May 20	GRAND BAHAMAS HOTEL
14	Aug. 8	MEDITERRANEAN SEA CRUISE ON S/S ATLANTIC	28	Aug. 7	GRAND BAHAMAS HOTEL
SOUTH PACIFIC AND ROUND-THE-WORLD GROUP TOURS			29	Jul 17	GRAND BAHAMAS HOTEL
15	Aug. 4	SOUTH PACIFIC	30	Aug. 21	GRAND BAHAMAS HOTEL
16	Jul. 1	ROUND-THE-WORLD	EASTER AND SPRING CRUISES		
			31	Mar. 20	T/Y MICHELANGELO — NASSAU/BERMUDA
			32	Apr. 24	T.S.S. OLYMPIA — SAN JUAN/ST. THOMAS/BERMUDA

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TWO TAKE THEIR LEAVE — A retirement party honoring Blagio Romeo and Mrs. Margaret Osborne was held recently in the Main Lounge of the Psychiatric Institute. Romeo has been with the institute for 36 years. He is leaving the institute for a similar position at the Institute for Basic Research in Mental Retardation at Willowbrook in Staten Island. Mrs. Osborne, a waitress in the food service department has been a State employee for 41 years, twenty-five with the Psychiatric Institute. She is now retiring. The occasion was an extremely festive one, with decorations and lively Mexican band provided by Myrna Reyes' inventiveness. At the dais, Dr. Lawrence C. Kolb, the Institute's director expressed his appreciation to the two departing employees. Pictures from the left are Romero, Dr. Kolb and Mrs. Osborne.

5% Raise in Budget

Monroe CSEA Due For Another Pay Victory

(From Leader Correspondent)

ROCHESTER — a general five per cent pay increase for the nearly 4,000 employees of Monroe County is included in the proposed \$78.6 million county budget for 1967 submitted to the Board of Supervisors last week.

Howe estimated that the pay increase will cost an additional \$1.1 million a year. The board will adopt the budget before the end of the year.

The recommendation results from discussions between Howe and Vincent A. Alessi, president of the Monroe Chapter of the Civil Service Employees Assn., and other chapter representatives.

Two Out Of Three

"We made three requests of the county administration and Legislature this year and we received two of them," Alessi said.

The other CSEA request which was granted last month is a new non-contributory retirement plan, estimated to cost the county about \$700,000. It includes half-pay retirement after 30 years of service for all employees whose service

began on or after April 1, 1960.

Alessi said the CSEA's Monroe chapter also asked for a longevity program, which would include a one-bracket pay increase after five years at the top of the bracket, and another one-bracket increase after 10 years at the top of the bracket.

"It was a question of being allowed one fringe benefit, so we decided that it would be generally more acceptable to have the retirement plan this year. It covers more people."

Alessi said the chapter will push next year for the longevity feature.

The general salary increase follows a 7 per cent pay hike adopted by the board last year and effective for county employees this year. Its cost was estimated at \$1.5 million.

County Manager Howe had said early in October that a general pay increase of as much as 7 per cent was "in the wind." He pointed out that one source of additional county revenue this year was the sales tax, producing some \$37 million here this year.

D of E To Honor Feily, Albright

Joseph P. Feily, president of the Civil Service Employees Assn., and Harry W. Albright, Jr., CSEA counsel, will be guests of honor at a dinner to be given on Dec. 14 by the Metropolitan Division of Employment chapter of the Employees Association.

The dinner, to be held at 6:30 p.m. in the Cafe Victor, 1 East 35th St., will pay tribute to the many efforts made for the Division of Employment members by Feily and Albright.

Judicial Conf. Reclassifies Suffolk County Court Aides In Non-Judicial Positions

The Administrative Board of the Judicial Conference has authorized installation, effective Dec. 1 of its new title structure for positions in courts and court agencies of Suffolk County.

All present titles will convert, effective Dec. 1, to titles in the new title structure.

This action affects non-judicial employees of the Supreme, Surrogate's County, Family and District Courts. The Probation Department and the Commissioner of Jurors will be treated at a separate time in the near future.

This action followed a comprehensive classification study, a public hearing held at Mineola on October 19, 1965, study on the views of judges and other court officials, and review of numerous comments and suggestion submitted by employees and employee groups in Suffolk County.

In addition to the classification listing distributed to the courts, individual notices to employees will also be distributed in the near future indicating the decisions concerning their individual position evaluations.

The unified court system of New York State became effective on September 1, 1962 as the result of an amendment to the State Constitution and various enabling legislation (Article 7-A, Judiciary Law. Among other responsibilities the Administrative Board of the Judicial Conference is charged with supervision of personnel administration in the unified court system to include standards and policies relating to title structure and job definition as well as other areas of personnel administration.

As a first step in its study of job classifications, the Administrative Board directed that a field classification survey be made of all positions. In regard to Suffolk County this work was completed and a public hearing held on it at Mineola on October 19, 1965 for the purpose of eliciting comment and opinion on the title proposals being tentatively considered.

As a result of the hearing certain revisions were made in the proposals and a list of titles prepared. This attached list consists of the old titles and the new titles to which they convert. It will be followed, prior to December 1, 1966, by another listing, by court, treating every position in the the court as to the incumbent, old title, new title, and present civil service status of the incumbent—whether permanent, provisional, temporary. Careful regard will be given each action to avoid any diminution in the civil service status or rights presently held by incumbents. Employees will get individual notices as to their own positions which will include information on the appeals procedures available should an employee choose to appeal his title conversion, on the one hand, or his position evaluation, on the other, or both. A Special Classification Appeals Board is being established for this purpose whose membership will include employee representation.

All fiscal decisions arising out of the new title structure will have

to be approved by Suffolk County fiscal authorities.

All examinations and eligible lists required to fill competitive positions in the unified court system in Suffolk County will be administered by the Administrative Board of the Judicial Conference with the New York State Department of Civil Service actually

giving the examinations and rating them.

All other personnel transactions in the unified court system will be governed by the provisions of Article VII, Career Service Rules, of the Rules of the Administrative Board.

The complete title revision follows:

Supreme Court

Old Title	Juris Class	Converted Title	Juris Class	Present Title	Juris Class
Supreme Court Clerk		Chief Clerk		Same	
(2) Principal Court Clerk	E	Supreme Court * (2) Court Clerk II	E	Court Clerk III (Mr. MacLean)	NC
	C		C	Executive Assistant to Administrative Judge (Mr. Guinta)	NC
Senior Court Record Clerk	C	*Assistant Court Clerk	C	Court Cler kI	C
Court Record Clerk	C	*Assistant Court Clerk	C	Court Cler kI	C
Legal Stenographer	C	Law Stenographer	C	Law Steno-grapher	C
Senior Stenographer	C	*Senior Stenographer	C	Secretary to Chief Clerk	NC
(3) Senior Court Clerk	C	(3) Court Clerk I	C	(3) Court Clerk I	C
(5) Court Clerk	C	* (5) Assistant Court Clerk	C	(5) Court Clerk I	
(16) Court Attendant	C	(16) Uniformed Court Officer	C	(16) Senior Court Officer	
(7) Confidential Attendant	E	(7) Confidential Attendant	E	Same	
(8) Secretary	E	(8) Secretary to Justice	NC	Same	
(7) Confidential Clerk	E	(7) Law Secretary to Justice	E	Same	
(2) Clerk-Typist	C	(2) Court Office Assistant	C	Same	
Switchboard Operator	C	Switchboard Operator	C	Same	
Driver-Messenger	NC	Messenger	NC	Same	
New Position Law Assistant II	NC			Law Assistant II	NC

County Court

Chief County Court Clerk	C	Chief Clerk, County Court	C	Same	
Principal Court Clerk	C	Deputy Chief Clerk, County Court	C	Same	
Principal Court Record Clerk	C	Court Clerk II	C	Same	
(2) Senior Court Clerk	C	(2) Court Clerk I	C	Same	
(2) Senior Court Record Clerk	C	(2) Assistant Court Clerk	C	Same	
Court Clerk	C	Court Clerk	C	Same	
(3) Court Record Clerk	C	(3) Court Assistant II	C	Same	
Secretarial Assistant	C	Principal Stenographer	C	Same	
(3) Senior Court Stenographer	C	(3) Court Reporter I	C	Same	
(9) Court Attendant	C	(9) Uniformed Court Officer	C	Same	
(3) Clerk-Typist	C	(3) Court Office Assistant	C	Same	
Switchboard Operator	C	Switchboard Operator	C	Same	
(2) Senior Law Assistant	E	(2) Law Secretary to Judge	E	Same	
(2) Secretary to County Judge	E	(2) Secretary to Judge	NC	Same	
Court Confidential Attendant	E	Confidential Attendant	E	Same	
Confidential Attendant to Judge	E	Confidential Attendant	E	Same	
Driver-Messenger	E	Messenger	E	Same	
Grand Jury Attendant	NC	Grand Jury Attendant	NC	Same	

(Continued on Page 14)

Dec. 1 Deadline

5-Day Mardi Gras Trip, 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, LI. Deadline for sending deposits to assure reservations is Dec. 1.

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Civil Service Television

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

Sunday, Dec. 4

- 4:00 p.m.—City Close-up—Solomon Hoberman interviews. Guests to be announced.
- 6:00 p.m.—Human Rights Forum—Panel discussion concerns American democracy.
- 9:30 p.m.—Viewpoint on Mental Health—"Mental Health Care in Holland."

Monday, Dec. 5

- 3:30 p.m.—Teacher Training—Innovations in Education.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program.
- 6:00 p.m.—Community Action (live)—"Report by the City Administration."
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 10:30 p.m.—Safe Driving—Films

Tuesday, Dec. 6

- 3:30 p.m.—Teaching Training—And Gladly Teach.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program.
- 4:30-5:30 p.m.—United General Assembly (when held).
- 7:00 p.m.—Viewpoint on Mental Health—"Workshops for Rehabilitation."
- 7:30 p.m.—Human Rights Forum (live)—Ramon Rivera moderates.

Wednesday, Dec. 7

- 3:30 p.m.—Teacher Training—America's Cultural Heritage.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program.
- 4:30 p.m.—Profile (live)—John Carr interviews.
- 5:30 p.m.—Safe Driving—Films illustrating safety measures.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Thursday, Dec. 8

- 3:30 p.m.—Teacher Training—Probing the Physical World.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program.
- 4:30-5:30 p.m.—United Nations General Assembly—(when held)
- 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.
- 8:30 p.m.—Close-up—Solomon Hoberman interviews.

Friday, Dec. 9

- 3:30 p.m.—Teaching Training—Guiding the Learning of Atypical Children.
- 4:00 p.m.—Around the Clock—N.Y.C. Police Dept. training program.

Saturday, Dec. 10

- 7:00 p.m.—Community Action
- 7:30 p.m.—On the Job—N.Y.C. Fire Dept. training program.
- 8:30 p.m.—Casper Citron Interviews.

New Summer Job Filing Is Re-Opened

Students who missed the Oct. 21 cut-off date for applying for the Federal summer employment test in November will have two more opportunities. To compete in the January exam, students should apply before Dec. 9. The cut-off date for competing in the final exam in February is Jan. 9.

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 227-1616; 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.

City Sets 11 Exams For Filing During December

Eleven open competitive examinations are expected to be offered next month by the New York City Department of Personnel.

In addition, an examination for patrolman (Police Department) may be announced for filing but it is expected that the next exam in this title will be of the walk-in type with filing done on the examination date.

Do not attempt to file for any of these examinations until Dec. 1 when the filing period opens officially. Filing will close on Dec. 21 for these tests.

Examinations scheduled include:
ACCOUNTANT, Exam number 1465, \$6,750-\$8,550, requires a bachelor's degree plus 16 college credits in accounting and two years experience in the field. Test date — March 27.

ASSISTANT ARCHITECT, Exam number 1699, \$9,000-\$11,100, requires a bachelor's degree in architecture and two years of experience or a high school graduation and six years of experience.

ASSISTANT MECHANICAL ENGINEER, Exam number 1611, \$9,000-\$11,000, requires a bachelor's degree in mechanical engineering and two years of experience or six years of practical experience.

ASSISTANT PROJECT DEVELOPMENT COORDINATOR, Exam number 1610, \$9,400-\$11,500, requires a bachelor's degree and three years experience or a satisfactory equivalent.

CHIEF COMMUNITY ORGANIZATION SPECIALIST, Exam number 1477, \$9,850-\$12,250, requires a bachelor's degree and nine years of experience with at least two years of supervisory experience. No written test. Applicants will be rated on training and experience.

COMMUNITY ORGANIZATION SPECIALIST (URBAN RENEWAL), Exam number 1193, \$8,600-\$10,000. Requires a bachelor's degree and five years of experience. There will be no written examination for this position.

JUNIOR HOSPITAL ADMINISTRATOR (Two year trainee job) Exam number 6077, \$7,100-\$7,400 with promotion to assistant hospital administrator after the trainee period at salaries of from \$9,800 to \$12,250 a year. The position requires a master's degree in hospital administration, administrative medicine or public health for a hospital administration program.

LABORATORY AIDE, Exam number 6044, \$4,550 to \$6,990, requires three years of science at the high school level with at least one year of chemistry and biology, required in addition to high school graduation or the high school graduation and one year of ex-

Fed. Gov. Offers Accountant And Auditor Positions

The Federal Government needs accountants and auditors who will earn from \$6,221 to \$7,090 per year to start. Positions are open in the Internal Revenue Agency, in the General Accounting Office and in the Department of Defense.

Applicants must be college graduates with a major in accounting, or have had three years of progressive experience in accounting.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. Phone number is 202-7341.

perience.

PHARMACIST, Exam number 6052, \$6,750-\$8,850, requires graduation from a school of pharmacy and the ability to be licensed by New York State. June, 1967, graduates will also be eligible for the test.

PUBLIC HEALTH PHYSICIAN, \$11,650-\$14,050, requires a New York State license as a medical doctor and one year of specialized experience or a MA in public

health. Doctors licensed in other states will be accepted provided they qualify for New York State license within three months.

SENIOR COMMUNITY ORGANIZATION SPECIALIST (URBAN RENEWAL), Exam number 1480, \$9,850-\$12,250, requires BA degree and seven years of experience or the equivalent. No test will be given for this position. Rating will be based on training and experience.

16 City Examinations Are Open Continuously

Applications are being issued and received for these City positions until further notice. Out-of-town residents are eligible and no fees are charged. U.S. citizenship is required unless otherwise indicated. See stories on other pages for more complete information.

ASSISTANT CIVIL ENGINEER, No. 6035, \$9,000-\$11,100—Requirements: A baccalaureate degree in civil engineering and two years of experience as a civil engineer; or, high school graduation and six years of experience; or, a combination of experience and education.

JUNIOR CIVIL ENGINEER, No. 6033, \$7,450-\$9,250 — Requirements: A baccalaureate degree in civil engineering; or, high school graduation, and four year's experience in civil engineering work; or, an equivalent combination of education and experience.

ASSISTANT PLAN EXAMINER (BUILDINGS), No. 6034, \$9,400-\$11,500 — Requirements: A baccalaureate degree in civil engineering and two years of experience as a civil engineer; or high school graduation and six years of experience; or, a combination of experience and education.

CIVIL ENGINEERING DRAFTSMAN, No. 6059, 7,450-\$9,250—Requirements: A baccalaureate degree in civil engineering; or, a high school diploma and four years of experience in drafting work including two years in civil

engineering drafting; or, a combination of experience and education. Tentative test date: May 8, 1967. Filing period closes March 1, 1967.

CASE WORKER I, No. 6060, \$5,750 (\$6,050 in six months and \$6,400-\$8,200 after one year—Requirements: A baccalaureate degree from an accredited college.

DIETITIAN, No. 6042, \$6,050-\$7,490—Requirements: A baccalaureate degree from an accredited college with a major in foods, nutrition, or institutional management. Coursework must include bacteriology or microbiology, organic chemistry, human physiology, nutrition diet therapy, food selection and preparation, meal planning and service, institutional management, and quantity cookery. U.S. Citizenship is not required.

HEAD NURSE, (PUBLIC HEALTH), No. 6048, \$6,750-\$8,550 (as of Jan. 1 1967 \$7,100-\$8,900)—Requirements: 30 college credits in the following areas: public health (at least two courses), social aspects, psychology and education, and communication skills (not more than six credits). Candidates (Continued on Page 12)

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate 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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Electrical Foremen Needed

Applications are now being accepted by the New York Port Authority for the position of electrical foreman in the railroad operating service.

Applicants must be high school graduates with five years' electrical experience.

For further information and applications, contact the personnel office of the Port Authority, Room 541, Port Authority Trans-Hudson Corp., N.Y. 1007.

Electrical foremen work in the car maintenance shop. The starting salary is \$144.50 per week.

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TUESDAY, NOVEMBER 22, 1966



State Clerks' Appeal

WITH the State having already reallocated hundreds of job titles in the so-called "blue collar" as well as professional and technical series, it comes as no surprise that the thousands and thousands of employees in the State's clerical titles feel they are being dealt a great injustice by not getting a salary upgrading, too.

The result has been a series of protest demonstrations by employees around the State and generation of a good deal of bitterness and lowered morale. The Civil Service Employees Assn., which represents these workers, has launched a series of actions that we hope will settle this issue. In meeting with T. Norman Hurd, State Budget Director, and J. Earl Kelly, director of the State Division of Classification and Compensation, they have stressed the urgency for a just and swift solution to this problem. Dr. Hurd has said he will present their case to Governor Rockefeller upon the latter's return to Albany. Mr. Kelly has called an open meeting on the reallocation appeal for November 30 in Albany.

Let us hope that these concerted efforts will pay off in the form of justifiable settlement that is fair to the clerical workers. Failure to do so is certain to lead to further morale deterioration and unwanted public protest.

The Council's Success

THE Civil Service Council on Constitutional Convention must be congratulated for its fine program in the recent Statewide political campaign and for the subsequent success of its efforts as related by the victories of 107 Council-endorsed candidates for the delegation to the coming State Constitutional Convention.

The Council took on a formidable task in the weeks before the election to bring to the attention of all candidates for the coming delegation the necessity of retaining safeguards to the civil service pension rights and the all-important merit system in any revision of the State Constitution. Once this was accomplished and the positions of the candidates taken into consideration, the Council then had to promote its list of endorsements so that the civil service electorate could best protect its interests on Nov. 7.

Its public relations campaign in those last weeks before Election Day was noticeably formidable and the results of the elections — 107 of its endorsed candidates elected, may we repeat — must be accepted as an indication of its great success.

As the State Convention itself looms closer and further attacks on the merit system begin to muster — witness City Hall's defense of the one-out-of-three rule and indications that it may attempt to further broaden its power of hiring discretion — the Council's fight to protect the well-earned safeguards of government employees security seems to have just begun. We hope their initial success paces the Council to an overall victory.

Dr. Jenning Cited

ALBANY—Dr. William E. Jennings, director of the Division of Meat Inspection for the State Department of Agriculture and Markets has been cited for his "many years of unselfish service to his community, state and country and for his faithful work in the advancement of his profession."

The citation was awarded by the

New York State Veterinary Medical Society.

Quota Overreached

ALBANY—Employees of the State Department of Agriculture and Markets have exceeded their Community Chest-Red Cross quota by more than 15 percent. A total of 96 percent of Albany office employees contributed.

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.

Equal Pay For Equal Work?

Editor, The Leader:

We, clerical employees of Creedmoor State Hospital are very appreciative of the New York State employees' handbook, "Working Together", just received, extolling the virtues of working for New York State. The handbook is distributed at this critical time of the year—election time. It is very informative to know that we are "Working Together", and especially to know that we have "equal pay for equal work". (See page 24)

A clerical employee in Grade 4, for instance, receives a beginning annual salary of \$3810. in any department of the State for a 37½ hour work week (see page 13), whereas an institution office employee (Department of Mental Hygiene) works a 40-hour week in the same grade, for the same salary, resulting in an additional 2½ hours contributed weekly to the State, with no compensation. "Equal pay for equal work" ??? This is a gross injustice of many years' standing perpetrated against institutional employees.

Today one hears many cries of discrimination. Is not the State of New York, Department of Mental Hygiene, the greataest offender of all? Does not the State of New York's Mental Hygiene discriminate against institutional office employees? We are tired of being the forgotten stepchildren of New York State! WE REQUEST TO BE HEARD AND RECOGNIZED.

Office Employees of
Creedmoor State Hospital

Safety Officer Speaks

Editor, The Leader:

Speaking for the safety officers of New York State (Education and Mental Hygiene Departments) we would like to know why we were not upgraded in the recent reallocations of pay raises for New York State. In most departments there is a Fire and Police Department which calls for two different jobs. I think it would be only fair that we and all members of the Safety Service be upgraded. We are doing two jobs and should also be granted full peace officer status covering more than a mile or so off the institution grounds and authorized safety officers in the Education Department be permitted to carry arms on and off duty as means for our protection as well as protection of others. Safety officers are dealing with the public in some cases as well as any County, City or State Police forces, especially members of the Education Department which is getting bigger and bigger each year. How can policemen protect anyone if they cannot protect themselves? A safety officer is really risking his life when he stops a carload of hoodlums as has been proven institutions all over the State.

We would be very happy to be at least upgraded for the time being.

AN UNHAPPY POLICEMAN
New York State Safety Service

FREE BOOKLET on Social Security; Mail only; Box 8, 97 Duane St., New York, N.Y. 10007.

Civil Service Law & You

By WILLIAM GOFFEN



UNDER OUR constitutionally guaranteed merit system civil service appointments are based upon fitness. This is ascertained through competitive examination.

APPARENTLY in disregard of the constitutional mandate, the State Department of Civil Service and the Division of Parole introduced a novel method for selection of civil service personnel in November, 1965. The method was protested by Jack Weisz, President of the New York Parole District Chapter of the Civil Service Employees Assn., when a "Suggested Guide for Applicant Interviews" came into his possession. The Guide, utilized by the Division of Parole in what may have been the most important "test" of the applicants' "fitness," included inquiries into the applicants' place of birth, his wife's maiden name, and membership in organizations.

EVIDENTLY, an applicant's qualifications are not at all affected by such items. For example, a candidate's birth in Puerto Rico or his wife's maiden name of Goldberg has no bearing on his competence as a Parole Officer. Indeed, such inquiries suggested by the Guide are prohibited by the State's Law Against Discrimination even if there is no intention to discriminate in hiring.

THOSE WHO passed this examination or interview were referred to the Department of Civil Service at 270 Broadway, New York, New York, for a further examination. It consisted of a multiple choice examination taken by four or less candidates at a time. Success on the examination did not necessarily determine placement on any meaningful list according to merit, however, because successful candidates sometimes were later sandwiched in on lists resulting from subsequent "equivalent" examinations taken by different candidates.

THERE WAS considerable preliminary litigation requiring a determination of the Attorney General's contention that Mr. Weisz lacked status to bring the action. In his initial determination overruling the contention, Mr. Justice Samuel M. Gold observed that "the alleged new method of recruitment shockingly violates the constitutional mandate (Art. V, sec. 6) that appointments in the New York State Civil Service shall be made on fitness and merit and on a competitive basis."

WHILE THE case was still in the pleading stage, however, the Court of Appeals rendered its decision in the Donohue case dismissing that action which became moot because the examination to which Donohue objected was passed by him after institution of his suit. Besides, the Court believed that other similar situations were unlikely to arise in the future. Citing the Donohue case, the Department of Civil Service and the Division of Parole sought reargument of Weisz's status as a proper petitioner. Mr. Justice Gold, after a brilliant analysis of the Donohue opinion, gave leave to the respondents to plead in their answer the defense that Weisz lacked the capacity to sue.

ON THE BASIS of a complete set of pleadings, Mr. Justice Nathaniel T. Helman in an opinion appearing in the New York Law Journal of November 10, 1966 at page 16, concluded that the Donohue case was not a precedent requiring the dismissal of the Weisz petition. The Donohue decision recognized that the presentation of issues of major importance that may arise frequently warrants judicial review even when the question is moot insofar as the litigants are concerned.

IN THE WEISZ case, the Department of Civil Service indicated that it utilized the novel recruitment procedure complained about because of an alleged shortage of qualified candidates. While presently refraining from a continuation of such hiring methods, the Department indicated an intention to resume them in the event of another personnel shortage. Therefore, it becomes important to have judicial guidance in the matter.

SOLELY on the papers before the Court, it is impossible to be sure of certain facts essential to judgment. Thus, the respondents' contention that the number of qualified persons available as Parole Officers was inadequate in November, 1965, so as to warrant continuous recruitment, is disputed by Mr. Weisz. He asserts that with the offer of fair compensation, more than enough candidates will respond.

A FURTHER question unresolved by the papers submitted is whether the method of appointment used met the requirement enunciated in the leading case of Fink v. Finegan that the examination conform to objective standards. Judge Helman therefore directed a trial of the issues so as to provide an opportunity for the presentation of full evidentiary matter.

U.S. Service News Items

By JAMES F. O'HANLON

Latest Statistics May Spur Change In 40-Hour Week

The latest figures of the Bureau of Labor Statistics findings on the difference in compensation between the Federal work force and private industry may be usable for purposes other than bending the Federal government's arm for more substantial wages in the near future. For instance, employee representatives may turn to companion figures to the pay statistics which show that workers in private industry work fewer hours than their peers in Federal government in order to promote a program which would attack the solid image of the forty-hour week.

Actually the Bureau's report shows that Federal workers are working more on the average and getting paid less. The comparison

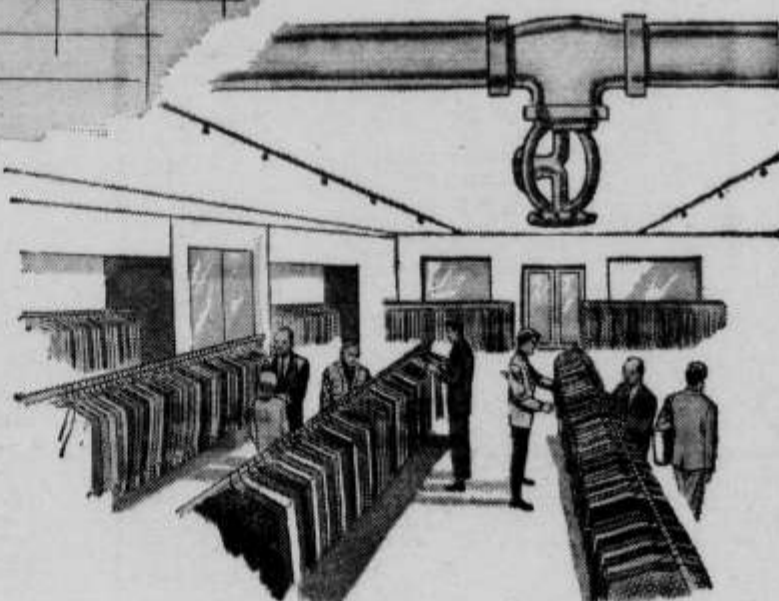
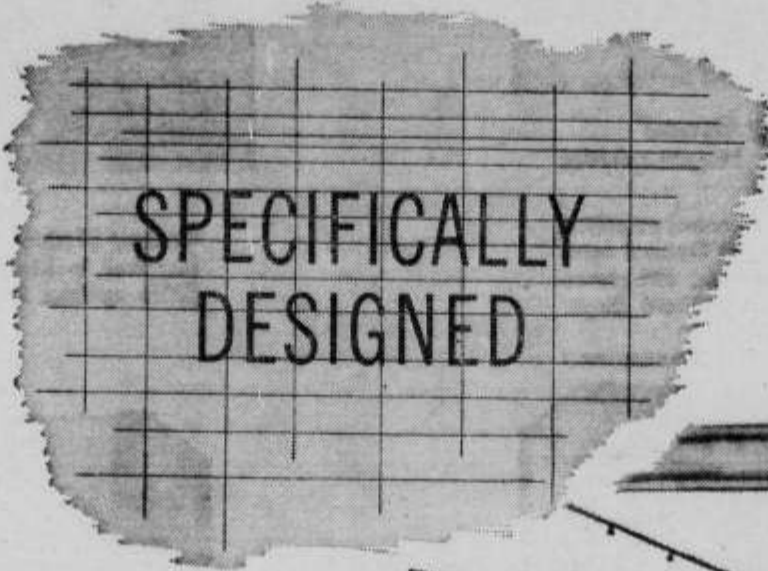
Federal workers in the middle grades are anywhere from eight to 21 percent behind workers in private industry doing the same kinds of jobs.

The report also shows however, that workers in private industry in clerical, technical and professional positions were working less than a forty-hour week. Typists, clerks and other workers doing related tasks are working about 39 hours a week, according to the figures, in the manufacturing industry. In the insurance, finance and real estate fields they are working even less — mostly under 38 hours a week.

The significance of these figures may be lost on many (an hour or so a week would not strike some as something to be squabbled about, especially with the formidable task of acquiring a better shake on pay raises to be confronted) but employee leaders point out that it proves just how much the Federal government has lagged behind private industry in these matters over the past few years. They point out that the Federal government was once in the forefront in the area of hours and working conditions and had at one time led the way on such issues for private

industry. The Federal government has, moreover bent under pressure brought to bear by such indisputable proofs of its recent recalcitrance as the Bureau of Labor Statistics surveys in other areas of employee compensation lately. Now may be the time to push for some sort of revision in the forty-hour work-week standard. If nothing else the image of the civil servant as the first to grab a seat on the bus going home after watching a clock all day — if such archaic myths still persist — does take a beating from the latest statistics.

figures on salaries, reported in The Leader last week, show that



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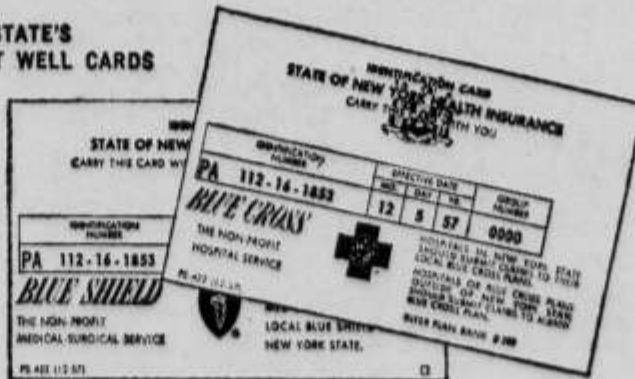
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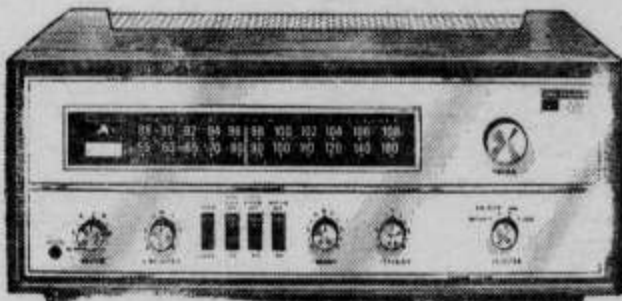
This ad is supposed to give you a reason for listening to the Fisher We decided to give you several:



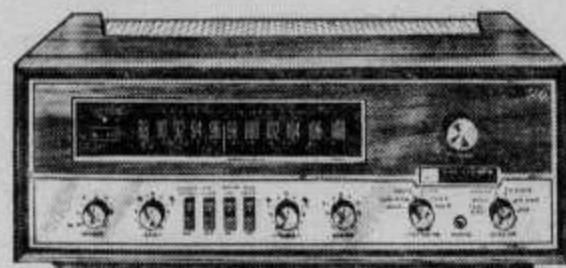
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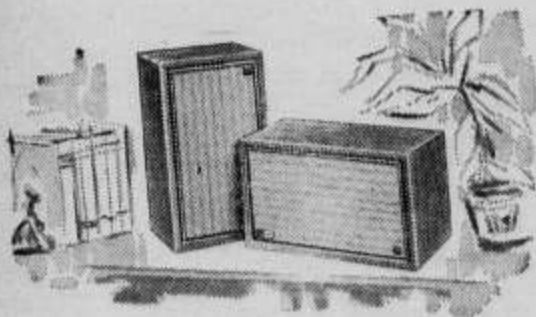
The Fisher Baby Grand*
Custom Module Stereo Phonograph System
 Identical to Model 95, less FM stereo tuner; (With optional larger speakers.)
 *FISHER TRADEMARK



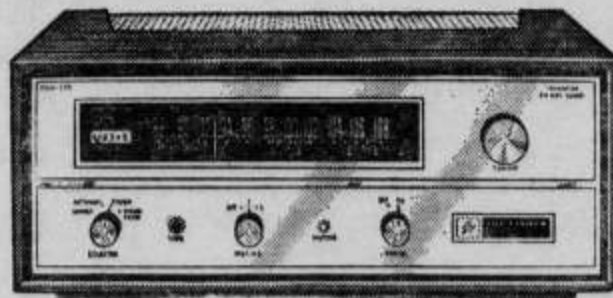
The Fisher 220-T
55-Watt Solid-State AM-FM Stereo Receiver
 With STEREO BEACON†, FET front end, 4 IF stages, 2 limiters, transformerless output stages with silicon transistors;



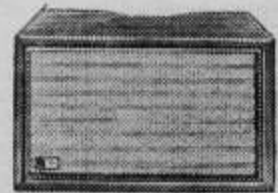
The Fisher 500-T
90-Watt Solid State FM Stereo Receiver
 With STEREO BEACON†, 4 IF stages, 3 limiters, transformerless output stages with silicon transistors;



The Fisher XP-6*
3-Way Free-Piston Loudspeaker System
 With 10-inch woofer, 5-inch midrange, 1 1/2-inch soft-dome tweeter, 300 and 2500 Hz crossovers;

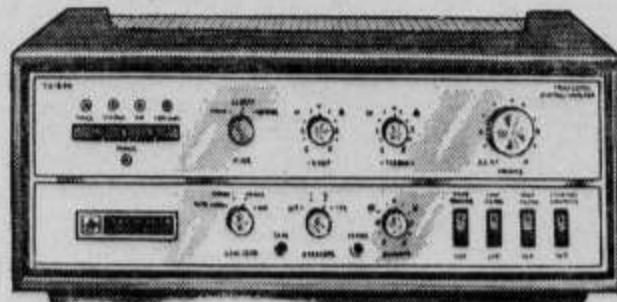


The Fisher TFM-200
Transistorized FM Stereo Tuner
 With STEREO BEACON†, NUUVISTOR-GOLDEN SYNCHRODE front end, 4 IF stages, 3 limiters, 1.8 uV sensitivity;



The Fisher XP-5A*
Compact Free-Piston Loudspeaker System
 With 8-inch low-resonance woofer, 2 1/2-inch wide-dispersion tweeter, 2000 Hz crossover;

The Fisher XP-7*
3-Way Free-Piston Loudspeaker System
 With 12-inch woofer, two 5-inch midrange, 1 1/2-inch soft-dome tweeter, 300 and 2500 Hz crossovers;



The Fisher TX-300
100-Watt Solid-State Stereo Control-Amplifier
 With transformerless output stage, four output transistors per channel, 21 controls and switches, every Fisher convenience;



The Fisher XP-9B*
4-Way Free-Piston Loudspeaker System
 With 12-inch woofer, 6-inch lower midrange; 5-inch upper midrange, 1 1/2-inch soft-dome tweeter, extra-heavy magnets, 300, 1000 and 2500 Hz crossovers;

The Fisher

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State Promotion Test Series Closes Nov. 28

Applications are being accepted until Nov. 28 by New York State for the Jan. 7 promotional examination series. There are 14 exams offered in this series, each of which is open only to permanent employees in the department of promotion unit for which it is given.

The complete listing of exam-

inations follows:

Interdepartmental

HEAD MAINTENANCE SUPERVISOR, exam number 32-364, \$8,825 to \$10,670.

ASSOCIATE ATTORNEY (Realty), exam number 32-369, \$13,500 to \$16,050.

Correction

SENIOR MAINTENANCE SUPERVISOR, exam number 32-367, \$7,475 to \$9,070.

Executive - Comm. for Human Rights

ASSOCIATE FIELD REPRESENTATIVE, exam number 32-370, \$12,140 to \$14,505.

Insurance - Albany Office

INSURANCE QUALIFICATIONS EXAMINER, exam number 32-342, \$8,365 to \$10,125.

SENIOR INSURANCE QUALIFICATIONS EXAMINER, exam number 32-348, \$10,895 to \$13,080.

Labor - Div. of Employment

SENIOR EMPLOYMENT COUNSELOR (Deaf Services), exam number 32-394, \$8,825 to \$10,670. Performance test during Dec. 1966.

Law

SUPERVISING ATTORNEY (Realty), exam number 32-199, \$14,990 to \$17,740.

Motor Vehicles

ASSISTANT CIVIL ENGINEER (Traffic), exam number 32-365, \$8,825 to \$10,670.

SENIOR CIVIL ENGINEER (Traffic), exam number 32-366, \$10,895 to \$13,080.

Public Works

ASSISTANT SANITARY ENGINEER (Design), exam number 36-080, \$8,825 to \$10,670.

SENIOR SANITARY ENGINEER (Design), exam number 36-081, \$10,895 to \$13,080.

ASSISTANT SANITARY SPECIFICATIONS WRITER, exam number 36,083, \$8,825 to \$10,670.

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.

670.

State University

SENIOR MAINTENANCE SUPERVISOR, exam number 32-368, \$7,475 to \$9,070.

In New York City SPECIAL LOW RATES FOR STATE EMPLOYEES

\$9 DAILY PER PERSON
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 - BUFFALO — Sheraton Motor Inn, Sheraton-Camelot (call RA 3-8341)
 - ITHACA — Sheraton Motor Inn (call 273-8000)
 - ROCHESTER — Sheraton Motor Inn (call 232-1700)
 - SYRACUSE — Sheraton Motor Inn (call 463-6601)
- (IN ALBANY CALL 462-6701 FOR RESERVATIONS. IN NEW YORK CITY, CALL CH 4-0700.)

Sheraton Hotels & Motor Inns



HOME... FAMILY... JOB... HEALTH

These are the things men work to get and then work to preserve. All of them, once they are attained, present the breadwinner with the "hostages to fortune" that the poet spoke of.

When they are threatened by illness, say, many things may be needed to restore the family's balance—a doctor's understanding, a surgeon's skill, perhaps, and money.

Money is not the least of these. Money is where GHI comes in. GHI pays the doctor bills.

We pay for home calls right from the very beginning. Office visits, too. We pay for doctor care that is needed when the head of the family or another member falls ill.

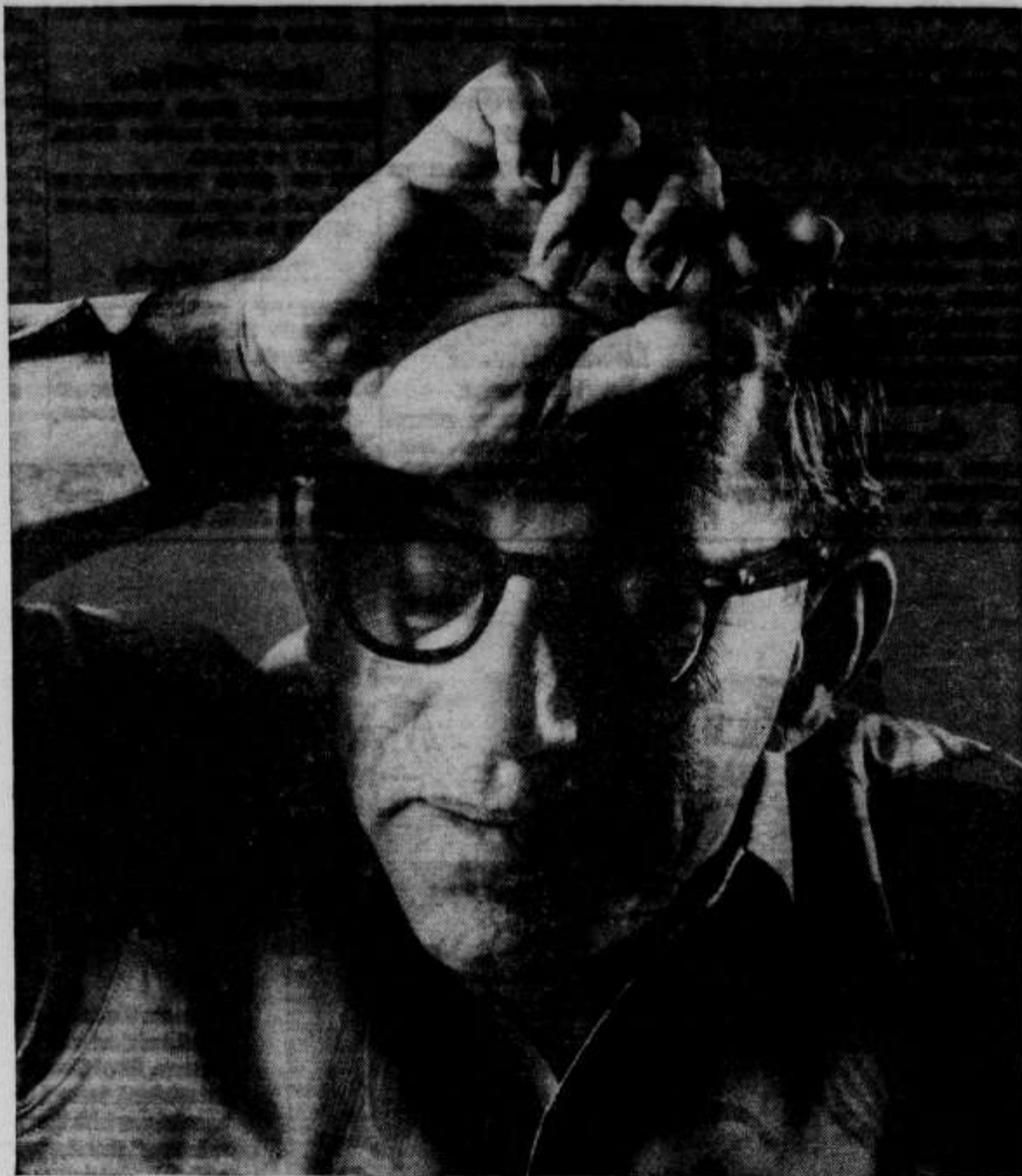
We don't tell you what doctor to go to. You choose. We don't say that you must pay 20 per cent of his bill and we'll pay the other 80 per cent. Instead, we have what we call Participating Doctors through whom many bills are paid in full.

For your own sake—if you are a Civil Service employee about to choose a health insurer—we urge you to examine all the possibilities carefully. All in all, we believe GHI can do the job best.



GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003
Phone: SP 7-6000

A message to employees of the City of New York



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

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

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

Their bills came to \$7,140.65. His health plan paid \$6,051.30—or about 85%—of these costs. If he had chosen either of the other two plans, the maximum payment would have been only \$2,643.90—less than 38% of his actual costs.

He undoubtedly had to go into his savings for \$1,089.35. Rough enough. But a financial life-saver

compared to the \$4,496.75—most of which he would have had to borrow someplace—to make up for either of the other two plans' lack of coverage. Fortunately, Timothy T had chosen well. He had voted the BLUE SHIELD—BLUE CROSS—METROPOLITAN LIFE ticket.

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

1. Home and office visits—no specific limit.
2. Prescription drugs, medicines, appliances.
3. Anesthesia.

4. Private duty nursing care.
5. Psychiatric treatment in doctor's office.
6. Freedom to select the doctor you want.

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

Today he has another reason to stick with the plan he chose so wisely. A \$6,051.30 reason.

Few illnesses, of course, involve such staggering figures. You could be one of the lucky ones, with a health bill of only \$10 or \$15 next year. But big ones like Timothy's *do* come up.

And it could happen to you.

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

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

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

BLUE SHIELD 
United Medical Service, Inc.

BLUE CROSS 
Associated Hospital Service of New York

Metropolitan Life 
INSURANCE COMPANY

Government Has File Clerk Jobs

The Federal Government is seeking men and women as file clerks to fill vacancies in the Social Service Administration. These jobs pay from \$75 a week with a salary increase to \$82 after six months training.

The only requirements for this position are either six months office or clerical experience and the attainment of a passing score on the written test.

In addition to the positions available with the Social Security Administration's New York Payment Center successful candidates may be offered file clerk and other closely related positions in other Federal agencies.

The examination will be designed to test verbal and clerical aptitude and requires a 70 percent passing score. The Civil Service Board of Examiners anticipates that two hours will be necessary to complete the 100 questions.

Since the duties of file clerks include carrying bundles of claims folders, some of which may be in excess of 30 pounds, and requires standing about 85 percent of the time, physical strength is required.

Those interested in this position must file application form 5000 AB showing the title of the examination (file clerk) and the number of the job announcement (NY-32-6). The Board of Examiners will then notify candidates of the exact time and place to report for the written test.

Application blanks are available from the Civil Service Commission office 220 East 42 St., N.Y. City, from most post offices or from the agency itself.

Completed blanks should be filed with the Executive Officer, Interagency Board of Examiners, U.S. Civil Service Commission, New York City Area, 220 East 42 St., N.Y., N.Y. 10017

Because this examination will result in a new list of eligibles, those on registers established

under last year's announcement (NY-90-1 1965) must attain eligibility under the new examina-

Judge Brink Apointed

ALBANY—Supreme Court Justice Robert O. Brink of Binghamton has been named an associate justice of the Appellate Division for the Third Judicial Department.

tion to remain eligible for this position.

For further information call the information office of the Civil Service Commission, 212-573-6101 or ask for "Pamphlet 4—Working for the U.S.A." when picking up application blanks.

Westchester County Offers Clerk Exam

Westchester County is accepting applications until Nov. 18 for an examination for clerk, to be held Dec. 3. Minimum requirements for appointment are: four months residence in Westchester County, U.S. citizenship, and possession of a high school or equivalency diploma. Salary varies according to location of position.

For application forms, contact the Westchester Co. Civil Service Commission, White Plains.

Christmas Art Sale To Be Held Dec. 1-2

The N.Y.C. Transit Authority Art Association will hold a Christmas Charity Art Sale (proceeds of sale to go to charity) in the lobby of the Transportation Building, 370 Jay Street, Brooklyn, N.Y. on Dec 1 and 2, from 9 a.m. to 5 P.M.

Here is an opportunity for the public to pick up art works for Christmas giving at real bargain prices starting at \$1.00. On sale will be oil paintings, water colors, graphics and pastels.

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Enjoy Your Golden Days in Florida

2 Bedrooms, Modern Kitchen, Garage, Tile Bathroom, complete ready to move into \$38 Per Month Principal and Interest No Taxes.

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So. Ozone Park, lovely 5 rm Colonial all-aluminum siding, garage, many extras. \$450 dn. payment, \$97.30 monthly mtge payment.

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4 BEDROOMS, conveniences \$8,500. Same Owner.

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Colonial, 6 rooms, 3 bedrooms, bsmt, sewers, 30x100, GI & FHA mortgages.

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St. Petersburg, Florida

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Detached 30x100, Bungalow, 5 & bath plus 2 & fin. attic. Full bsmt, oil heat, extras. GI or FHA mortgage available.

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1 family det. 4 bedrm duplex. Full bsmt & attic. Large front & rear gardens. Ultra-modern kitchen & bath.

FULL PRICE \$16,990

FIRST-MET REALTY

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BRONX, CON. VIC. (197th St.) — corner brk poss extra large 6 & 4 rm apt plus \$165 income. Full bsmt, playrm, driveway, \$38,500.

FEINBERG BROS. 933-1800

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HOLLIS ESTATES \$16,990

B-R-I-C-K ONLY \$690 NEEDED

6 Rooms — 3 Bedrooms — Oversized garage — automatic heating system — gorgeous grounds.

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MORTGAGE MONEY PLENTIFUL.

HOLLIS GARDENS \$18,000

TRUE - WIDOW'S SACRIFICE

No waiting on this detached Colonial situated on a tree-lined street. 7 large rooms & sun porch, tile club finished basement, ultra-modern kitchen and bath, garage. Immaculate thru-out, over 4,000 sq. ft. of landscaped gardens. Move right in!

CAMBRIA HEIGHTS \$19,000

6 BEDROOMS — 2 BATHS

This detached true Center Hall is being sacrificed at a mere cost of its true value, consisting of 10 large rooms — streamlined kitchen & bath with gorgeous basement, garage, oversized plot, landscaped, shrubs, on a tree-lined street.

ST. ALBANS \$23,000

TWO APARTMENTS - VACANT

This all brick Legal 2-Family completely modernized and decorated consisting of 5 1/2 & 3 1/2 rm. apts. plus rentable basement, garage, appliances. This is a desperation sale. Immediate Occupancy!

SPRINGFIELD GDNS. \$25,000

3 INCOME — LEGAL

This detached Stucco & Brick type home consisting of 7 rooms for owner and 3 rm. apt., plus nice club rentable basement with full kitchen & bath to rent, garage and many extras.

Many other 1 & 2 Family homes available

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All brick Colonial. Exquisite condition. Like new. 4 1/2 rms, 1 1/2 baths. Finished basement, \$900 cash down.

LAURELTON VICINITY

Alpine Swiss Chateau. A brick Castle. Brick/Stone/Timber. Large rms, modern kitchen & bath, fin basement, garage. \$16,900.

CAMBRIA HEIGHTS

Detached brick English Tudor. 6 1/2 rms, futuristic kitchen, 3 tone col. tile bath, finished basement, 50x100 garden plot. Attached garage. \$22,500.

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CAMBRIA HEIGHTS ENGLISH TUDOR

All Brick \$22,990

6 1/2 Rooms — 2 Baths, 3 giant sized bedrooms, 30 ft living rm, modern fully equipped kitchen, excellent basement, auto heat, neatly landscaped grounds.

ONLY \$750 DOWN NEEDED

LEGAL NOTICES

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. TO: SAMUEL WOURSELL; FRANK P. HAYES, individually; ATTORNEY-GENERAL OF THE STATE OF NEW YORK; ABRAHAM H. KAISER; FRANK P. HAYES, as a Trustee under the Will of ABRAHAM WOURSELL; FIRST NATIONAL CITY BANK, as a Trustee under the Will of ABRAHAM WOURSELL; HILDEGARD HURST, formerly known as HILDEGARD WOURSELL, SUSANNA DOPFER a/k/a SUSANNA WOURSELL, an infant over the age of fourteen years; Ursula issue of Susanna Dopfer a/k/a Susanna Woursell; WOURSELL MEATS, INC.; KATHERINE, a/k/a LOLA, WOURSELL; PAULA WOURSELL BOSS; being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of ABRAHAM WOURSELL, deceased, who at the time of his death was a resident of the City and County of New York, SEND GREETING: Upon the petition of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, having a principal office and place of business at 399 Park Avenue, New York, New York.

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 16th day of December, 1966, at ten o'clock in the forenoon of that day, why the Second and Final Account of Proceedings of FIRST NATIONAL CITY BANK, formerly CITY BANK FARMERS TRUST COMPANY, and FRANK P. HAYES, as Executors, should not be judicially settled, why Paragraph "EIGHTH" of said decedent's Will should not be construed to determine the construction or effect of Paragraph "EIGHTH" of said Will and to adjudge and decree whether the lease annexed to the Petition has terminated, why Paragraph "TWENTY-NINTH" of said lease should not be construed to determine its construction or effect, and why such other and further relief should not be granted as may be just and proper.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 4th day of November, in the year of our Lord one thousand nine hundred and sixty-six.

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

December O. C. Exams

(Continued from Page 5)

must either have, or have applied for, a New York State license as a Registered Nurse.

OCCUPATIONAL THERAPIST, No. 6045, \$6,400-\$8,200—Requirements: Graduation from an approved school of occupational therapy or registration as a therapist by the American Occupational Therapy Association. U.S. citizenship is not required.

PHYSICAL THERAPIST, No. 6046, \$6,400-\$8,200—Requirements: A current New York State license or certificate of eligibility to practice physiotherapy. U.S. citizenship is not required.

PSYCHOLOGIST, No. 6051, \$7,450-\$9,250—Requirements: 60

semester hours of graduate work in psychology and two years of internship or supervised experience in clinical psychology; or, a doctorate and one year of such internship or experience. U.S. citizenship is not required. Candidates will be rated on training and experience.

PUBLIC HEALTH ASSISTANT, No. 6047, \$4,250-\$5,330—Requirements: A high school diploma and one year of experience as an assistant in a doctor's office or hospital clinic; or, a satisfactory equivalent. Written tests will be held periodically. Applicants will be tested in order of filing.

SCHOOL LUNCH MANAGER, No. 6054, \$6,030-\$7,490—Require-

ments: A baccalaureate degree with a major in foods, nutrition, institutional management, hotel administration or restaurant management. Two years of appropriate experience may be substituted for two years of the education requirements.

SOCIAL WORKER, No. 6061, \$6,750-\$8,500 — Requirements: A master's degree from an accredited school of social work. U.S. citizenship is not required.

STENOGRAPHER, No. 6010, \$4,000-\$5,080 — Requirements: No formal education or experience requirements. Candidates must take dictation at 80 words per minute and type at least 40 words per minute.

TYPIST, No. 6041, \$3,750-\$4,830—

Requirements: No formal education or experience requirements. Candidates must type at least 40 words per minute.

X-RAY TECHNICIAN, No. 1421, \$4,850-\$6,390—Requirements: A license as a general x-ray technician issued by the State of New York and one year of experience as an x-ray technician. U.S. Citizenship is required.

How To Apply

ASSISTANT CIVIL ENGINEER, ASSISTANT PLAN EXAMINER, JUNIOR CIVIL ENGINEER—Applications will be accepted every Thursday. Candidates must first qualify in a medical test given by the Department of Personnel between 8 a.m. and 9 a.m. in Room 218 at 54 Thomas St., Manhattan. Applications may be filled out at time of appearance or obtained in advance from the application sec-

tion, Department of Personnel, 49 Thomas St., New York, New York, 10013.

CASE WORKER I—Applicants should report to the Mezzanine Floor, 40 Worth St., Manhattan, at 9 a.m. or 1 p.m. on the first Tuesday of each month. No advance application is necessary.

STENOGRAPHER or TYPIST—Applicants should call the New York State Employment Service in Manhattan (PL 9-1020), Brooklyn (JA 2-2428), Staten Island (GI 7-2931) and ask for the government unit, state they are interested in City employment and request a test appointment.

OTHER POSITIONS LISTED—Applications must be accompanied by a completed experience paper (form A). Experience papers may be obtained from the application section, Department of Personnel, 49 Thomas St., New York, New York. Applications and experience papers may be filed in person or by mail at the application section.

Federal employees!

There are two ways to choose a health plan.

1. The hard way: 2. The easy way:

Check every available plan to see how many of the following benefits it provides:

365-day coverage for each hospital stay, with covered-in-full benefits for most hospital services — not just room and board.

Full hospital coverage for maternity care.

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No dollar limit on most basic benefits . . . no limit on lifetime maximum basic benefits.

No "deductible" to pay out of your own pocket for basic hospital and surgical services.

Doctor services paid in full for those who qualify by income.

Emergency dental care.

Supplemental protection — up to \$50,000 for each family member — to help take care of big bills not covered by basic benefits.

Same supplemental benefits for nervous and mental conditions as for physical illness.

Supplemental benefits for those eligible for Medicare.

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

Still have questions? Just call 689-2800 for the answers. It's part of our service.

BLUE CROSS
Associated Hospital Service of New York

BLUE SHIELD
United Medical Service, Inc.

Policemen & Firemen Needed In D.C.

The District of Columbia is offering career opportunities in law enforcement of fire protection. Starting pay for policemen and firemen is \$6,010. Police cadets start at \$3,925 and policewomen begin at \$5,650 per year.

Further information on these openings may be obtained from the Interagency Board of Civil Service Examiners, 1900 E Street, NW, Washington, D.C. Phone number is (202) 343-7341.

ATTENTION: DRIVERS

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EARN UP TO \$250 A WK

SUDDENLY IT WILL BE 1970. WHERE WILL YOU BE? BECOME A PROFESSIONAL TRACTOR TRAILER DRIVER. DOUBLE YOUR PRESENT INCOME. LEARN A NEW TRADE. DRIVER SHORTAGE REQUIRES MORE MEN THAN EVER BEFORE. TRAIN FULL-TIME OR WEEK-ENDS. NO NEED TO LEAVE PRESENT JOB. ENDORSED AND APPROVED BY MAJOR TRUCKING COMPANIES. WE ARRANGE CLASS 1 LIC. TRAINING PROGRAM CAN BE FINANCED BY A N.Y. BANK UNDER EDUCATION LOAN PLAN. WITH EVERY INQUIRY WE WILL SEND FREE "TRUCK DRIVERS DICTIONARY". FOR INTERVIEW SEND NAME, AGE, ADDRESS AND PHONE NUMBER TO INTERSTATE TRACTOR TRAILER TRAINING, P.O. Box 646, Jamaica, N.Y. or tel. BE 3-3910.

FLEET DISCOUNTS TO INDIVIDUAL CIVIL SERVICE EMPLOYEES ON THE NEW RENAULT-10 AND PEUGEOT

Members of your group are now eligible for fleet savings on the '67 Renaults and Peugeots. The new 4-door Renault-10 leads the economy class. Up to 37 m.p.g. Both the new Renault and the Peugeot, one of the seven best made cars in the world, are available with automatic transmission. Come in and test drive the new Renault-10 or the 1967 Peugeot at Manhattan Imported Cars, Inc.

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State Offers Labor Mediator Jobs; \$11,490 To Start

New York State is accepting applications for an oral examination for labor mediator until Dec. 5. The positions, which exist in the Department of Labor's Board of Mediation, pay a starting salary of \$11,490, with five annual increases to \$13,765.

Labor mediators confer with the principals in labor disputes, propose alternate settlements, and may serve as arbitrators.

Applicants must have seven years experience as participants in collective bargaining negotiations, mediation and arbitration, or as representatives of labor or management in settling grievances. Candidates with a bachelor's degree need only five years experience, and those with a law degree or a graduate degree in labor relations or economics can qualify with four years of appropriate work experience.

The list resulting from the January exam will be used to fill positions in New York City, Albany, Syracuse and Buffalo. The

job involves extensive travel.

For further information and an application, write Recruitment Unit No. 318, New York State Department of Civil Service, State Campus, Albany, N.Y. 12226.

State Seeking Psychiatric Aides

New York State is accepting applications on a continual basis for examinations for psychiatric social workers.

Starting salaries range from \$7,320 for senior psychiatric social workers, to \$8,600 for supervising psychiatric social workers.

For further information contact the State Department of Civil Service, the State Campus, Albany, N.Y.

Westchester Sets Supervising Clerk For Libraries

Applications are being received up through Dec. 2 for a civil service examination for the position of supervising clerk, Westchester Library System (Yonkers Unit) with a salary range of \$5,565 to \$6,815.

The examination will be held on Jan. 7. Candidates must have been legal residents of Westchester County for at least four months immediately preceding 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.

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Suffolk County Court Aides Reclassified By Judicial Conf.

(Continued from Page 3)

Family Court

Old Title	Juris Class	Converted Title	Juris Class	Present Title	Juris Class
Clerk, Family Court	E	Chief Clerk, Family Court	E	Same	
Deputy Chief Clerk	NC	Deputy Chief Clerk, Family Court	NC	Same	
Senior Court Record Clerk (2) Court	C	Assistant II (2) Court	C	Same	
Record Clerk (2) Senior Court	C	Assistant I (2) Court	C	Same	
Stenographer	C	Reporter	C	Same	
Law Assistant	E	Law Assistant I Confidential	NC	Same	
Court Confidential Attendant (5) Court	E	Attendant (5) Uniformed	E	Same	
Attendant (2) Stenographer	C	Court Officer (2) Stenographer	C	(1) Same (1) Secretary to Chief Clerk (Torma)	NC
(10) Clerk-Typist	C	(10) Court Office Assistant	C	Same	
(2) Secretary to Judge	C	(2) Secretary to Judge	NC	Same	
Legal Stenographer	C	Legal Stenographer	C	Same	

Surrogate's Court

Old Title	Juris Class	Converted Title	Juris Class	Present Title	Juris Class
Clerk of the Surrogate's Court	E	Chief Clerk, Surrogate's Court	E	Same	
Deputy Clerk	C	Deputy Chief Clerk, Surrogate's Court	C	Same	
Principal Surrogate Clerk (3) Senior Surrogate Clerk	C	Clerk (Probate) II (1) Surrogate's Court Clerk (Administration) II (1) Surrogate's Court Clerk (Accounting) II (1) Surrogate's Court Clerk II	C	Same	
(3) Surrogate's Court Clerk	C	(3) Assistant Surrogate's Court Clerk (1) Surrogate's Court Clerk I (2) Court Assistant I (3) Court Office Assistant	C	(2) Same (1) Surrogate's Court Clerk I Same	
(2) Senior Clerk-Typist	C	(2) Court Assistant I	C	Same	
(3) Senior Clerk	C	(3) Court Assistant I	C	Same	
Account Clerk (3) Clerk-Typist	C	(3) Court Office Assistant	C	Same	
(2) Clerk	C	(2) Court Office Assistant	C	(1) Same (1) Court Assistant (Bombolski)	
Senior Court Stenographer	C	Court Reporter	C	Court Reporter	
Senior Law Assistant (2) Law Assistant	NC	Chief Law Assistant (1) Law Assistant I (Overton) (1) Law Secretary to Judge (Balsley)	NC	Same	
Court Attendant	C	Court Attendant	C	Confidential Attendant Same	
Secretary to Surrogate	E	Secretary to Judge	NC	Same	
Senior Stenographer	C	Legal Stenographer	C	Same	
New Position Microfilm Operator				Microfilm Operator	

District Court

Old Title	Juris Class	Converted Title	Juris Class	Present Title	Juris Class
Chief Clerk	E	Chief Clerk, District Court	E	Same	
Deputy Chief Clerk	E	Deputy Chief Clerk, District Court	E	Same	
(6) Clerk of Court	C	(4) Court Clerk I (These are the Clerks of the 2nd, 3rd, 5th and 6th District Courts).	C	(4) Same	
		Court Clerk II (This is the Clerk of the District and Criminal Part).	C	(1) Same	
		Court Clerk II (This is the clerk of the 4th District and Criminal Part).	C	(1) Same	
(16) Deputy Clerk of Court	C	(16) Court Assistant II	C	(16) Assistant Court Clerk	
Deputy Clerk	C	*Court Assistant II	C	Court Clerk I	

CSEA Wins \$9,000,000 Package

Nassau's Record Budget - A "Bonanza" For Employees

The biggest slice of pie in Nassau County's record-high budget, announced Monday, Nov. 14, goes for employee benefits. The package was pegged at \$9,000,000 by County Executive Eugene H. Nickerson.

County workers were included for a four per cent cost-of-living pay boost, implementation of the 1/60th amendment, overtime pay and unemployment insurance in major gains secured after negotiations by the Nassau chapter, Civil Service Employees Assn.

The Nickerson budget also allotted funds for higher pay because of upward reclassifications of job titles called for by a management consulting firm's report earlier this year.

Budgeted for the new gains were \$2,700,000 for the cost-of-living boost, nearly \$1,000,000 for the 1/60th amendment, \$100,000 for unemployment insurance and an indefinite sum for overtime pay. Funds were included in contingency items to cover the new provision for straight-time pay rather than compensatory time off when an employee is required to work overtime.

Nickerson also cited \$1,400,000 required because of the reclassification, \$1,300,000 for normal increments, \$2,100,000 in increased retirement contributions apart from the 1/60th amendment costs and \$600,000 in increased Social Security payments.

"We have got to compete with private industry," Nickerson told The Leader, "if we are going to get and keep employees." The county executive added that he wouldn't blame taxpayers for complaining at his record \$201,000,000 budget and the estimated tax increase of 31.6 per cent to \$3.62 per \$100 of assessed valuation.

He insisted, however, that county workers were entitled to the increased benefits and argued

that the county should be assisted by more Federal and State aid.

Nickerson tagged the new employee benefits as responsible for 27 cents of the tax increase of 94 cents—the largest single item. Medicaid and medicare programs

accounted for the next biggest single item, \$7,000,000 and 22.5 cents of the tax rate increase.

A member of Nickerson's staff commented: "This looks like bonanza year for the county workers."

Erie CSEA Pay Drive Meets With Success

BUFFALO — Erie County's proposed \$123 million budget for 1967 includes \$4 million in pay raises, assuring success of the salary drive by Erie chapter, Civil Service Employees Assn.

Workers will get larger pay checks after experts of Barrington & Co., a New York City consulting firm, complete a salary survey.

The Board of Supervisors authorized the survey, to cost \$9,000, this week and Barrington personnel expect to complete it early next year.

Amount Not Set

But only the amount of the pay raise is uncertain, officials of Erie Chapter explained. Inclusion of \$4 million in the budget to raise salaries is the decisive step, chapter leaders said.

The chapter salary committee, months ago, sent proposals to the Board of Supervisors, recommending a 13% pay boost for Erie County employees.

Recruiting Hurt

Elected and appointed Erie County officials, independent of the CSEA, have stressed many times that salaries paid to Erie

County workers are surpassed by salaries paid to comparable employees in the State and Federal systems.

County Personnel Commissioner Donald M. Neff said low wage scales makes personnel recruiting difficult.

Eligibles

POLICE LIEUTENANT, WEST CO.

- 1 Barry J Harrison1038
- 2 Martinelli R Eastchester987
- 3 Harris W Harrison983
- 4 Barletta K Scarsdale968
- 5 Hunter W Eastchester968
- 6 DeLventura A Tarrytown962
- 7 Westermann E Pelham952
- 8 Winsman W Tuckahoe915
- 9 Lipsky R Mt Kisco913
- 10 Burke J Pelham Man908
- 11 Pankovic J N Tarrytown904
- 12 Lirieri L Mamaroneck901
- 13 Buehouth H Irvington892
- 14 Giuseppe P Ossining882
- 15 Bruckner J Scarsdale868
- 16 Zaslavchik S Hastings862
- 17 Cavanagh C Mamaroneck853
- 18 Kingsley G Cranton809
- 19 Marsico R White Plains808
- 20 Getz C N Pelham807
- 21 Costa P Mamaroneck801

FARM PRODUCTS INSPECTOR

- 1 Rathbun K Schenectady1010
- 2 Zuehrow S Ellenville920
- 3 Mack T Ellenville890
- 4 Silverman J Lake George870
- 5 Donavaze R Sherman850
- 6 White E850
- 7 Nice R Albion830
- 8 Donovan R E Moriches810
- 9 Allen W Albion810
- 10 Brigham R Medina810
- 11 Smith S Rexville790
- 12 Perry J Poughkeepsie770
- 13 Stamm G Rochester750

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- 2 McCrahen T Goldnad853
- 3 Niles C Schenectady828
- 4 Horstmann R Lutham826
- 5 Kelly C Delmar823
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- 6 Iarocci J W Seneca860
- 7 May R W Seneca854
- 8 Klein R W Seneca847
- 9 Gaul J W Seneca846
- 10 Jabonski F W Seneca842
- 11 Zimpler R W Seneca822
- 12 Karnikau W Buffalo797
- 13 Sutz D W Seneca797

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- 2 Kelly F Cheektowag836
- 3 Milbrandt A Cheektowag822
- 4 Czajka J Cheektowag813
- 5 Cendrowski A Sloan799
- 6 Kompski H Depew786
- 7 Towery W Cheektowag776
- 8 Switalski C Cheektowag759
- 9 Glascott E Depew755
- 10 Kobl N Depew750

Old Title	Juris Class	Converted Title	Juris Class	Present Title	Juris Class
Account Clerk/Cashier (10) Court	C	*Court Assistant II (10) Court	C	Administrator I	
Record Clerk	C	Assistant I	C	Same	
Senior Law Assistant	NC	Chief Law Assistant	NC	Same	
Law Assistant	NC	Law Assistant I	NC	Same	
Secretarial Assistant	C	*Secretary to Chief Clerk	C	Administrative Assistant and Secretary to Chief Clerk	NC
Secretary to Presiding Judge	E	Secretary to the President, Board of Judges	E	Same	
(2) Legal Stenographer	C	(2) Legal Stenographer	C	Same	
(29) Clerk-Typist	C	(29) Court Office Assistant	C	Same	
(2) Key Punch Operator	C	(2) Key Punch Operator	C	Same	
(11) Court Stenographer	C	(11) Court Reporter I	C	Same	
Chief Court Attendant	C	Assistant Court Clerk	C	Same	
(15) Court Attendant	C	(15) Uniformed Court Officer	C	Same	
(2) Court Messenger-Attendant	E	(2) Messenger	E	Same	
(4) Stenographer	C	(4) Stenographer	C	Same	
New Position Senior Court Reporter	C			Senior Court Reporter	C

* This refers to title in which employee will hold permanent competitive status.

C Competitive Class
NC Non-Competitive Class
E Exempt

NOTE: All positions are subject to review when vacant as to both position title and jurisdictional class.

DON'T REPEAT THIS

(Continued from Page 1) whose reputation survived the recent party defeat but here we intend to deal—for the moment—with only one of them, Nassau County Executive Eugene Nickerson.

Before and during the Democratic gubernatorial campaign, this column noted that a good many leading Democrats were quite worried over the dearth of original ideas among top contenders for the Democratic nomination for governor. Right up to and during the nomination convention (and the actual campaign, as well) no spark to fire the public imagination had been ignited—with one major exception. From his office in Nassau, Eugene Nickerson proposed the idea of an ombudsman or public protector for the County. The idea vaulted him onto the front pages of the daily press, if not into the gubernatorial nomination.

No Gimmick
Nickerson's act was more than

a mere news gimmick. The duty of a public protector is to protect the interests of the public against "inefficiency, maladministration, arrogance and abuse on the part of government." He named former Judge Samuel Greason to the ombudsman post on July 1 and the concept has continued to attract attention.

The biggest impact of Nickerson's proposal of last summer may be on New York City. Following the defeat of Mayor John V. Lindsay's civilian review board by the Patrolman's Benevolent Assn., it was suggested that a public protector to review the actions of all City agencies might serve as a substitute for the review board. First reactions from the PBA were positive, their position being that the inclusion of all departments for review would remove the major objection to the Police Department being the sole agency with an overseer and the mayor and other politicians getting into the act.

Close To RFK

There are other reasons why Nickerson will stay in the news for some time to come. He still heads one of the most populous and vital counties in the State and is not due for re-election—should he seek it—until next year. As one of the Democrats whose image was not tarnished by political defeat, he should emerge as one of the new leaders of the Democratic Party in the State, particularly since he and his very able associate, Democratic county leader Jack English, have been and still are close to Sen. Robert F. Kennedy.

No particular role has yet been assigned to Nickerson in this area nor has he sought any specific assignment or candidacy for the future at this time. He has proved himself a man of ideas and integrity, however, and this is something the Democratic Party sorely needs now. That alone should carve out a niche of importance for Nickerson in the future.

Yorktown Seeking Water Meter Reader

Applications will be received through Dec. 2, for a competitive examination for the position of water meter reader, Town of Yorktown, with a salary range of \$5,500 to \$6,500.

The examination will be held on Jan. 7. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test. Preference may be given to successful candidates who have been legal residents of the Town of Yorktown 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.

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P.R. Column

(Continued from Page 2)

readers that comparing error for error, private industry would probably show up disadvantageously.

THE ONLY difference is that government operates in a fish bowl, while private industry can frequently hide behind the cloak of corporate secrecy.

THE RECORD built by Commissioner Hults during his tenure in office is one of which he can be justly proud as he returns to private life.

THERE ARE many such executives in the government service. But as with all government operations which run smoothly, the taxpaying public seldom hear about it or take it for granted.

IT IS ONLY when something goes wrong that the various media jump on the hapless government department, grinding in their heels as they do. If we were to recite some of the grievous errors made by daily newspapers compared to the errors made by government, we assure you the newspapers would come out a bad, embarrassed second.

BUT GOVERNMENT officials are like deer during open season: Everyone seems to have a license to take a pot-shot at them.

TO PRESERVE the good public relations of a government agency, the intelligent thing to do is to admit the error before it blows into a tornado, which no one can stop.

U.S. Has Jobs For Librarians

Career opportunities for librarians, at the starting salary of \$6,451 per year, are being offered by the New York Interagency Board of U.S. Civil Service Examiners.

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For further information, contact the New York Interagency Board of U.S. Civil Service Examiners, 320 East 42nd Street, N.Y.C.

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CSEA Member Demands Reinstatement

Oswego County Employee Files Suit To Regain Job

OSWEGO—Claiming that her "firing" was a "circumvention of the Civil Service Law, an Oswego County employee has filed a legal action to have both her job and herself reinstated.

State Supreme Court Justice Richard J. Cardamone has reserved decision on the suit brought by Margaret Slosek against the city, mayor, welfare commissioner and the Common Council of Oswego.

Miss Slosek is a member of Oswego chapter, Civil Service Employees Assn., which is assisting in her legal action.

In the suit, she maintains: 1. That abolishment of her former post of senior case worker in the Oswego Public Welfare Department was "not done in good faith" and "was done in circumvention of the Civil Service Law."

2. That the action of the Common Council in abolishing the position should be nullified. 3. That she should be reinstated in the position and be paid back salary with interest from last July 1.

Her salary from Jan. 1, 1966, when she was "fired," to July 1 was paid, she states in a petition accompanying the motion for a judgment in the case. Payment came, she said, as the result of ruling by a hearing officer that she was innocent of charges preferred against her by Oswego Public Welfare Commissioner Edwin G. Tift.

Miss Slosek states in the petition that the position was abolished by the common council at the request of Tift on June 27, just two days before the hearing officer, identified as John McCormack, found her innocent of the charges of being defiant and insubordinate.

She was defended in the hearing by Earl P. Boyle of Syracuse, who also represents her in the legal action.

The charges were not filed, she says, until March 11. Mayor Ralph Shapiro first attempted to terminate her employment by a letter dated Dec. 14, 1965. The letter said "your services are no longer required" as of last Dec. 31, she states.

Miss Slosek said she refused to leave and reported for work each day after demanding that the required formal charges be filed against her. The hearing on the charges was held April 26-29.

The senior case worker position was duly created by the city's Civil Service Commission, and she passed the examination for the position in 1959. She was appointed to the post in 1960. The position is governed by the State Civil Service Law she states.

She alleges that the resolution seeking to abolish the position circumvents Section 80 of the

Nassau Employees Art Show, Dec. 16

The talents of Nassau County civil service workers run to many things, but this time it's the artistically inclined who get their day. A Nassau County employees art show is planned by the county Office of Performing and Fine Arts for Dec. 16 to Jan. 31 at the Salisbury Park clubhouse. Entries may be submitted to Phil Shane, Pioneer 2-3000, Ext. 2218.

Civil Service Law.

The Oswego Welfare Department, she maintains, has three provisional employees "who have not passed the required competitive examination" for the job they now occupy "in violation of the Civil Service Law." These workers are doing work she formerly did, she contends.

Also, she maintains, under law "she must be placed upon a preferred list" for the filling of vacancies in the same or similar positions "or any position in a lower grade in direct line of promotion."

These positions include, she says, the ones now filled by the three provisional employees.

And, she says, the city cannot seek to eliminate the position on grounds of economy, as \$5,100 is provided in the city's 1966 budget for the position of senior case worker.

Furthermore, she states, the

states, the Social Welfare Law imposes upon the city public welfare district the duties of providing adoption services for children surrendered to it.

Handling these services through the Syracuse Adoption Exchange, as the city contends is being done, is a violation of the law, Miss Slosek maintains.

Nov. 16 Dinner Honored Bank Examiner Retirees

The Association of New York State Bank Examiners held its Annual Business Meeting and Dinner on Nov. 16, at the Seventh Regiment Armory, Park Avenue at 66 Street, New York City. Association President Joseph Mackey introduced the guests who included Superintendent of Banks Frank Wille and First Deputy Superintendent Virgil Conway. Also honored were eleven bank examiners who retired during 1966: Bert Barr, George Dise, Charles Engstrom, Olin Haydon, Walter Husing, John Irwin, Charles McCarthy, Desmond McCarthy, Thomas Martinus, Victor Paltsists, and Vincent Reuther.

The retirees were present with commemorative pins encrusted with the Seal of the State of New York.

Orange County CSEA Elects

ORANGE COUNTY—The incumbent officers of the Orange County chapter of the Civil Service Employees Assn. were re-elected at a recent meeting of the group.

Charlotte English is president; Richard E. Riker, vice president; Frank Spisso Jr., treasurer; Isabel Van Pelt, secretary; and Charles D. Sharpe, delegate.

At the recent meeting also it was resolved that the constitution of the Orange County chapter be amended to provide for bi-annual election of officers, commencing with the installation of the duly elected officers thereof for 1967-68.

"No Show" Positions

ALBANY—Senator Jack E. Bronston, Queens Democrat, has pre-filed legislation to require that all jobs in the legislative budget be itemized to pinpoint "no show" positions.

was sponsored by Norman Shadduck, 12th Ward Republican supervisor.

It replaced a proposal by Henry M. Baldwin, Board of Supervisors chairman and budget officer, which would have given each 15-year veteran an extra increment.

Shadduck told his colleagues he favored the flat \$300 raise method because it would benefit employees on the lower end of the salary schedule.

It's Due

"I think we owe it to the people in the lower-paying jobs to give them at least a reasonable raise at the end of 15 years," Shadduck said.

"Their loyalty to the county is just as important as that of the higher-paid employees," he added.

About 96 veteran employees will collect the extra \$300 next year, in addition to their regular raises, Baldwin said.

Until now the county has given a longevity raise after the 25th year. That policy will continue.

At the end of 25 years an employee receives an increment. The size of that raise is proportionate to the size of his salary. A suggestion by William D. Bennett, Seventh Ward Democrat, that a flat \$300 be given at the end of 25 years to make the longevity raise policy consistent was overwhelmingly voted down.

For Increments

Baldwin explained he had included the 15-year raise in the budget because he felt it was a benefit overdue county workers, and because the City of Binghamton gives similar longevity benefits.

He continued to favor the increment system, noting that the county has been having difficulty recruiting employees for the higher-paying jobs.

About four employees will qualify for their 25-year increments next year and these also will collect their 15-year \$300 raises under the new rule.

Carlton R. Bird, Triangle Republican, sponsored a motion which extended the 15-year raise to all former employees of the

Oyster Bay Party For Nine Retirees

Nine men with a total of 142 years service in the Town of Oyster Bay Highway Department were saluted at a retirement dinner in their honor Saturday, Nov. 12.

The men were honored in a festive affair at the Highway Department employees' dinner-dance at the Holiday Manor, Hicksville. Plaques were presented to each man by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., on behalf of the Town of Oyster Bay unit.

The retiring men were, in order of length of service:

William Metzgar, 41 years; Argentino Marotti, 16 years; Peter

Schuberth, 17 years; Leo Hoda, 16 years; Charles Lieb, 13 years; Gustave King, 10 years; John O. Remsen, 10 years; Frank Raymond, nine years, and Fred Chapman, eight years.

Among the guests were Superintendent of Highways Norman T. Wolfe; his deputy, John O. Martling, and Public Works Commissioner H. John Plock.

Broome County Budget Of \$13 Million Contains Raises and Increments

BINGHAMTON—Broome County officials have adopted a record \$13.7 million 1967 budget containing raises for nearly all employees plus an extra \$300 for each worker who has served 15 years or longer.

The resolution giving the \$300 longevity increases for 15 years of consecutive service

was sponsored by Norman Shadduck, 12th Ward Republican supervisor.

It replaced a proposal by Henry M. Baldwin, Board of Supervisors chairman and budget officer, which would have given each 15-year veteran an extra increment.

Shadduck told his colleagues he favored the flat \$300 raise method because it would benefit employees on the lower end of the salary schedule.

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Carlton R. Bird, Triangle Republican, sponsored a motion which extended the 15-year raise to all former employees of the

Binghamton Health Bureau, which was absorbed by the County Health Department when it was formed several years ago.

Shadduck, a number of the Employees Committee, told the board his resolution had the backing of his committee.

Example

As an example of how the \$300 raise will benefit those at the lower salary positions, it will mean an extra \$115 for those on the lowest step of the county's new pay schedule because the increment at that level is \$185. The increments grow with the salary for each job, up to \$720 for a worker in the \$12,628 to \$16,280 pay range, and all the way to \$1,395 at the top step of \$31,760 to \$38,785.

Biggest Raises Yet

The new Broome budget appeared to contain the largest total raises in county history, thanks to a new salary schedule authored by Baldwin which will take effect Jan. 1.

The new pay schedule will give nearly all of the county's 1,100 employees raises in varying amounts. It will raise the county's minimum salary to \$3,080, compared to this year's lowest salary of \$2,660.

The total cost of the 15-year

increments for nearly 10 per cent of the county work force will be about \$30,000.

The budget, however, made no provision for another benefit which the Broome County chapter of the Civil Service Employees Assn. has sought—adoption by the county of the fully-paid, one-sixtieth retirement plan.

Another goal to be pursued next year, according to John E. Herriek, chapter president, is an evaluation of salaries for all county positions by a firm or agency not connected with the county.

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Hempstead Benefits

(Continued from Page 1)

ential pay increase.

• Fully paid dental care plan.

All of the town's 1900 workers and 1000 seasonal employees will receive the new benefits.

Irving Flaumenbaum, Nassau chapter president, and Ralph Natale, president of the Town unit, lauded town officials for realizing the needs for keeping Town employee benefits in line with those enjoyed by workers in local private industry.

They said the huge benefit package, although not containing everything, need by Town workers, proves that "... negotiations between honest and responsible people usually end up favorably for both sides."