

Civil Service LEADER

America's Largest Weekly for Public Employees

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Seneca Impasse

See Page 3

Vol. XXX, No. 6 Tuesday, November 5, 1968 Price Ten Cents

Suffolk CSEA Signs New Pact

(From Leader Correspondent)

SMITHTOWN—Civil servants in Suffolk County reached a new era of solidarity last week as they hailed a new contract, headed by a 12 percent salary increase. The pact was ratified by an 11 to 1 vote.

It was acclaimed as the greatest gain ever achieved by the Suffolk chapter of the Civil Service Employees Assn., and probably the best pact to be achieved anywhere in New York State this year.

The contract lifts Suffolk employees from a trailing position compared with other groups in both public and private employment.

A side benefit was a substantial increase in the rate of new membership. More than 100 persons joined at the ratification vote. Chapter president Robert Villa said that "In the next few weeks we can pick up several hundred new members, and that's what we intend to do."

Teamsters Kayoed
The contract and the lopsided vote, according to Villa, reflected the results of CSEA solidarity. "The much-ballyhooed strength of

the Teamsters never showed up," he added.

"The research that went into preparing our case and the dedication of our negotiating team enabled us to prove our points. On this package we are not going to be topped by many, if anyone, this year."

Suffolk County Executive H. Lee Dennison had supported the agreement all along as "equitable," and John V. N. Klein, chairman of the County Board of Supervisors, said it was "fair and reasonable to both sides." He added, "I found myself as the spokesman and ultimate negotiator for the county, and sometimes it is not a pleasant situation, but it is one that someone must handle."

The ratification vote was 2,191 to 199. Klein said the package provides \$3,330,000 in wage increases and 554,000 in benefits in 1969.

Nassau Aides Voting On Pact Offering 11-20 Percent Boost And Significant New Benefits

(From Leader Correspondent)

MINEOLA—At Leader press time, members of the Nassau chapter of the Civil Service Employees Assn. were balloting on a \$10 million package that would assure them of an 11 to 20 percent increase in earnings.

The agreement provides a flat seven and one-half percent pay boost, with a minimum of \$600 in 1969 and a proportionate increase for hourly employees.

Among other major benefits are fully-paid family health insurance, worth from \$176 to \$255 depending on the type of coverage and size of family.

The county agreed to adopt a home-rule message required to change the retirement system to

be based on the three highest years' earnings.

Another major item is an additional longevity step after the 15th year.

Employees were balloting on pact acceptance Sunday morning at Building J at Nassau Community College.

The boost came after the 14th meeting between a CSEA negotiating team and the county. CSEA had already called for the aid of a mediator and was on the verge of demanding a fact-finding panel to report to the public.

Salaries will go up five percent, with a minimum of \$400 January 1 and an additional two and one-half percent, with a minimum of \$200 July 1. With the normal increment and new benefits, employees will be earning 11 to 20 percent more.

The benefits will affect more than 11,000 county workers.

Many particular groups of employees are favored by specific

(Continued on Page 16)

9 Days—Only \$349

Easter In Rome And Florence

The 1969 Easter trip to Rome for members of the Civil Service Employees Assn. and their immediate families will be longer, include a side visit to Florence and will be less expensive than the 1968 trip with no reduction in quality. It was announced by Irving Flaumenbaum, tour leader.

The nine-day trip will leave New

(Continued on Page 16)

Levitt Asks U.S. To Exempt Death Benefit Payments From Taxes

(Special To The Leader)

ALBANY—State Comptroller Arthur Levitt has asked the Commissioner of the U.S. Internal Revenue Service to reverse previous rulings and exempt the ordinary death benefit provided by the State Retirement Law from income taxation.

In the letter to Sheldon S. Coren, Levitt said, "It is now apparent by reason of the doctrine of *Ross v. Odom* . . . that these rulings are no longer valid."

The United States Court of Appeals, Fifth Circuit, ruling on a case involving death benefits paid by the Georgia Survivors' Benefit Program, held that a binding arrangement of risk shifting and risk distribution constituted life insurance for tax purpose, the Comptroller noted. Proceeds of life insurance normally are exempt from income taxation.

The Internal Revenue Service had previously ruled that the death benefit paid by the New York State Retirement System could not be treated as insurance because it did not have the form of life insurance, but the Federal appeals court rejected that argument, Levitt explained.

Tax Cuts Benefits

In announcing his request, the Comptroller told The Leader:

"The change I have requested is of great importance to the beneficiaries of members of our Retirement Systems, inasmuch as the income tax presently being collected deprives the beneficiary of a large share of the benefits to which he or she is entitled. I shall do all in my power to secure a reversal of this obsolete ruling by the Internal Revenue Commissioner."

The text of the Comptroller's letter to Cohen follows:

"During the years 1946 and 1948, the Comptroller of the State of New York inquired of the Commissioner of Internal Revenue whether the ordinary death benefit paid pursuant to the provision of the Retirement and Social Security Law of the State of New

York was exempt for Federal income tax purposes. By letters dated March 5, 1946, March 11,



ARTHUR LEVITT

Niagara Frontier CSEA Members Honor Brydges

NIAGARA FALLS—Members of the Niagara Frontier chapter of the Civil Service Employees Assn. recently cited Earl W. Brydges, State Senate majority leader, for his efforts on behalf of state employees.

The veteran legislator received a plaque during a recent chapter meeting at Our Lady of Lebanon School Hall. Making the presentation was Anthony Serianni, chapter vice-president. William Helwig, chapter president, presided at the meeting.

Senator Brydges was the principal speaker. Eulis M. Cathey, Sr., CSEA field representative, was among the guests.

1948 and October 8, 1948, the Commissioner ruled that the ordinary death benefit did not constitute the proceeds of a life insurance contract and for this reason was not within the scope of the exemptions from personal income tax which were found at the time in Section 22 of the

(Continued on Page 16)

Greene County Aides Ratify 'Drastically Improved' Pact

(Special To The Leader)

CATSKILL—A two-year contract, highlighted by pay raises for both years and drastic improvements to the pension plan and health insurance benefits, was ratified unanimously last week by Greene County employees who are represented

James Graham, CSEA field representative, who assisted in the negotiations for all county workers excluding registered nurses and highway department personnel, hailed the pact as "one of the best in the State."

The new contract provides a six percent raise in 1969 and an additional six percent in 1970 both computed after annual merit increments are given; adoption of the 1/60th non-contributory re-

retirement plan retroactive to 1960 for this year and retroactive to 1938 starting in 1970, and shift differentials for employees on the second and third shifts.

Fringe Benefits

Also, time and a half cash payment for overtime; 11 paid holidays plus a half day off on Good Friday; non-contributory hospitalization for the employee with 50 percent paid for dependent

(Continued on Page 16)

Going Places—See Page 2

Don't Repeat This!
No Rest In Politics

One Big Race Gone--Three More To Go

ANYBODY who thinks the politicians can take it easy after this week has another thought coming. Nothing looms so large in the public eye as a Presidential contest but here in New York there are three more contests that loom almost as vitally to the fortunes of the Republican and Democratic Parties—the

(Continued on Page 2)

(Adv.)
COMPUTING YOUR RETIREMENT BENEFITS? THE MAURICE BLOND AGENCY, 11 W. 42nd ST., N.Y.C. TEL. 736-6664.

DON'T REPEAT THIS!

(Continued from Page 1)

New York City mayoralty race of next year and the Senate and gubernatorial races of 1970.

Let's take New York City first. When John V. Lindsay was elected mayor three years ago the town took on such a "swinging" air that it was soon termed "Fun City." An air of great optimism permeated everywhere despite the initial chill of a costly subway strike, which had started before Lindsay took office. Since those first light-hearted days, Lindsay's sunny political skies have taken on a dark overcast and he is in serious trouble with the voters here, largely because of the school strike and other unrest.

Political forecasts—like weather forecasts—can change quickly and a year is a goodly time for Lindsay to recoup here. If he doesn't, however, the Democrats appear likely to recapture City Hall at this writing and they have a variety of talent to nominate for the job. Two men with strong labor mediation backgrounds—ex-U.N. ambassador Arthur Goldberg and Theodore Kheel, noted for years of success in the labor mediation field, come to mind as candidates with appeal on the grounds they could ease labor difficulties in this City. There are others, of course, such as Councilman Bob Low, and they will be analyzed in a future edition of this column.

The Governor's Race

The gubernatorial contest of 1970 appears certain to be between new faces. Governor Rockefeller is expected not to seek re-election. There has been talk that he would

take a Federal cabinet post should Richard Nixon be elected President. Should this occur, the governorship for now would go to Lieut. Gov. Malcolm Wilson, whom Rockefeller has endorsed publicly as his political heir in that post, and Wilson will seek the election one way or another in 1970. His only important rival at the moment in the field is Perry Dur-yea, Long Island Assemblyman who is minority leader in that house.

For the Democrats, the contest

Eight Days—Only \$285

Venezuela Tour Set For Feb. 8

A new winter offering is being made to members of the Civil Service Employees Assn., their families and friends in the form of an eight-day trip to Venezuela Feb. 8 from New York City.

The low cost of only \$285 includes round trip jet transportation, luxury hotels in Caracas and the mountains, gourmet breakfast and dinner and sightseeing. The Hotel Marcaray is a complete vacation resort in the mountains and offers free golfing, swimming, movies and a host of other activities.

In Caracas, the Hotel Avila is secluded in fourteen acres of private tropical park, situated in the highest point of the capital city.

Space for this unusual offering is available now and may be had by writing to Randolph V. Jacobs, 762 East 217 St., Bronx, New York, 10467. Telephone (212) 882-5864 after 6 p.m.

will be a wide open one. Right now, no one can claim to have an inside track on the gubernatorial nomination. There are a good many likely candidates, however, and we will describe them, too, in a future edition of this column.

The Senate Contest

1970 will also see a U.S. Senate race. Charles Goodell, appointed by Governor Rockefeller to fill the vacancy created by the death of Sen. Robert F. Kennedy, will surely carry the Republican banner again in that contest.

For the Democrats, the mayoralty and gubernatorial races will probably take precedence as far as pre-convention scrambling goes.

All in all, there will be no rest for the political-minded in the next two years.

Commissioner's Ruling On Complaints Upheld

ALBANY—The State Grievance Board has rejected an appeal by vocational rehabilitation counselors in the State Education Department, upholding a ruling by the State education commissioner.

The counselors have objected to being required to handle complaints by clients over frequent delays in getting their maintenance checks.

The checks are handled by the department's finance office, and the counselors contended that much of their time was being wasted by calls to the finance office that could be handled quicker and more efficiently by the finance office.

The department ruled that the counselors should handle all relationships with the client, contending that the finance office itself did not have the personnel to handle the calls.

The board stated that the commissioner of education should "retain the authority to determine the methods and means by which the program is carried out."

The board's decision did not explain, however, how the department ruling actually would reduce calls to the finance office over non-issuance of checks or delays.

An indication that the board felt all was not perfect in the present setup, however, was contained in the decision. The board stated:

"If this problem persists, the board suggests that the parties

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.

Simple English: Part II

SO GREAT was the response to our column of a month ago on "Simple English" that we decided to make this week's column "Simple English Part II."

QUITE OBVIOUSLY our civil service readers want to know all they can about improving their public relations by communicating more effectively through the use of simple English.

ONE READER was quite vehement in suggesting that the State Civil Service examiners in Albany could profitably learn the lesson of simple English "when they draw questions on Reading and Report Writing."

OF COURSE we were including all civil service people, particularly examiners, in our appeal for better communications through simple English.

WE CAN'T think of a better source for tips on how to use simple English than "The Elements of Style" by Prof. William Strunk Jr. and E. B. White (Macmillan paperback: \$1). More specifically, we would like to concentrate on Mr. White's contribution to this paperback gem, which the late Prof. Strunk developed in his English classes at Cornell.

HERE ARE Mr. White's suggestions for developing a style when one depends on simple English in writing anything—letters, answers to exam questions and, by all means, the questions themselves:

- Place yourself in the

confer, as required in the Executive Order, to strive for an acceptable solution."

In presenting their case, the counselors pointed out that once they had recommended that maintenance be paid to a client, they no longer had any control or information about the issuance of the check.

They argued further that obtaining the information on these inquiries wasted their time, and prevented their doing other more valuable work.

background. Write so that it draws attention to what you have to say, not to you.

● Write in a way that comes naturally. Use words and phrases that come readily to hand. Never imitate consciously, but do not worry about being an imitator.

● Work from a suitable design. You don't need a building blueprint, but you should work from a mental or written outline of what you want to write.

● Write with nouns and verbs. Easy on the adjectives and adverbs, which should be used only when absolutely essential to the accuracy of what you are writing.

● Revise and rewrite. Revising is part of writing. Not even professional writers make it the first time around. Don't be afraid to rewrite to get it right.

● Do not overwrite. Use words sparingly. Fancy or ornate writing is not good writing. It promotes confusion, certainly not clarity.

● Do not overstate. Tell it as it is. If you overstate once, your subsequent statements are suspect.

● Avoid the use of qualifiers such as "very," "little," "pretty." Mr. White describes these as "the leeches that infest the pond of prose."

● Do not affect a breezy manner. Mr. White says "the breezy style is often the work of an egocentric."

(Continued on Page 7)

Christmas Tour To Spain—\$347

A nine-day Christmas tour to Spain's resort area—the Costa del Sol—is now open to Civil Service Employees Assn. members for only \$347 and the price includes round trip jet transportation, breakfast and dinner, rooms at the Hotel Torre de la Roca in Torremolinos and a side excursion to Granada.

The tour departs from New York on Dec. 23, returning Jan. 1. Space is limited and immediate application should be made to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210—telephone (after 5 p.m.) 212 253-4488.

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Workmen's Compensation Bd. Will Give Employee Awards

The Workmen's Compensation Board of the State of New York will establish "The Chairman's Citation," an annual honorary award to be presented to selected Board employees whose careers cover long and dedicated service combined with exceptional and outstanding performance.

Workmen's Compensation Board chairman S. E. Senior has appointed a committee composed of George J. Syrett, administrative director; Miss Catherine C. Hafele, secretary of the Board, and Granville W. Lee, director of research and statistics, to develop this recognition program.

The first group of employees to receive honors is now being selected by the committee and presentations will be made this fall.

Edward Rath Of Erie County Dies; CSEA Negotiations Continue

(From Leader Correspondent)

BUFFALO—Civil Service Employees Assn. leaders in Erie County "see no disruption" in CSEA bargaining for 6,200 county employees because of the sudden death last week of Edward A. Rath, Erie County executive.

Mr. Rath, 61, died Oct. 28 of a heart attack. He worked in his office Saturday.

Mr. Rath, earlier this year, had recognized Erie chapter, CSEA as the Taylor Law bargaining agent for Erie County workers and, at the time of Mr. Rath's death, a CSEA bargaining team was negotiating a contract with county officials.

"I see no disruption in the negotiations," said Neil V. Cummings, Erie chapter president. "Mr. Rath, as the county executive, recognized the CSEA but his action represented the official policy of Erie County, as far as I can determine."

Funeral services were held for Mr. Rath last Thursday after his body laid in state for 24 hours at the Buffalo & Erie County Public Library building.

Mr. Rath, a Republican, served in various posts in Buffalo and Erie County for nearly 40 years. He won election in 1960 as Erie County's first executive and was re-elected in 1963 and 1967.

M.H. Committee To See Commissioner

(Special To The Leader)

ALBANY—Members of the Civil Service Employees Assn. special Mental Hygiene Committee will meet with Mental Hygiene Commissioner Alan D. Miller at his Albany office on Nov. 7.

The committee will meet the night before, at 5:30 p.m., in the Ambassador Restaurant to finalize its agenda.

Included on the committee are Pauline Fitchpatrick, Anna Besette, Joseph Bucaria, Julia Duffy, Charles Ecker, George Felkel, Edward Limner, William McGowan, William J. Rossiter, J. Arthur Tennis, Isadore Siegal, Elizabeth Begeal, and George Celentano.

Pass your Leader on to a non-member.

CSEA Charges Bad Faith By Seneca C'ty Supervisors Causes Negotiation Impasse

(Special To The Leader)

ALBANY—The State Civil Service Employees Assn. has joined the fray between the Seneca County CSEA chapter and the County Board of Supervisors, accusing certain members of that government body of "bargaining in bad faith and intimidating its employees" during the current hassle over negotiations.

CSEA representatives recently declared an impasse in negotiations with the county and asked the State Public Employment Relations Board to intervene in the contract dispute. A mediator assigned by the State agency failed in an attempt to settle the impasse. An impartial fact-finder has been assigned to the case by PERB.

"To substantiate our cause and to live up to the true spirit of the Taylor Law, our Seneca County chapter has agreed to abide by the recommendation of the fact-finder assigned by PERB," said Theodore C. Wenzl, president of the State's largest public employee labor organization.

Ignored Agreement

The current wrangle stems from charges by Louis T. Shaw, CSEA field representative assisting the county chapter in its negotiations, that the Board of Supervisors ignored the tentative agreement made between Shaw and the county's negotiating team and instead unilaterally drew up what it considered to be a set of counter-proposals.

"The twist here," said Wenzl, "is that the supervisors apparently ignored the recommendations of their own negotiating team. Even more blatant is the fact that the County Board has brought its so-called counter proposals directly

to the employees for approval, by-passing CSEA, the organization it designated as the bargaining agent for these same workers."

Continuing, the CSEA president said: "We see in this high-handed action a clear violation of the Taylor Law and a direct attempt at employee intimidation. We have reports that our members are reluctant to make any public statements in defense of their position for fear of reprisal."

County's Bad Faith

"We feel," said Wenzl, "that negotiations on the part of the county were conducted in bad faith and completely reject a charge made by a county official that members of the CSEA bargaining team were 'naive' in thinking that the county would accept the first CSEA proposal offered. We are well aware that proposals, counter-proposals and compromise are a part of collective bargaining and that a government's negotiating team cannot make binding commitments."

"At the same time, it is common practice for government negotiators to discuss the various areas of negotiations with their legislative leaders in order that they may arm themselves with offers the county would be willing to go along with. CSEA was led to believe that this was the case in Seneca County, and in

good faith, our representative affixed his signature to the tentative agreement at the request of the county bargainers. We were also under the impression that approval of this agreement by the Board was only a formality. I would say the word 'naive' was applied to the wrong party."

"The question here is knowledge of the law governing collective negotiations. It is apparent that these county officials are 'inexperienced in this area. The law is new, granted, but CSEA is negotiating in more than 250 other local jurisdictions in addition to the State and has signed more than 100 contracts. Our representatives are thoroughly familiar with the law and with collective bargaining procedures," Wenzl stated.

"Furthermore, we strenuously object to the smear campaign being waged by certain political elements against our representative, Mr. Shaw. Public statements made to the effect that Mr. Shaw is not qualified to represent our members in Seneca County are both vicious and groundless."

"As a career public employee, he has familiarized himself with all of the problems encountered in this particular area of labor relations, and as president of the Cayuga County chapter of CSEA negotiated the first CSEA contract in the State under the Taylor Law."

Tour Leader Tells Of Trip

Deloras G. Fussell, tour leader and travel organizer for the Civil Service Employees Assn., yesterday gave an illustrated lecture on her recent trip to the Soviet Union at the monthly luncheon meeting of the New York State Education Department's Council of Women at the Sheraton Inn Towne Motor Inn.

Christmas In Miami Beach

Two 10-day, all expense tours to Miami Beach during the Christmas holidays are now open to members of the Civil Service Employees Assn. and their immediate families.

The vacation trip is from Dec. 23 to Jan. 1 and two hotels are offered—the Cadillac for \$307.50 or the Barcelona for \$333.50. Both prices include round trip jet transportation, deluxe breakfast and dinner, tips and other extras.

For remaining available space write to Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Telephone (212) 253-4488 after 5 p.m.

Seneca Falls School Aides Receive Boost In Salary, Benefits

(From Leader Correspondent)

SENECA FALLS—Wage increases of between eight and 20 percent plus boosts in benefits are included in an agreement reached under the Taylor Law between the School District of Seneca chapter, Civil Service Employees Assn., and the Seneca

(Continued on Page 14)



INSTALLATION —Dr. Theodore C. Wenzl, center, installs the new officers of the New York State Identification and Intelligence Systems chapter of the Civil Service Employees Assn., at an Albany luncheon. Rear, from left, are: John A. Conoby, Albany area field representative for CSEA; Paul McCann and Adam D'Alessandro, both deputy directors of the System who were guests at the luncheon; Rose Heintz, treasurer, Front row; Mary Moore, secretary; Bessie Bolton, delegate; Wenzl, Helen Marsh, outgoing president, and Donald Blake, the new president.

"DAZZLING! Once you see it, you'll never again picture 'Romeo & Juliet' quite the way you did before!" —LIFE



Research for Protection ... so more will live.

Muscular Dystrophy has been almost certainly linked to a metabolic defect — some faulty link or links in the chain of chemical reactions by which the body breaks down food to produce energy and restore tissues. It is known that the initial "error" occurs in the hereditary materials within the cells, but just how this error gives rise to the metabolic defect has yet to be determined. Additional research is necessary.

Both basic and applied research continue. Basic research concerns itself with the study of muscle, its structure, cell components, metabolism and manner of functioning. Applied research tackles such tasks as comparing the structure of diseased and healthy muscle fibers, or substances found in the blood and excretions of MD victims and normal persons.

The Muscular Dystrophy Association of America sponsors a unique research facility, the Institution for Muscle Disease.

In addition, local chapters sponsor programs to help those who have been stricken by MD. Each November, MDA conducts its annual campaign to secure public support of its program to find the cause and cure of this dreaded disease. Support your local MD fund drive this year.



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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, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. 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 Brooklyn Bridge stop and the BMT QT and RR 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, N.Y. 10007, corner of Chambers St., telephone 488-6606; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Suite 150, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday 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, Federal Bldg., Federal Plaza at Duane St. and Broadway, New York, N.Y. 10007. Take the IRT Lexington Ave. Line to City Hall and walk two blocks north, or take any other train to Chambers St. or Broadway Stations.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Telephone 573-6101.

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.

Many Spots In State: Laboratory Workers

New York State will accept applications continuously for positions as laboratory worker. Positions are located in Albany with the Departments of Agriculture and Markets, Conservation, Education and Health; in the New York City area at Bronx State Hospital; in Buffalo at Roswell Park Memorial Institute, and at many of the State University's colleges, universities and medical centers located Statewide.

Salary for this job is from \$4,190 to \$5,230 a year. A laboratory worker performs more responsible routine laboratory procedures and helps with the supervision and training of several laboratory helpers assigned to work in a diagnostic, research or other scientific laboratory. He directs helpers in the preparation and sterilization of media and glassware; loads and operates large sterilizers, and assists in maintaining and ordering supplies. He also helps test drugs and

other products on laboratory animals by giving injections, making observations, assisting with surgery and autopsies, and keeping careful, accurate records. Using aseptic precautions, he dispenses and distributes antitoxins, sera and vaccines. He may also supervise a unit which processes specimens for diagnostic examination. In the Education Department, considerable field work may be involved in relation to experiments with plants, insects and other animals.

Candidates must meet one of the following requirements: (a) graduation from a standard senior high school; or (b) two years of satisfactory experience in a scientific laboratory engaged in

large-scale operations; or (c) a satisfactory equivalent combination of the above training and experience.

Opportunities for advancement in this position, according to the State Department of Civil Service, are "excellent." Some of the positions to which a laboratory worker can advance are senior laboratory worker at a salary of \$5,200 to \$6,440 a year; principal laboratory worker at \$6,175 to \$7,584 a year; head laboratory worker at \$7,770 to \$9,450 a year; laboratory technician at \$5,200 to \$6,440 a year, and senior laboratory technician at \$6,175 to \$7,584 a year.

For an application, contact one of the following offices of the State Department of Civil Service: The State Campus, Albany, N.Y.; Room 1100, 270 Broadway, New York City; Suite 750, 1 West Genesee St., Buffalo, N.Y., or Rm. 818, State Office Building, Syracuse, N.Y.

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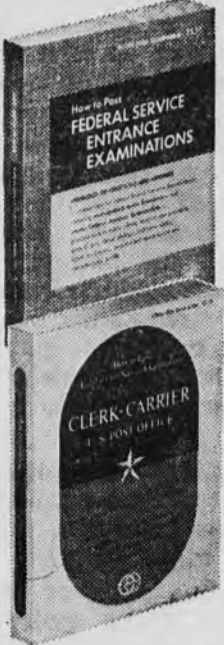
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TUESDAY, NOVEMBER 5, 1968

Civil Service Peace

WHILE New York City's uniformed forces appear to be easing off on strike threats, the school walk-out still appeared grim at Leader press time. Suffolk County averted a major work stoppage by 11th hour action on a new contract with the Civil Service Employees Assn. last week and CSEA is conducting closed negotiation talks with the State at this time.

In general, therefore, it would appear that the public employee scene is getting a little loosened up but it can still get tight again if negotiations do not move along, backed by proper advanced planning.

New York State has had a rather enviable record of labor peace for decades and most upstate communities have had little problems with civil servants to date. Things can stay that way if negotiations now underway continue with a realization on management's side that public employees are entitled to and intend to get first rate working contracts.

It would be a sorry mistake for anyone to think that State and local government aides want to stage demonstrations, sit-ins or strikes just to show muscle. The public service has simply learned that it was going nowhere with the old hat-in-hand routine and it doesn't intend to act that way again.

But most public employees are responsible workers. If management shows its sense of responsibility, too, there is no reason why a full measure of peace cannot be restored to the civil service sector.

Levitt's Helping Hand

COMPTROLLER Arthur Levitt has asked the United States Internal Revenue Service to exempt from taxation the ordinary death benefit provided to State workers under the State Retirement Law.

Levitt views this benefit as another form of a life insurance policy, which would be exempt from taxation. The Internal Revenue Service somehow didn't see the similarity but, fortunately, the U.S. Court of Appeals did.

On the basis of the Court's ruling, Levitt is now asking the Federal government to make this tax exemption effective immediately and, in so doing, is rendering public employees everywhere a great service.

Prep Course Given For March 8 Exam

City employees preparing for the tests for promotion to senior clerk and senior stenographer may enroll in a ten-session course offered by the City's Municipal Personnel Program beginning Dec. 2. The cost is \$15.

The classes will be given at Long Island University in downtown Brooklyn and will meet from 6 to 8 p.m. one night a week. Mail registration only is being accepted from Nov. 12 to 22 for the examination, which is scheduled for March 8, 1969.

Registration forms may be obtained from training and personnel offices in each City agency and at the Training Division of the Department of Personnel,

room M-6, 40 Worth St., New York City 10013.

PERB Denies

ALBANY—In a recent decision, the State Public Employment Relations Board denied a petition by an affiliate of the AFL-CIO to separate custodial workers in an upstate New York school district from other non-professional employees.

The board said it found no reason to require two negotiating units, noting that all non-professional employees were being paid in the same manner and all, except busdrivers, received generally the same fringe benefits.

The ruling affected School District No. 1 in Otsego and Herkimer counties.

LETTERS TO THE EDITOR Negotiations

Editor, The Leader:

Salary and Pension negotiations are being conducted at present between the State Administration and CSEA representatives. Good.

Let us not pre-judge the outcome. It is easy to criticize and grumble (even without the facts). Who can say whether a salary increase for a relatively new employee of the State is more urgently needed or more equitable than a realistic pension for a veteran employee who would like to retire but cannot afford to do so?

The Empire State has a wonderful opportunity now to show how turmoil and bitterness can be avoided by coming up with an enlightened salary and pension adjustment.

Fortunately, our State legislators have already established a 20-year, half-pay pension plan which can serve as a model for pension reform.

So, let's "cool it"! Have faith in the fairness and integrity of our system.

FRANK VALENZA
Elmont, N.Y.

Reilly To Head Poughkeepsie CSEA

(From Leader Correspondent)

POUGHKEEPSIE — Gerard Reilly, a code enforcement officer, has been elected president of the Poughkeepsie unit, Civil Service Employees Assn. He succeeds John Colbert who served for two terms.

Other officers named at a recent meeting at the Dutchess County Courthouse include: Francis Crawford, an engineering aide with the Water Department, first vice-president; Miss Lois Cunningham, a caseworker in the Social Services Department, second vice-president; Mrs. Catherine Ollivo, senior account clerk in the city's finance department, secretary; Dan Kelly, principal clerk in the Department of Public Works, treasurer; and Phil Rosino, senior clerk in the Water Department, sergeant-at-arms.

The next meeting of the unit will be an installation dinner Nov. 20 at Aloy's Garden Restaurant, Poughkeepsie.

Arlington Unit Appoints Ward

(From Leader Correspondent)

POUGHKEEPSIE — Glendon C. Ward has been nominated president of the Arlington School District unit, Civil Service Employees Assn., succeeding Marshall Temple, who resigned.

The action was taken at a meeting last week at which CSEA officials briefed the Arlington unit on negotiations and mediation under the State's Taylor Law.

The speakers were Thomas Luposello, eastern regional director, and Ellis Adams, president of the Dutchess County chapter.

The next unit meeting will be Nov. 7, at 7:30 p.m., at Arlington Junior High School.

Civil Service Law & You

By WILLIAM GOFFEN



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

Penalties & The Courts

THE GAP IN permissible penalties imposable by the Commissioner under the New York City Administrative Code in disciplining firemen for misconduct or incompetency sometimes makes it impossible to fit the punishment to the violation. After authorizing a reprimand or forfeiture of not more than ten days' pay, the Administrative Code (Section 487a-12.0) states that the "offending party" may be dismissed from the force. Accordingly, in those cases in which the offense may not be adequately penalized by a ten days' loss of pay, the only remaining alternative is dismissal although this may be too severe. A similar criticism may be made of the discipline provisions of the Civil Service Law, Section 75, though this statute gives more leeway than the cited provision of the Code.

THE PROBLEM IS met by the courts through the exercise of complete authority to substitute an appropriate penalty for that imposed by an administrative agency. Such authority is given by the Civil Practice Law and Rules, Section 7803(3).

EMPLOYEE RESORT to such judicial authority is illustrated in *Bovino v. Scott* (New York Law Journal, October 11, 1968, page 1). Bovino was dismissed after twenty-six years' satisfactory service when the Fire Commissioner found him guilty of engaging in the questionable activities for a fireman of supplying for a fee duplicate badges to policemen and firemen, selling fire extinguishers, and exhibiting pornographic films at firehouses. In view of the serious nature of the charges, the permissible fine would perhaps be inadequate, but the remaining option of dismissal available to the Commissioner is evidently disproportionate to the offense. Accordingly, with the wider discretion available to it, the Appellate Division modified the penalty by reducing Bovino's dismissal to suspension for six months.

FROM THE DETERMINATION of the Appellate Division, the Fire Commissioner appealed to the Court of Appeals. In that Court, Judge Francis Bergan, writing for a majority of the Court, reaffirmed the authority of the Court to deal with the measure of discipline imposable upon a civil service employee free of the restriction placed upon administrative agencies. Judge Bergan cited as authority for the Court's power its decisions in the cases of *Bell v. Waterfront Commission*, *Donohue v. New York State Police* and *Walker v. Murphy*.

IN THE BELL case, the Court of Appeals reversed the revocation of a longshoreman's registration for fabrication of subversive activities and directed its immediate restoration.

IN THE DONOHUE case, the Court annulled the dismissal of a State Trooper with nine years of concededly exemplary services who had been found guilty of disobeying an order which would have required him to violate a confidence of his colleagues, and remanded the matter to the New York State Police with instructions to proceed in accordance with a dissenting opinion in the Appellate Division by Mr. Justice J. Clarence Herlihy. Justice Herlihy ruled that minimal punishment, if any, was indicated.

IN THE WALKER case, the Court of Appeals found no ground to disturb the punishment of dismissal of a patrolman of the New York City Police Department who had been found guilty of accepting gratuities for giving special police protection to certain real estate interests.

EXERCISING THE unrestricted authority to determine an appropriate penalty irrespective of the statutory restriction upon the exercise of such authority by the Fire Commissioner, the majority decision of the Court of Appeals modified the six months' suspension of Bovino by increasing it to a two year period.

JUDGE MATTHEW J. JASEN wrote a dissenting opinion concurred in by Judges John T. Scleppl and Charles B. Breitel in which he urged that the Civil Practice Law and Rules should not be interpreted as granting greater power to the Court to determine the measure of punishment than given by the Administrative Code to the Fire Commissioner. Judge Jasen reasoned that the Court's only correct function proportionate as to shock one's sense of fairness. As the legislators intended that for serious misdeeds dismissal must

(Continued on Page 7)

LAW COLUMN

(Continued from Page 6)

follow. Judge Jason urged that Bovino's discharge should be confirmed. Yet so long as Civil Service legislation does not afford the Commissioner a broad enough scope to fit punishment in better proportion to the infraction, it seems that the construction of its power adopted by the Court's majority is better tailored to do justice.

P. R. Column

(Continued from Page 2)

● Use orthodox spelling. Don't use "nite," "pleez," or "thru"—but it's perfectly proper to say "thruway" because "it was born of necessity."

● Do not explain too much. Let your facts do the explaining.

● Do not construct awkward adverbs, such as "tiredly," "tangledly," etc.

● Make sure the reader knows who is speaking. If you quote something or someone, give the source.

● Avoid fancy words. Don't use a \$20-word when a ten-center is handy.

● Do not use dialect unless your ear is good. Besides, dialect on paper is difficult unless you spell it phonetically and that can be tortured writing.

● Be clear. We repeat: Be clear. If you get involved in a sentence that looks like an octopus, kill it and start again.

● Do not inject opinion—unless your official duties require your opinion.

● Use figures of speech sparingly—and don't mix metaphors.

● Do not take shortcuts at the cost of clarity. If you use initials to identify something, use the full identification first so that the initials mean something later.

● Avoid foreign language words in your writing. English is difficult enough without trying to make what you write more confused by use of foreign words.

BUT THE BEST advice we can give is: read Strunk and White, then re-read it.

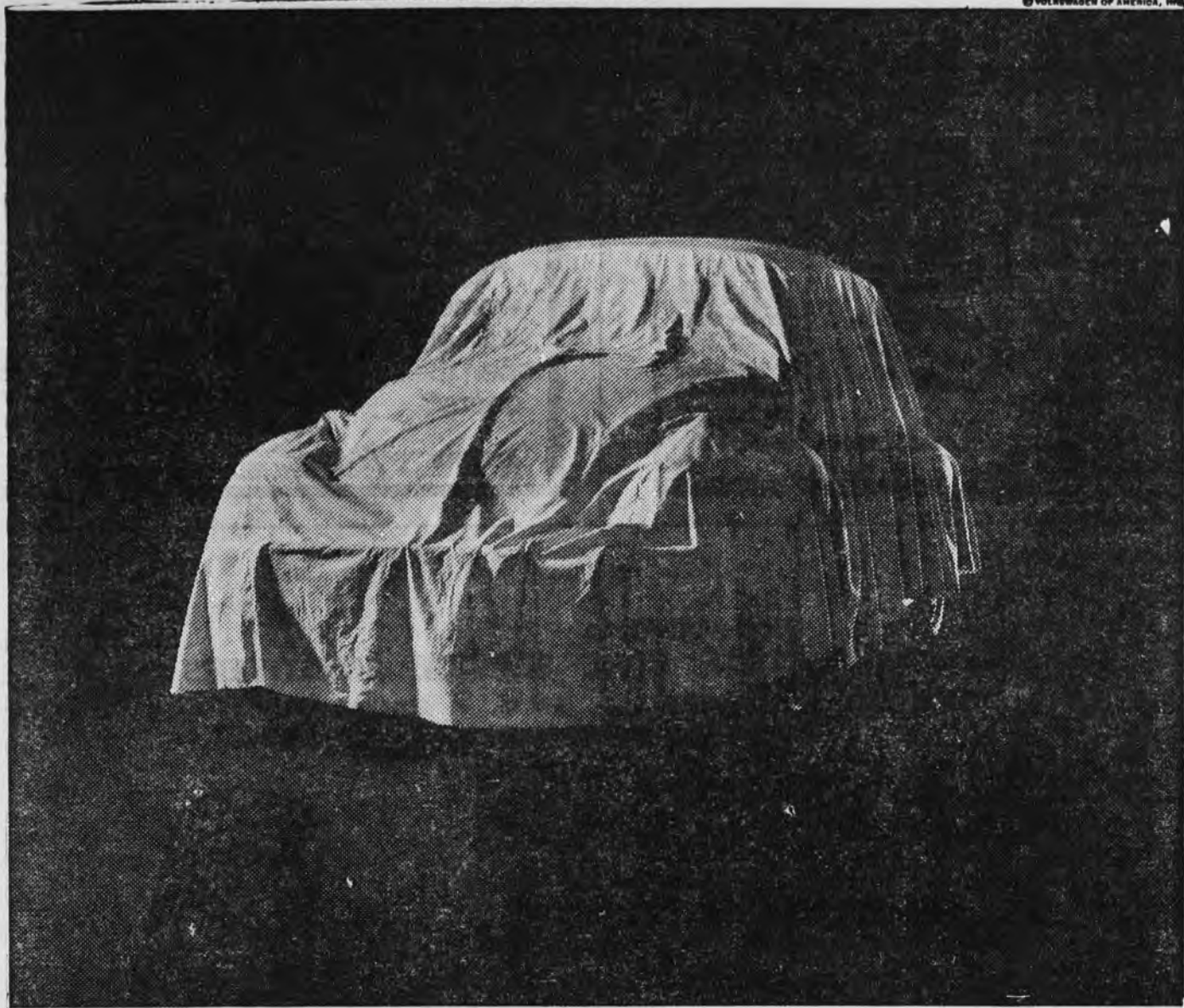
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LEGAL NOTICE

SUPPLEMENTAL CITATION.—File No. 6024, 1968.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To JAMES SCARTH, JR., JOAN OLLWELLER, ARLENE PACK, BARBARA WOODWARD, MADELINE FERRIN (formerly Ferrini), FLORENCE GRAY, the places of residence of the last two distributees being unknown and cannot after diligent inquiry be ascertained by the petitioner herein, grandnieces of decedent, being daughters of Florence Gray (later Scarth by marriage), a daughter of George Langbein, predeceased brother of decedent, if living, and if dead, to their executors, administrators, legal representatives, husbands, distributees, heirs-at-law, next of kin, legatees, assignees and successors in interest, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being interested as distributees, or otherwise in the estate of Dorothy L. Kraas, deceased.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 29, 1968, at 10:00 A.M., why a certain writing dated November 16, 1968, which has been offered for probate by George S. Ludwig, residing at 46 Avon Road, Bronxville, N.Y. 10708 should not be probated as the last Will and Testament, relating to real and personal property, of Dorothy L. Kraas, deceased, who was at the time of her death a resident of 510 East 84th Street, New York, in the County of New York, New York.

Dated, Attested and Sealed,
October 16, 1968.
(U.S.) HON. SAMUEL J. SILVERMAN,
Surrogate, New York County
William S. Mullen, Clerk
Name of Attorney: GEORGE S. LUDWIG,
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- Property manager, asst., no. 22-138, \$7,770-\$9,450.
- Property manager, no. 22-139, \$10,220-\$12,340.
- Radiological chemist, sr., no. 22-134, \$9,200-\$11,140.
- Radiological health specialist, asst., no. 22-141, \$11,985-\$14,390.
- Radiological health specialist, sr., no. 22-140, \$9,200-\$11,140.
- Scientist (Botany) sr., no. 22-142, \$11,365-\$13,675.
- University equipment specialist (interior design), no. 22-143, \$9,200-\$11,140.

For applications and further information on these tests, contact the State Department of Civil Service at: Albany—Field Recruitment Section, Examinations Div., State Office Building Campus, Albany, N.Y.; New York—Rm. 1100, 270 Broadway, New York City, 10007; Buffalo—Suite 750, 1 West Genesee St., Buffalo, 14202; Syracuse—Rm. 818, State Office Building, Syracuse, 13202.

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LEGAL NOTICE

SUPPLEMENTAL — CITATION—File No. 6887, 1968—The People of the State of New York, By the Grace of God Free and Independent,
To the heirs at law, next of kin and distributees of Elizabeth McKiernan deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 13, 1968 at 10:00 A.M. why a certain writing dated April 27th, 1962 which has been offered for probate by Eugene A. Drumm residing at 115 East 89th Street, New York, N.Y. should not be probated as the last Will and Testament, relating to real and personal property, of Elizabeth McKiernan, deceased, who was at the time of her death a resident of 115 East 89th Street, New York, in the County of New York.
Dated, Attested and Sealed, October 31, 1968.

HON. Samuel J. Silverman
Surrogate, New York County
William S. Mullen
Clerk
Casimir E. Sojka, Esq.
Attorney for Petitioner
80 Mott Street
New York City, 10013
CANal 6-5354

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF BRONX. In the Matter of the Application of EDUARDO LUIS ALVARADO, Petitioner, for an Order Dissolving His Marriage with CARMEN DELLA ALVARADO, Respondent. Pursuant to Article 12 of the Domestic Relations Law, TO: CARMEN DELLA ALVARADO: PLEASE TAKE NOTICE that a petition has been presented to this Court by EDUARDO LUIS ALVARADO, your husband, for the dissolution of your marriage on the ground that you have absented yourself for five successive years last past without being known by him to be living, and that he believes you to be dead, and that pursuant to an order of said Court dated the 16th day of October, 1968, a hearing will be had upon said petition at the Supreme Court, Special Term, Part I, in the County of Bronx, at the Courthouse at 161st Street and Grand Concourse, Borough of Bronx, City and State of New York on the 10th day of December, 1968, at 9:30 o'clock in the forenoon. Dated: Bronx, New York, October 3, 1968.

EDUARDO LUIS ALVARADO, Petitioner.
ALFRED J. POMERANZ, Attorney for Petitioner, 629 Prospect Avenue, Bronx, N.Y. 10455. Tel: MO 4-8558.

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In Community Action Activities

New Clerk Title — No Educ. Or Experience Requirements

An examination for a brand-new City title for which there are no educational or experience requirements—clerk of community action activities—will be given by the New York City Department of Personnel on Dec. 21. Filing will be open from Nov. 6 to Nov. 26. The eligible list resulting from this test will be used to fill vacancies only in (1) programs funded by the Human Resources Administration of the City and its component agencies, except the Department of Social Services, and in (2) the Human Resources Administration's Model Cities Offices. Eligibles appointed from this list cannot have their title changed to clerk, according to the Personnel Department.

Salary range for the position will be from \$4,350 to \$5,754 a year. Fringe benefits include generous annual leave, sick leave, leave with pay for holidays and membership in a liberal pension system, the social security system, a health insurance plan and the blood credit program.

Responsibilities and duties of the new position, the department said, are to perform clerical work of ordinary difficulty and responsibility under direct supervision, and to perform related work.

Examples of typical tasks on the job will be: receives, processes, and delivers mail or other material; packs and unpacks all kinds of material other than very heavy or bulky objects; transports material between locations within a department or agency; delivers material other than very heavy or bulky objects to other departments or agencies or to a post office; operates postage meter machines; keeps requisite simple records; files on shelves or stores correspondence, records, reports, books or other material.

Also; places previously coded material in the files, bins or cases, or on the shelves provided; removes easily located material; assists in files or records transfer procedures; maintains simple records or statistics; enters on appropriate forms or listings the number and types of transactions docketed or completed; posts data periodically to established statistical summations from such dockets or records; acts as a receptionist, meeting the public, distributes or prepares for mailing readily obtainable and familiar material available to and re-

quested by the public; and issues material to the public.

The written test for the jobs will be of the short-answer type and is designed to evaluate the candidate's clerical aptitude and ability to follow directions. It may include questions on vocabulary, arithmetic, grammar, spelling and other pertinent subjects, the department announced.

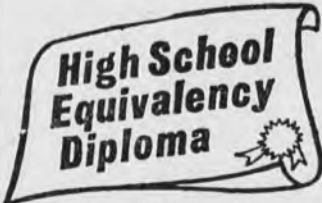
Additional credit on the test will be granted to candidates who pass the written test, as fol-

lows (1) to candidates who fall within the poverty guidelines for 1968 established by the Office of Economic Opportunity, 5 points; (2) to candidates who reside in designated poverty areas, 5 points; (3) to candidates who are 55 years of age or older, 2 points. However, candidates must not have reached their 63rd birthday on the test date.

For application and more information on the designated pov-

(Continued on Page 15)

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Oscar Stern, Bklyn., 7110; Miss Olga Parker, NY, 6850.

TEACHER OF UPHOLSTERY IN DAY HIGH SCHOOLS
Solomon Regen, Rahway, 69.00.

TEACHER OF HEALTH CONSERVATION IN DAY HIGH SCHOOLS
Mrs. Rose J. Nalbantian, Ridgewood, 6870; Miss Lafrances Hills, Bklyn., 6860.

TEACHER OF COMMERCIAL AND DOMESTIC REFRIGERATION IN DAY HIGH SCHOOLS
Peter Rosenthal, Bklyn., 6260

TEACHER OF OFFICE MACHINE OPERATING IN DAY HIGH SCHOOLS
Mrs. Dorothy Park, Bklyn., 63.10.

New City Tests

The New York City Department of Personnel has announced that the following examinations are added to the 1968-69 examination schedule:
Exam no. 8112, police administrative aide, file in January, 1969, test Feb. 8, 1969.
Exam no. 8110, fingerprint techn. trainee, file in January, 1969, test Feb. 8, 1969.
Exam no. 8108, police trainee, (P.D.), patrolman, file in November and December, 1968, test Jan. 18, 1969.

Student Mobility Studied In Report

How New York City's school population is becoming increasingly mobile is pointed up in a report prepared by Dr. Frederick Shaw and Leonard Moriber of the staff of the Board of Education's Bureau of Educational Program Research and Statistics. Dr. Shaw is Acting Director of the Bureau.
Covering the school years 1956-57 to 1965-66, the report shows that the average interborough movements of pupils increased from 4,688 in the first five years of the decade to 28,612 in the second half of the decade, while the average intraborough pupil movements rose from 60,290 in the first five-year period to 78,285 in the latter half. All told, almost 960,000 pupil transfers took place in the 10-year period that was surveyed.

"Higher mobility rates militate against the efforts of school staffs to maintain and improve their charges' records of academic progress and personal adjustment," the report comments on page two, and
"Increased pupil mobility is one facet in a complex pattern of changes that have handicapped the schools in their efforts to accomplish their missions in recent years."

3 New Members For Local School Boards

Three new members have been appointed to Local School Boards in Brooklyn, the Board of Education announced recently.
Under the law, the central Board appoints members of Local School Boards on the basis of recommendations by screening panels in their home communities. The Local School Boards consist of nine members each.
The new appointees, who will fill unexpired terms, are Miss Lily Chaudhry, for a term expiring in 1970; Horace E. Greene, 1972 and Edward Bergman, 1970.

School For Infirm

The Board of Education has established a class for physically handicapped children at Lenox Hill Hospital, 77 St. and Park Ave., as an additional annex of PS 420, 1075 Second Ave.

Proshansky Is Dean Of Graduate Division

A psychologist who has done pioneering research on the effect of physical environment on behavior has been appointed Dean of the City University's Graduate Division. Dr. Harold M. Proshansky, whose appointment was announced yesterday by Dr. Mina Rees, Provost of the University Graduate Division, is charged with the expansion and development of the doctoral programs, now enrolling 14,000 students in 23 fields.
Dr. Proshansky has done innovative studies on the effect of ward design on patient behavior.

Harvey Speaks

The Albany District chapter of the Public Personnel Association held its annual "kick-off" dinner at Valle's Steak House here recently. The speaker was Arthur J. Harvey, an Albany attorney who spoke on civil rights.

News Of The Schools

Two-Day Conference For Administrators

Beginning New York State school administrators will be briefed by State education officials at a two-day conference scheduled to begin Nov. 7 in Albany's Chancellors Hall. Approximately 300 new principals and district school administrators from both public and private schools will attend the meeting sponsored by the State Education Department's Division of School Supervision.
According to Donald O. Benedict, director of the division, the conference is designed to acquaint new administrators with the organization, services, and personnel of the State Education Department. In addition, the participants also will have an opportunity to consult informally with State officials on problems in the local schools.

The Decade Ahead
Walter Crewson, associate commissioner for elementary, secondary, and continuing education, will keynote Thursday's opening session at 9:30 a.m. Dr. Crewson's topic is "The Decade Ahead in Education—What Direction?"
Also on Thursday morning's agenda is a panel discussion, "Implications of the Next Decade for Instruction, Administration, Supervision, and Pupil Personnel Services." The panel will be composed of four assistant commissioners of education.

New Developments
Participants will be briefed Thursday on new developments in elementary and secondary curriculum by Robert H. Johnstone, chief of the department's Bureau of Elementary Curriculum Development and Gordon E. Van Hooft, chief of the Bureau of Secondary Curriculum Development. The remainder of Thursday's program will be taken up by small group meetings each focusing on various areas of the school curriculum.
A panel discussion of current problems and trends in education is scheduled for Friday's opening session. Small group workshops—concerned with administrative problems—are also scheduled.
In addition, the second day agenda includes a special session on nonpublic school problems, and a discussion of legal questions confronting school administrators by John P. Jehu, the Department's associate counsel.
The conference will adjourn Friday at 1:30 p.m.

Board Plans New Offices In Brooklyn

Number 210 Livingston St. may soon share honors with Number 110 as part of the Board of Education's headquarters complex in downtown Brooklyn.
The Board, whose main offices have been at the 12-story 110 Livingston St. for 25 years, has moved to take over the surplus Federally-owned, 10-story building and its two-story annex a few blocks away at 210 Livingston St. for Board offices now located elsewhere. The cost to the Board will be nominal.
When the change comes about, 210 Livingston St. will join these other downtown Brooklyn locations in making up the Board of Education headquarters complex: the main headquarters at 110 Livingston St., the 19-story annex in a new building at 65 Court St.; a smaller annex at 131 Livingston St. and offices for Federally-financed projects at 141 Livingston St.

State Plans Study On H.S. Student Unrest

The Board of Regents, meeting in Albany, accepted a \$7,000 grant from the Danforth Foundation to finance a special project on student unrest in the secondary schools of New York state.
Commenting on the project, State Education Commissioner James E. Allen pointed to evidence that student unrest is being expressed in various ways in some of the public secondary schools. "Before this develops into any large-scale activity, we are proposing that a special project be undertaken to determine the extent and the causes of this unrest and possibly the development of recommendations for dealing with it."

Baum To Replace Father On Committee

Richard T. Baum of the firm of Jaros, Baum and Bolles, consulting engineers, New York City, has been appointed a member of the Advisory Committee on School Construction, the Board of Education recently announced.
The appointee replaces his father, Albert Baum, whose term on the advisory panel expired Dec. 31, 1967. The term of service is for two years expiring Dec. 31, 1969.

Baum To Replace Father On Committee

The Advisory Committee was established by the Board of Education in December, 1961 to assist in expediting the vast school construction program. It consists of six members.

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 7 Panasonic Portable Battery & Electric Radio 9 Sony Table Transistor Radio 11 Magnavox Transistor Radio 13 Magnavox Transistor Radio

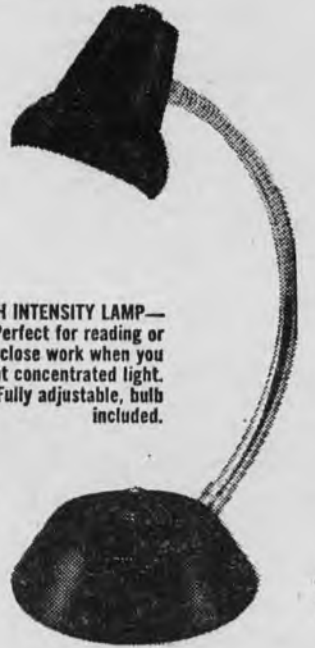
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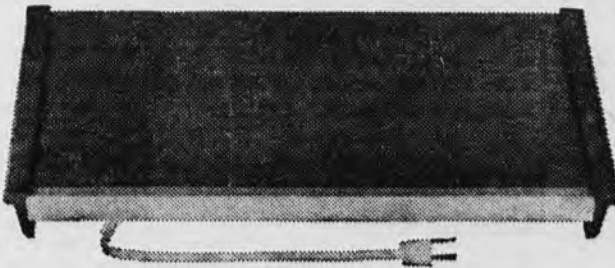
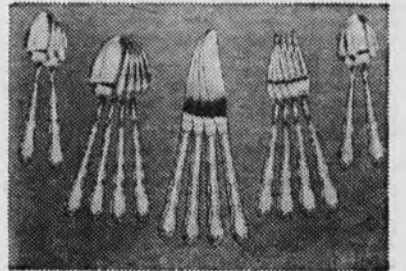
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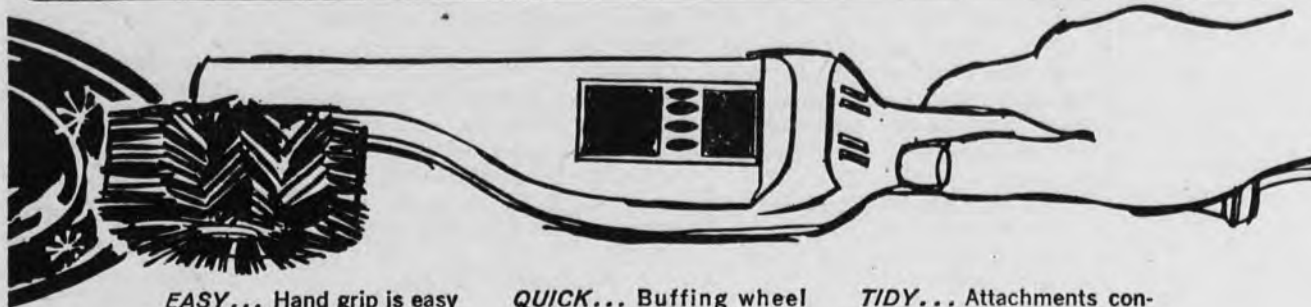
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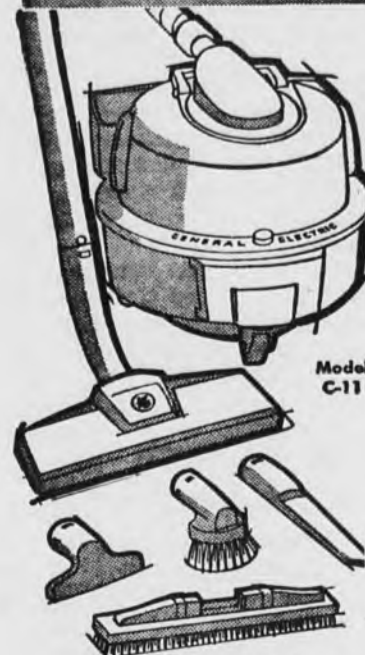
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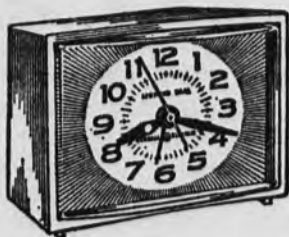
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CSEA Protest's Ethnic Survey Volunteer Lack

ALBANY—Numerous complaints and inquiries from Civil Service Employees Assn. members of various ethnic groups have been received at CSEA headquarters in Albany concerning the distribution of an ethnic survey questionnaire by the Civil Service Commission to applicants for clerical and stenographic positions with the State government.

Dr. Theodore C. Wenzl, said the questionnaire has created confusion because it does not contain a statement telling the applicant that he or she is not required to fill out the form in order to take the examination.

Dr. Wenzl has asked Mrs. Ersa H. Poston, president of the Civil Service Commission, to stop using the form until it is reprinted with information indicating that an

applicant may voluntarily fill out the form but need not do so in order to qualify for the examination.

CSEA's objection is based solely on the fact that applicants have not been informed of the voluntary nature of the questionnaire," said Wenzl. "There is no question in the Association's mind but that every effort should be made toward the improvement of job opportunities for disadvantaged groups.

"We do, however, object strenuously that the form was sent out without consulting first with CSEA, the recognized bargaining agent for State employees," the CSEA chief concluded.

Pension Report

BY LOUIS BUSSELL

Governor Rockefeller in his 1968-1969 budget message emphasized the fact that the State was finding it increasingly difficult to compete for top flight personnel.

We respectfully suggest that in a major measure the difficult position that the State finds itself in, is attributable to an unfavorable comparison of retirement benefits offered by it, and those available in other Civil Service employments. Obviously, the applicant would be more impressed with a 55 percent retirement benefit after 25 years of service computed on the best salary year offered by New York City for instance, than a 50 percent benefit after 30 years of service computed on the average of the last or best continuous five salary years.

Although the State has been uniquely successful in developing the asset value of the Retirement System and the System is reputed to be the strongest in the country, nevertheless, it has ill served the best interests of the State and its employees. Obviously, the purpose of a Retirement System is retirements, the natural by-products of which rewards for services rendered, infusion of new vitality into the work force, and creation of attractive working conditions by providing promotional opportunities.

Attention is directed to the fact that but 30 percent—36 percent of anticipated retirements have taken place according to the 46th Annual Report of the System. On the other hand, because of generously improved and superior benefits, New York City has experienced an unprecedented increase of 160 percent retirements.

It is most suggested that the so called 1/60th Retirement Law—50 percent benefit after 30 years—is an obsolete standard, irrelevant to the times and unworthy of the Empire State.

We submit that the relevant standard is a 50 percent benefit after 20 years of service computed on an average of the best three salary years, recognized as valid by approval of the Retirement Law applicable to Legislators, Legislative employees and others and by approval of the enabling legislation relating to the New York City Sanitation and Transit employees.

(Note: Readers are advised to make their feelings known to the Governor.)

Insurance Fund

Governor Rockefeller recently announced the recess reappointments of three commissioners of the State Insurance Fund. They are George R. Tollefsen of Brooklyn; Howard Farkas of Cold Spring, and Lewis W. Friederich of Rochester.

Commissioners of the State Insurance Fund are compensated at a rate of \$55 a day, for a total not to exceed \$1,500 annually.

Lake George

The Governor's office recently announced the recess reappointment of Alger C. Mason, Cleverdale, Warren County, and the recess appointment of Lloyd H. Watts, Ticonderoga, as members of the Lake George Park Commission. Watts succeeds Milton Albert of Albany who resigned.

Seneca Falls

(Continued from Page 3)
Board of Education.

Carol N. Soper, unit president and chief negotiator for the CSEA group, said the pact provides wage increases of eight percent for clerical workers, nine percent for bus drivers, ten to 12 percent for cafeteria workers, ten percent for mechanics and 13 to 20 percent for custodians.

Increases in benefits included, she said, two days of personal leave; one day a month sick leave cumulative to 150 days; job security for all workers in the competitive class; seniority provisions governing promotions, and four weeks of vacation after 20 years of service.

Assisting her in negotiating the contract were Nelle Swenson, Grace Clark, Richard Peterson and Claire Reigel, members, and CSEA field representatives John J. Ray and Louis T. Shaw.

Dr. Charles E. Hall, president, and Superintendent Peter P. King represented the school board.

Mrs. Soper commented: "The course of negotiations was never easy. We had a difficult time gaining this package. But now that it is all over, we do want to commend Dr. Hall and Mr. King for their commitment to the Taylor Law. Our district was the first in the area to recognize a bargaining agent, and to begin negotiations. Except for the usual give and take of formal bargaining, the law was implemented without any difficulty."

Gdula Urges Prompt Action On Grievances

BUFFALO — Department heads should act promptly on worker grievances, a Civil Service Employees Assn. staffer declared here recently at a hearing of the Joint Legislative Committee on Civil Service Law and Administration.

Henry J. Gdula, the CSEA regional field representative in Western New York, said department heads "enforce the letter of the law" on time limits for employees to submit complaints.

"But department heads and directors," Gdula said, "often exceed the 30-day limit in processing grievances."

He also told the committee that the Legislature should "expand the Civil Service merit system" so that all employees, including thousands now classed as non-competitive, are covered by the Civil Service Law.

"Laborers, hospital workers and others need and deserve permanent status and job security," Gdula said.

He recounted CSEA achievements for public employees, listing the Feld-Hamilton Law, a non-contributory health insurance plan, social security and a retirement allowance, non-contributory retirement, vested rights, retirement at age 55, and establishment of grievance procedures.

Gdula noted that since adoption of the Taylor Law the CSEA has been recognized as the bargaining agent for 124,000 state employees and in 300 other political subdivisions in the State, including 47 counties.

George L. Fassel, vice-president of the West Seneca State Hospital CSEA chapter, and other chapter members, also attended the hearing.

Civil Servant Wins \$100 Essay Contest

Mrs. Aileen Alliegro, of Hollis, an employee of the State Insurance fund, won first prize in an essay contest sponsored by the American Association of State Compensation Funds, consisting of State Insurance Funds in the United States and Canadian Provinces.

She is employed in the Executive Office of the Fund at the Home Office, 199 Church St., Manhattan. The first place award of \$100 was presented to her by Deputy Executive Director Herbert Lasky of the New York State Insurance Fund.

The State Insurance Fund, a non-profit and self-supporting agency of the State of New York was created by the Legislature in 1914 to furnish Workmens Compensation insurance coverage at the lowest possible cost to the employer.

Mrs. Alliegro has been with the State Fund for 31 years, serving in several capacities. She is now a principal stenographer.

Trustee

Governor Rockefeller has announced the reappointment of Manley H. Thaler, Ithaca, as a member of the Board of Trustees of Tomkins-Cortland Community College for a term ending June 30, 1977. The post is unsalaried.

One Given Posthumously

Cash Awards For Suggestions Go To 23 State Employees

Twenty-three New York State employees received cash awards for ideas submitted to the Employee Suggestion Program.

An official of the Civil Service Commission, said:

"New York was the first state to establish a suggestion program, and it has served us well. In its 22 years of operation, the imagination of our employees has resulted in many improvements, and has saved the State millions of dollars."

Posthumous Award

The top award of \$250 was earned by the late Philip D. Mylod, Poughkeepsie, Department of Transportation. Mr. Mylod died several months after submitting his suggestion and his widow, Mrs. Louise Mylod, will receive the award. He proposed an improved method of determining safe speeds for negotiating curves on State highways. He developed a special chart which requires only a single test drive at a predetermined speed to establish safe speed limits for posting at curves. His procedure saves time, money and is less dangerous than the previous system.

A \$50 award went to Ruth Goatsey, Buffalo, State University. A joint award of \$40 was given to Ronald J. Cournoyer of Watervliet and Joseph V. Rosney, Averill Park, both from the Department of Mental Hygiene.

Six State employees received awards of \$25 each. They were Mrs. Helen G. Kaufuss, Delmar, State University; Mrs. Sylvia J. Brignull, Valatie, Department of

State; Thomas R. Nardozi, Buffalo, Department of Transportation; Arthur F. Schneider, Middletown, Clarence F. Graveline, Ogdensburg, and Mrs. Kathleen A. Gould, Middletown, all from the Department of Mental Hygiene.

Joint Award

A joint award of \$20 went to Miss Iva A. Hughes, Ogdensburg, and Miss Virginia Aldrich, Rensselaer Falls, both from the Department of Mental Hygiene.

Recipients of \$15 awards were George Batki of Syracuse, State University, Paul J. Urban, Haverstraw, Department of Mental Hygiene, and Mrs. Frances Martinex, Schenectady, Department of State.

Ten-dollar award winners were Mrs. Raytie T. Homsey, Troy, Division of Employment; Nicholas P. Barbera, Troy, Department of Transportation; Rockwell Stout, Schenectady, Office of General Services; William G. Leonard, Jr. Syracuse, Department of Agriculture and Markets; Mrs. Rose Suess, Albany, Department of State; Mrs. Anne Dunn, Latham, Department of Civil Service; Mrs. Regina Kocielecki, Buffalo, and Miss Evelyn L. Donelly, Albany, both from State University.

Employees receiving certificates of merit without cash grants were Cecil Coggen, Liverpool, and Mrs. Irma M. Sedor, Endicott, both from State University.

Winter Caribbean Cruise Schedule Is Announced

Three air-sea cruises and a bridge cruise under the direction of famed master player Charles Goren are now open for bookings by Civil Service Employees Assn. members, their families and friends. These extremely popular 8-day

Riedel Retires; 42 Yrs. As Bank Exam.

George J. Riedel, supervising bank examiner, was honored for 42 years of service recently by 125 friends, including many present and former bank examiners, at a retirement luncheon at Whyte's Restaurant in Manhattan.

Riedel entered the banking profession in 1918 and joined the New York State Banking Department in 1926. A graduate of New York University and a certified public accountant, he formerly taught banking at Delehanty Institute and conducted seminars for bank officers at Hofstra College.

Principal Bank Examiner Edward J. Smith, president of the Association of New York State Bank Examiners, was master of ceremonies, presenting Riedel with the Association's retirement pin which was studded with diamonds. Frank Wille, superintendent of Banks of the State of New York, was the principal speaker.

B'nai B'rith

Governor Rockefeller has proclaimed November as B'nai B'rith Membership Month.

cruises feature direct flights to the Caribbean and direct boarding on the S.S. Regina so that almost all the vacation time is spent in the sun. Prices still begin at only \$285 complete.

Islands to be visited include Trinidad, Barbados, Martinique, and St. Vincent. All meals are included and jet transportation is via KLM Royal Dutch Air Lines.

Here are the dates of departure and the tour leaders to write to for reservations.

January 18 — Miss Blanche Ruetli, 96 Whaley St., Freeport, N.Y. Telephone (516) 379-4529.

February 15—Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Telephone (518) CE 7-2087.

March 1—Deloras Fussell, 111 Winthrop Ave., Albany, N.Y. Telephone (518) IV 2-3597.

Bridge Cruise

The bridge cruise, personally escorted by Mr. Goren, will be aboard the S.S. Olympia from January 11 to Jan. 24, visiting San Juan, St. Thomas, Aruba, Trinidad and Martinique. Master-point games, tournaments and lectures will be held aboard ship. Prices start at \$370 and bookings may be had by calling Miss Theen at Plaza 7-5400 in New York City.

BUY U.S. SAVINGS BONDS

Clerks

(Continued from Page 10)

erty areas and poverty guidelines, go or write to the New York City Department of Personnel, Application Section, 49 Thomas St., New York City, from 9 a.m. to 5 p.m. Monday through Friday, except Thursday from 8:30 a.m. to 5:30 p.m. and Saturday from 9 a.m. to 12 noon. Date of the written test is subject to change.

Nix Deckhands

The Interagency Board of U.S. Civil Service Examiners of the Greater New York City Area has announced that effective Nov. 7, it will no longer receive applications for deckhand.

Cohen Retires

ALBANY—Dr. Donald W. Cohen has retired as an assistant commissioner for the State Department of Mental Hygiene after 42 years of service.

At a luncheon in his honor at Valle's Steak House in Albany, he received a department citation "in recognition of his long and faithful service to the mentally ill and the mentally retarded" and in special appreciation of his contributions as director of child guidance clinics for the department.

He is a graduate of the University of Buffalo College of Medicine and became a child guidance psychiatrist for the Buffalo district of the department in 1928.

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Mr. Kaufman - 270 Broadway New York - (212) 488-3570

FOR WORK IN ROCHESTER: Mr. Olnick - 119 E. Main St. Rochester - (715) 454-4272

FOR WORK IN SYRACUSE: Mr. Driscoll - 333 E. Washington St. Syracuse - (315) 474-5951, Ext. 262

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- Dinner Ride to "The Beeches," Rome, N.Y. Nov. 10, Trans., dinner. **\$9.95**
- Tour of Syracuse China Center Nov. 14, Trans., Tour of Center and dinner at the LeMoyné Manor. **\$12.25**
- Ye Olde Boston Baked Bean Christmas Shopping Tour Nov. 15-17, Trans., hotel, dinner at Famed Parker House, Guided Tour of Boston (old & new). Plenty of time for Christmas Shopping. Trinkaus Manor, Oriskany, N.Y. Nov. 17, Thanksgiving Decorations, Trans., dinner. **\$39.75**
- Westchester Christmas Shopping & Dinner at Patricia Murphy's Nov. 23, Trans., dinner. **\$9.75**
- New York Shopping—Theatre Trips Nov. 16-17, Hotel, Trans., Ticket To "Cactus Flower." **\$9.95**
- Nov. 23-24, Hotel, Trans., Ticket To "Cabaret." **\$25.95**
- Nov. 30-Dec. 1, Hotel, Trans., Ticket To "Lovers." **\$28.45**
- Montreal Christmas Shopping Dec. 6-7-8, Hotel, Trans., Sightseeing. **\$26.75**
- \$22.75**

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RACEWAY PARTY — Miss Highway Safety of 1968, Mary Quackenbush, second from left, presents the winner's trophy to Cosmo Annesse, who drove Rocky Fleet to victory in the Albany Motor Vehicle Civil Service Employees Assn. race at Saratoga. Also in the winner's circle for the presentation are Miss Carolyn Johnson, left, chairman of the chapter's party at Saratoga, and Thomas McDonough, chapter president.

Oswego School District Pact Signed By CSEA

(From Leader Correspondent)

OSWEGO—A "near strike" situation among non-teaching employees of the Oswego Enlarged School District was solved recently "due to the personal, consistent efforts of the State Public Employment Relations Board staff mediator and conciliator," a Civil Service Employees Assn. official said.

Efforts of James Sharp, the PERB mediator, convinced the Oswego school board to accept the final proposal of the CSEA unit which represents all non-teaching employees of the school district as bargaining agent.

"Negotiations with this school district had deteriorated to the point where I can't believe we would have been held liable had a strike occurred," said John J. Ray, CSEA field representative. "We tried everything and couldn't get them moving. Sharp's persistence pulled this one out."

Ray, who headed the CSEA bargaining team, said the bargaining unit had been negotiating with the school board since the middle of May, meeting about twice a week with the school officials.

The district, whose residents do not vote on a budget, Ray explained, was within \$19,000 of its constitutional tax limit, and had to negotiate and meet the wage demands of 350 employees as well as paying regular operating costs.

A tax increase for the fiscal year beginning July 1 was impossible, Ray said, but the board was willing to cut back on other budget items to meet increased wage demands as the only solution.

In the meantime, he said, the district's teachers had gone to "fact-finding" under the Taylor Law. Robert H. Basso, a Syracuse attorney named fact-finder, presented a report which was accepted by the teachers, but not by the board. A counter proposal from the board later was disregarded by the teachers, Ray explained. The board also was negotiating with a school administrators unit.

At this point, Ray said, the CSEA negotiators—Eileen Batchelor, Albert Decker and himself—

figured the best strategy would be to "get as much money as we could this year, settle and wait for next year" because with school opening the following week, "the teacher situation was critical."

He added: "While we certainly wish them (the teachers) to get the best possible package, we did not want this to happen at the expense of the non-teaching employees."

The CSEA proposal, accepted by the school board within three days, grants wage increases of between \$250 and \$500, an improved vacation schedule, a new re-classification procedure to alleviate the plight of employees who are continuously performing "out-of-title" work, and an agreement by the board to move from the five percent contributory plan to the 1/60th non-contributory retirement plan, Ray said.

The package was approved, 34 to 6, by employees at a ratification meeting. It covers 72 non-teaching workers.

Ray told the workers at the ratifying meeting that the package "is nowhere near what we wanted to end up for you, but we honestly think it is the best we can do under extremely difficult and probably the worst possible circumstances."

"New Breed" Author

Dr. A. P. Salatino, professor in the Department of Administration Research and Foundations, Division of Education, State University College of Arts and Science at Geneseo, is author of "The New Breed in Education," appearing in the Fall issue of the Journal of Teacher Education.

Buy U.S. Savings Bonds

Seeks Tax Exemption

(Continued from Page 1)

Internal Revenue Code.

"It is now apparent, by reason of the doctrine of *Ross v. Odom* (United States Court of Appeals, Fifth Circuit, September 16, 1968), that these rulings are no longer valid. As you are aware, Chief Judge Brown's de-

Nassau Pact

(Continued from Page 1)

items among more than two dozen significant new benefits:

Among the other benefits are:

- Pay for call-in time of two hours minimum and four hours minimum if work is actually started.

- Shift differential of five percent.

- Increased mileage to 11 cents per mile, with a joint CSEA-county committee to study actual costs and recommend a new permanent mileage allowance.

- Sick leave accumulation to 180 days.

- Vacation accumulation to 40 days.

- Seniority and ability clause.

- An equity fund of \$600,000 in the budget to take care of reallocation where existing pay scales are inequitable.

- A joint committee, including CSEA representation from the Welfare Department, to report on case loads borne by caseworkers.

- A joint CSEA-county committee to report on standardization on time and leave rules and equalization of working hours.

- Supper money when held two hours overtime.

The plan was in line with substantial gains made by CSEA throughout the county.

Babylon CSEA Unit Elects New Officers

BABYLON — The Babylon Village unit of the Civil Service Employees Assn., recently elected officers for the coming year.

They are: A. J. Cherry, president; Robert Keller, first vice-president; William Reinhouts, second vice-president; George Duryee, secretary and James Miller, treasurer.

CSEA representative Felix Livingston, who is also president of the Lindenhurst Village unit, installed the new officers. Livingston previously assisted in the re-organization of this unit.

Greene County Aides Sign

(Continued from Page 1)

coverage in 1969 and fully paid for both the employee and his dependent in 1970; five personal leave days a year; liberal vacation plan offering 21 days after 15 years accumulated up to 30 days with the approval of the department head.

Other benefits include tenure for the labor and non-competitive class after three months' probation; job and work security and separability clauses; binding arbitration for grievances by one arbitrator selected jointly by the

county and CSEA chapter. Coupled with this, any employee, after one year on the job, and with the approval of his department head, may take six college credit hours per semester. After successful completion of the approved course, the tuition will be refunded by the county.

Al Jeune, president of the CSEA chapter, who headed the negotiations, had high praise for the contract and commended the county for bargaining in good faith.

decision, which affirms the decision of the District Court for the Northern District of Georgia, holds that the Georgia Survivors' Benefit Program constitutes life insurance for tax purposes, since it represents a binding arrangement of risk shifting and risk distribution. Judge Brown also rejected the argument of the Government that the Georgia Survivors' Benefit Program does not take the form of life insurance, which was the same argument advanced by your predecessor in the rulings referred to above.

Cites New York Law

"I am enclosing herewith a copy of the Retirement and Social Security Law of the State of New York, and I refer you particularly to Sections 60 and 360 thereof, which authorize payment of the ordinary death benefit. It is readily apparent that the or-

ordinary death benefit payable to beneficiaries of deceased members of the New York State Employees' Retirement System and of the New York State Policemen's and Firemen's Retirement System satisfies the requirements of risk shifting and risk distribution enunciated by Judge Brown. Accordingly, on behalf of the members of the New York State Employees' Retirement System and the New York State Policemen's and Firemen's Retirement System, I request your official ruling that the stated previous rulings are no longer valid, and that the ordinary death benefit payable pursuant to Sections 60 and 360 of the Retirement and Social Security Law of the State of New York is wholly exempt from income taxation under the provisions of 26 U.S.C.A. § 101 (a) (1)."

Plans Underway To Implement Dues Reduction For Retired And Part-Time Employees

ALBANY—Plans are under way to implement a change in the bylaws of the Civil Service Employees Assn. which would reduce the dues for part-time and retired employees of the State and its local governments.

The change, which will affect thousands of present and former employees, was approved by CSEA delegates at the annual meeting last September.

The amendment requires that "Members must submit proof of qualification for special dues privileges pursuant to this provision satisfactory to the Board of Directors of the Association."

In essence, the provision will allow reduced dues for qualified retired members and for part-time employees who work on an average of less than four hours per day or 20 hours a week. The reduction constitutes one-half the regular dues, 50 cents biweekly. If dues are paid directly rather than by payroll deduction, they will be \$13 a year due each Oct. 1 or semi-annually, \$6.50 on Oct. 1 and the remaining \$6.50 on the following April 1.

Details on how to apply for the lower dues will appear in next week's Leader, CSEA officials said.

Prior to the change, retired members were eligible for associate membership at \$1 a year, which did not entitle them to hold office and vote, or regular membership at the full dues rate.

Under the new plan, associate membership is still available. Reg-

ular membership at the new, reduced rate still entitles retired and part-time employees to the same rights provided with full dues membership.

Proof of eligibility must be submitted each year by the part-time employee in order for a membership to continue under the reduced dues rate.

Easter In Rome

(Continued from Page 1)

York April 4 and return April 13, giving tour members Holy Saturday and Easter Sunday in Rome. Included are round trip transportation via Pan American jet; all hotel rooms, sightseeing tours of Rome (including the Forum and Vatican City) and its environs; a two-day visit to Florence with its great art treasures—all for only \$349. Those wishing air passage only may buy round trips seats at only \$239.

Space on this highly popular tour is strictly limited and immediate application should be made by writing Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. Telephone (516) 868-7715.

5 Days—Only \$185

Lincoln's Birthday Tour To The Bahamas

The only peak-of-the-winter-season tour to the Grand Bahamas is now open for bookings by Civil Service Employees Assn. members and their immediate families. The trip will take place during the Lincoln's Birthday holiday running from Feb. 12 to 16.

Round trip jet transportation, deluxe dinner and breakfast, hotel rooms at the Sheraton-Oceans and free golf are included in the price of just \$185.

Immediate application should be made by writing to Sam Emmott, 1060 East 28th St., Brooklyn, N.Y., 11210. Telephone after p.m.—(212) 253-4848.