

ALBANY
NY 12244
PC DRAWER 125 CAPI
GJ PERKINSON
68PC9

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIX, No. 11 Tuesday, November 21, 1967 Price Ten Cents

First Taylor Law Contract

See Page 16

CSEA IS IT!

CSEA President Wenzl Charges SCME With 'Hysterical Reaction'

ALBANY—The head of the State's largest employee organization took strong exception to statements made last week by an official of a rival union, calling them "inflated, theatrical and damaging."

Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., a group recognized Wednesday, (Nov. 15) by Governor Rockefeller as the bargaining agent for 124,000 of the State's 133,000 workers said in Albany that remarks made to the news media by an officials of Council 50, American Federation of State, County and Federal employees, in the wake of the Governor's announcement were damaging to the welfare of State employees and a deliberate headline-grabbing attempt aimed at both confusing and frightening the public.

The union aide, said Dr. Wenzl, was quoted in The New York Times edition of Nov. 16 as saying the Governor's recognition of

CSEA was "the greatest betrayal of workers that ever took place in the annals of labor relations". The union official, the paper stated, predicted that it would lead to "massive unrest and possible civil disobedience".

"This type of hysterical sensationalism is typical of the noisy, confusing and obviously ineffective campaign waged by Council 50 in its bid to gain recognition by the State," the CSEA chief stated.

Dr. Wenzl asserted that CSEA was selected as bargaining agent because it represented the overwhelming majority of State workers, 104,000 of the 133,000, while Council 50 has only 11,000 mem-

(Continued on Page 16)

Nassau Chapter Rejects 3 1/2% Pay Increase

MINEOLA — The Nassau chapter, Civil Service Employees Assn., will press demands for a greater across-the-board pay increase in renewed negotiations with Nassau County officials tomorrow.

"We understand there is sufficient money to be found in the budget to provide a basis for meaningful negotiations," chapter president Irving Flaumenbaum asserted. "County employees are not settling for the three and one-half per cent" offered in County Executive Eugene H. Nickerson's proposed budget.

The negotiations are being conducted by Flaumenbaum, Blanche Reuth, Francis Diviney, Robert Bell and Frank Nicoll.

Foreign Note

The Austrian parliament recently voted a 7 percent raise for State employees, making a total salary increment of 15.6 percent over the past 15 months. The step was taken to help curb the flow of university graduates from federal employment to private industry or foreign positions.

Governor Names Assn. As Sole State Bargainer

ALBANY—Governor Rockefeller has officially recognized the 155,000-member Civil Service Employees Assn. as the bargaining agent for virtually all the State's 133,000 members.

Recognition came nine days after CSEA's membership staged a Statewide demonstration protesting the Administration's continued delay in recognizing the employee group which represents 104,000 State workers.

Under the new Taylor Law, the action leaves less than 10 days in which to negotiate for salaries, fringe benefits and working conditions before an impasse period is entered. The law states that negotiations must be completed 60 days before the budget is submitted to the State Legislature for approval. The State Administration normally submits its budget on February 1.

Delay Seen

There were indications that CSEA may ask for extension of the negotiating period because of the short time left for negotiations

as a result of the delay.

The State's action was interpreted by CSEA officials as a crushing defeat for the 11,000-member Council 50, American Federation of State, County and Municipal Employees, the AFL-CIO union of public employees which has been vying for recognition with the Employees Association.

Meanwhile, it was learned at Leader press time that New York State Public Employment Relations Board will commence a hearing this week on a petition by Council 50, to reverse the recognition and unit determinations made by the Governor for State employees. The initial part of the hearing will be concerned with a request for a stay in negotiations made by Council 50. The petition was filed with the State Board

(Continued on Page 14)

Salary, Retirement Benefits Urged For Troopers By CSEA

ALBANY—The Special State Police committee of the Civil Service Employees Assn. will meet on Nov. 22 with State Police Superintendent William E. Kirwan and his staff to present requests for several major benefits including a 20 percent pay hike for all Division personnel.

CSEA To Appear At Ward Service Reallocation Hearing

(Special to The Leader)

ALBANY — Ward service employees in the State Department of Mental Hygiene and officials of the Civil Service Employees Assn. will voice their reasons backing up reallocation requests for nine Mental Hygiene titles at a State Department of Civil Service hearing on Monday, Nov. 27, in Albany.

The requests for upgrading affect positions ranging from attendant. CSEA is asking a four-

(Continued on Page 16)

Top priority will also be given to a CSEA proposal to establish a new retirement program for State troopers providing for retirement at half pay after 20 years of service.

Dr. Theodore C. Wenzl, president of the Employees Association, revealed in this connection that CSEA has retained an eminent actuary to review the proposed 20-year retirement plan with a view to drafting required legislation for further action.

Other agenda items will ask time and a half pay for work in excess of eight hours in any one day—10 percent premium pay for personnel ineligible to earn overtime—terminal leave pay upon retirement—and unlimited accumulation of sick leave with cash payment for unused credits upon retirement.



NEW PROTECTION — Edward Limmer, second from left, president of Willard State Hospital chapter, Civil Service Employees Assn., is seen as he signs up for the first new accident policy being offered to give protection to chapter and conference officers while traveling on chapter and conference business. With him are, from left, Mrs. Dorothy Moses, George Wachob, vice president of Ter Bush & Powell, insurance agents to CSEA who prepared the new policy at minimal cost; Mrs. Harriet Casey and Mrs. Georgeanna Stenglein. The new protection may be had by chapters and conferences by contacting Wachob at 148 Clinton St., Schenectady, N.Y.

Don't
Repeat This!

New Era Seen In Civil Service Political Action

WITH the designation of the Civil Service Employees Assn. as the sole bargaining agent for all State employees except troopers and faculty members of the State University system, the stage is now set not only for a new era in collective bargaining but also in civil service political action.

Furthermore, what is true for the State also will be true in the various political subdivisions as the question of sole recognition

(Continued on Page 15)

School Custodian Needed Now To Fill \$6,918 Plus Jobs

The New York City Board of Education has several vacancies for school custodians at \$6,918 and up. Candidates may file from Dec. 7 to Dec. 27 for the April 27, 1968 written test for appointment.

Requirements for the position are three years experience in cleaning, operating and main-

Think of the price of a false alarm. It could cause death to a fireman.

taining buildings and grounds and related mechanical and electrical equipment. This must include one year experience in charge of a structure comparable to a school building.

Among duties of the school custodian are supervision and planning for the work of the custodial staff and completion of minor repairs to steam plant, heating equipment, electrical equipment, plumbing, and structure.

Custodians may eventually be promoted to chief of school custodians at a salary of \$16,650 to \$17,950.

Additional information on the position may be obtained from the Application Section of the City Department of Personnel, 49 Thomas St., New York, N.Y. 10013.

U.S. Army Offers Jobs To Women

The United States Army offers young women the opportunity to work in exciting jobs while aiding their country's defense. There currently exists three year enlistment vacancies in the fields of medicine, data processing, administration and many other technical fields.

High school graduates, over 18 years of age, may contact Sgt. Faith Reed, Jackson Heights Recruiting Station, Roosevelt and Broadway Avenues, Jackson Heights, New York 11372, or call her at (212) OL 1-7979 for further information.

Buy U.S. Savings Bonds

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.

Population Problems

AT EXACTLY 11 a.m. yesterday the population of the United States reached 200 million.

THE ARRIVAL of this milestone in U.S. history also brought with it a series of king-size headaches for all civil servants in the country.

AS HUGE AS were the problems of water and air pollution, persistent poverty, teacher and classroom shortages, inadequate mass transportation, and urban deterioration on Jan. 1, 1967, they are even bigger and more complex today.

THE CIVIL service corps faces the challenge of solving these and many other problems generated by the 200 million people, particularly when two-thirds of them live in metropolitan counties.

CLIMBING MT. Everest in the Himalayas is kid stuff compared to the tasks facing civil servants everywhere in the United States. Government will be called upon to tackle the mounting problems because only government will be big enough to do the job.

AND THE WORK will not be any less as time moves on. The year 1980 is just about 12 years hence. By that time, it is estimated that the U.S. population may reach 250 million.

TO OUR CIVIL service readers we say there is little time to lose or the problems will become overwhelming and unmanageable. For example, population and land researchers predict that in little more than 32 years—beginning with the year 2000—the New York metropolitan zone will extend into the Catskills and will sweep up the Hudson Valley, adding 3,100 square miles and one million population to the urban region.

THE NEW YORK urban zone will then have over 25 million inhabitants and a density of 2,652 people per square mile.

WITH LESS AND less elbow room, civil servants will find their duties will include more and more refereeing as more and more people contend for less and less land and living space.

(Continued on Page 4)

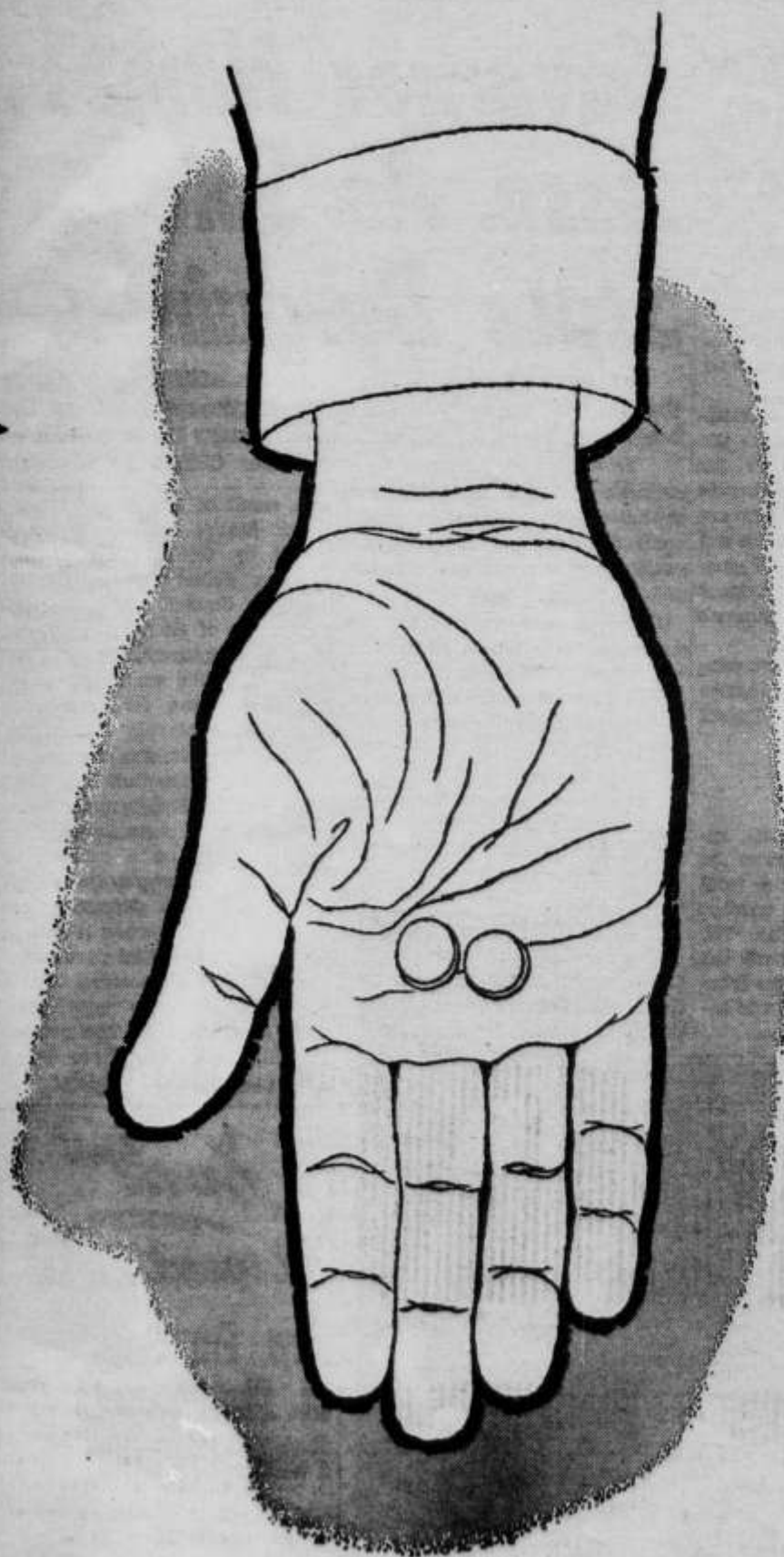
WHEN ASPIRIN DOESN'T SEEM TO HELP...

Luckily, many ailments are self-curing.

But when it's something more serious, you want to be able to call the doctor—without worrying about whether you can afford to pay his bill.

That's one worry they can forget when you're enrolled in GHI. As a Civil Service Worker, the basic coverage you get offers a wide range of benefits, including home and office calls, and paid-in-full benefits from GHI participating doctors. And of course, with GHI, there are no deductibles or coinsurance—and it makes no difference what salary you earn.

Get the full story, today. Write or phone



GHI/221 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003
Phone: 777-8000

HIGH SCHOOL DIPLOMA MONROE BUSINESS INSTITUTE

- ACCEPTED for Civil Service
- JOB PROMOTION
- EXCELLENT TEACHERS
- SHORT COURSE—LOW RATES

VETERAN TRAINING
KI 2-5600
E. Tremont Av. & Boston Rd., Bx. (RKO Chester Bldg.) HI 2-5000

CIVIL SERVICE LEADER
America's Leading Weekly for Public Employees
97 Duane St., New York, N.Y. 10007
Telephone: 212 BEekman 3-6010
Published Each Tuesday at 209 Lafayette St. Bridgeport, Conn.
Business and Editorial Office: 97 Duane St., New York, N.Y. 10007
Entered as second-class matter and second-class postage paid, October 3, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year Individual Copies, 15c

Onondaga Chap. Seeks Excl. Bargaining Pact

SYRACUSE—Onondaga chapter of the Civil Service Employees Assn., is "very pleased" with the appointment of a local Public Employee Relations Board (PERB), but "hopes this is the first step in the eventual recognition of the chapter as the exclusive bargaining agent for city and county employees."

That was the comment of Mrs. Hilda Young, Onondaga chapter president, on the appointment of a retired judge, a dairy leader and an industrialist to a joint city-county PERB by Syracuse Mayor William F. Walsh and Onondaga County Executive John H. Mulroy.

The chapter, whose members include both city and county workers, has asked Walsh and Mulroy for recognition as the exclusive bargaining agent. So far, no action

has been taken on these requests.

Named to the local PERB were Kenneth R. Leach, assistant to the president of the National Dairy Council; Retired City Court Chief Judge James A. Farrell, and Ralph J. Denton, president of R. J. Denton Co. and the Denton Refractory Service Corp., DeWitt.

Leach, who will act as chairman, was appointed for six years. He is former president of the Crowley-Netherland Dairy Co. and has been active in community affairs. Judge Farrell will serve four years, and Denton, two years.

They were appointed under the State's new Public Employees Fair Employment Act, and will hear and recommend settlement of any disputes that arise between public employees and the city, county or other governmental unit.

Ossining CSEA Unit Awarded Sole Bargaining

The Ossining School Unit of the Westchester chapter, Civil Service Employees Assn., has been recognized as the sole bargaining agent for school employees in Ossining, New Castle, and Yorktown.

The Board of Education of Union Free School District 1, composed of the three towns, approved the chapter as representative of custodial and grounds staff, office personnel, and cafeteria workers.

W. Reuben Goring, CSEA field representative for Westchester, Putnam and Dutchess Counties, announced the approval. Mrs. Samuel Panarello is unit president, while Mrs. Florence Smalley is president of the secretaries and clerks section and Mrs. Rix is president of the cafeteria section.

Suffolk School Unit To Hold Dinner Dance

The Suffolk County School Crossing Guards unit of CSEA will hold its annual dinner dance on Saturday, Dec. 2, at 8 p.m. at the Castle Inn. The festivities will include roast beef or turkey dinner, and dancing to live music. Tickets are \$15 per couple.

For reservations, call Betty Keller, at GR 5-7393, Ann Burk at TU 4-9282, or Lillian Tully at CH 9-4883.

King Joins Council

ALBANY—Cyril B. King of Williamsville has been named a member of the Council of the State University College at Buffalo. He succeeds Paul P. Cohen of Buffalo.

CSEA And Teacher Groups Joining In Appeal Against Kelly Decision On Educators

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. will join shortly with three other teacher-affiliated organizations in filing an appeal protesting the Oct. 5 decision denying re-allocation of certain institution teachers.

Representatives of the four groups discussed the disapproval at a recent meeting in Albany with J. Earl Kelly, director of State Classification and Compensation. The officials also reviewed with Kelly the differences in salaries between the institution teachers and those in the State's public school system. Also discussed was the 10-month public school calendar and its relation to the institution teacher.

CSEA said it would send additional information on salaries to Kelly in order that he might reconsider his decision.

The positions for which re-allocation was requested ranged from grade 12 to grade 20 and involved teaching personnel with both provisional and permanent certification.

Free Booklet on Social Security, Mail only. Leader, Box S, 97 Duane St., New York, N.Y., 10007.

Nassau Chap. Mailing Greeting Cards To Men In Viet Nam

(From Leader Correspondent)

MINEOLA — The Nassau chapter, Civil Service Employees Assn., has announced a program of cheer and support for servicemen in Viet Nam.

The chapter is inviting members to submit the names of relatives or friends now serving in the conflict to chapter headquarters here.

"We will send an appropriate greeting, expressing the gratitude and respect of us here in the United States for their gallantry," chapter president Irving Flaumenbaum said. The chapter is having a special greeting card printed.

Buffalo Fills PERB Spot

(From Leader Correspondent)

BUFFALO — Mayor Frank A. Sedita today appointed Charles S. Desmond, retired chief judge of the State Court of Appeals, as a member of the city's Public Employment Board, the agency that will administer the new Taylor Act.

Other members are the Very Rev. Msgr. Stanley A. Kulpinski, director of a labor-management college here and Dr. Joseph Shister, chairman of the Industrial Relations Department, State University of Buffalo.

Erle chapter, Civil Service Employees Assn. represents many groups of Buffalo employees and the chapter plans to petition the new agency for bargaining rights.

New Paltz Chapter Installs New Officers

NEW PALTZ—The New Paltz chapter, Civil Service Employees Assn recently held their installation-dinner dance at the Spruce Lodge Route 17-K, Newburgh, New York.

The Master of Ceremonies, Dr. Albert Kerr, presented the guests of honor, Dr. and Mrs. John Jacobson, Mr. and Mrs. Chester Smith, Mrs. Albert Kerr, Mr. and Mrs. Peter Capone, and Mr. and Mrs. Gustave Strakele.

Dr. Jacobson, acting president of the State University College at New Paltz, extended greetings from the College to all members of the chapter, wishing success to the newly elected officers. Officers installed by Kerr were: Chester Smith, president; Catherine Dayger, first vice-president; Warren Tyrrell, second vice-president; Harry Pope, treasurer; Virginia Abbot, recording secretary; Bette McKenna, corresponding secretary; O. Lincoln Igou, faculty director; Marie Romanelli, clerical representative; Warren Belmore, maintenance director; Raymond

Capital District Conference To Hold Unionism Seminar At Meeting On November 27

ALBANY—Max Benko, president of the Capital District Conference, Civil Service Employees Assn. has announced that the November meeting of the conference scheduled to be held at the Ambassador Restaurant, here, on Nov. 27, at 5:30 p.m., will feature a seminar on the subject of "Unionism and Union Activities in the Ranks of State Employees." Speakers will dwell on the union challenge of the chapter level.

Speakers will be Vito Dandrea of Amsterdam and Manny Vitale, CSEA field representative from Westchester County. Dandrea, president of Thruway chapter, was recently elected alderman of the First Ward in Amsterdam. He has had wide experience in negotiating in competition with union organizers who are attempting to get a foothold in the employee group in his chapter represents.

Vitale will present a picture of union activities from a different angle; that of the competitor itself. Prior to entering CSEA services as a field representative, he was a staff employee of one of the largest industrial unions in the country and his comments will be based on his actual experience in that field.

As is the usual custom, dinner will precede the meeting and all reservations must be made with Mrs. Mary K. Hart no later than Nov. 24. Cancellations of reservations must be made no later than the same date, as all chapters will be held to the number of reservations made.

Gallagher, Sara Reavitt and Warren Tyrrell, delegates.

Smith presented an award certificate to the two retiring members, Mrs. Rose Strakele and Peter Capone.

The dinner was attended by 100 persons. Plans for the dinner were under the chairmanship of Carl Dommreis.

Capital Conference Completes First Flu Innoculations

ALBANY—Under the direction of Max Benko, president of the Capital District Conference, Civil Service Employees Assn., and Dr. Walter Gerstle, Employees Health Service Department of Civil Service, a mass inoculation of CSEA members in Conference chapters has recently been completed as the first phase of a joint inoculation program of the Conference and the Employees Health Service.

Clinics were held at the Employees Health Service Station in the State Office Building at Albany, on November 2 and at the Campus Health Service Building on November 3.

The inoculation program was arranged primarily to offer protection to the members who are suffering from chronic illnesses or who were over 45 years of age and who are members of chapters that were either too small numerically, or not financially situated to conduct such a program successfully.

The Conference Special Flu Inoculation Committee is headed by May M. DeSeve, of Education Department. Assisting Mrs. DeSeve are Griffith, president of Employees Retirement chapter Emily Decker, Employees Retirement chapter; Ken Swannie, Mental Hygiene chapter, Eileen Sun Kiss and Marilyn Hoffman of Audit and Control chapter.

Mrs. DeSeve has advised that the final clinic of the program will take place in the early part of December.

All-Hawaii Tour Offered First Time

An all-Hawaii tour is being offered for the first time to members of the Civil Service Employees Assn. and their immediate families and the tour will include several features available only to CSEA participants.

The 16-day tour will leave New York on April 6 and return there on April 21. The price of \$559, plus tax, includes a stay at the Reef Tower Hotel on Waikiki Beach, visits to the islands of Maui and Hawaii; the free use of a Kodak "Instamatic" camera while in Hawaii; champagne at night; tour of Pearl Harbor and other sightseeing.

For CSEA members only, the will be a free bottle of liquor provided in every room plus unusual surprise gifts.

Because this offering occurs during the Easter holidays the amount of space available is strictly limited and cannot be exceeded so early bookings are advised. Write to Mrs. Julia Duff, P.O. Box 43, West Brentwood, L. New York, 11717—telephone (51) 273-8633.



CHRISTMAS PROJECT — The Utica chapter, Civil Service Employees Assn. is again undertaking its annual Christmas project of gathering and repairing jewelry for area retarded children. Members assist the children in repairing the jewelry, which is then exchanged among the retarded children. Helping out are, Jane Lis, Division of Employment; Lois Ann Minozzi, project chairman, Department of Taxation and Finance; Phyllis Bowen, Department of Motor Vehicles; Frank Lasky, Department of State, and Philip J. Caruso, Utica chapter president.

HERE'S HOW TO ARRIVE IN '67
FINISH

HIGH SCHOOL

AT HOME IN SPARE TIME

If you are 17 or over and have dropped out of school, write for FREE Lesson and FREE Booklet. Tells how.

Approved For Veterans

AMERICAN SCHOOL, Dept. 9AP-38

130 W. 42nd St., New York, N.Y. 10036. Phone BRyant 9-2604

Send me your free 60-page High School Booklet

Name _____ Age _____

Address _____ Apt. _____

City _____ State _____ Zip _____

OUR 70th YEAR

U.S. Service News Items

By VIRGIL SWING

Federal Pay Bill Nears Senate OK

Senate approval of the Federal pay bill moved closer last week as the Senate Civil Service Committee met in closed session on proposed changes.

The Committee acted on several controversial items concerning the bill in order to im-

prove its chances of early passage.

Committee actions included:

- A decision to keep the pay bill and the postal rates increase together.

- Voting to include Office of Economic Opportunity employees in the pay bill. House of Representatives action to bar them from the pay raise had drawn wide criticism.

- Amending the House action to require other federal agencies to absorb \$63 million in additional costs for postal pay increases.

- Revision of the House ban on hiring relatives to include husbands, son-in-laws, and daughters-in-law.

The Senate is considered likely to go along with the House plan for a 6 per cent pay hike for postal employees and a 4½ per cent increase for other government employees. The raises would be retroactive to Oct. 1.

P.R. Column

(Continued from Page 2)

AS IF SOME of the problems we listed are not enough we feel it is our duty to alert our civil service readers to at least two more they will have to deal with:

- Although overall our population is getting younger, our current population includes 19 million people over 65;

- Life expectancy for men is now 66½ years or better, up from 53½ in 1907; for women the figure has risen to 73½ from 71 in 1920;

THE CHANGES in American life will be radical in the next 35 years and the thinking of civil servants will have to be more imaginative, more innovative and more flexible. What was good enough yesterday, will be useless during the next three decades for solving some of the known problems.

INEVITABLY, problems now unknown will arise. To solve these, both the expanding population and the civil service will have to prepare themselves psychologically for the changes.

IT WILL NOT be easy for anyone, but we'll bet on the civil service corps to perform the biggest job in the history of the world—helping 200 to 250 million people live in harmony and prosperity in a totally healthy environment.

Document Analysts Positions For

The Defense Intelligence Agency, of the United States Department of Defense, Washington, D.C. has immediate openings for grade 7 and grade 9 document analysts and abstractors. The salary for these jobs is \$6,451 for grade 7 and \$7,696 for grade 9. These positions demand college degrees.

For further information, contact Room 2E-239 at the Pentagon, Washington, D.C.

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 a.m. to 6 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 750, 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, News Building, 220 East 42nd Street (at 2nd Ave.), New York, N.Y. 10017, 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 9 a.m. to 1 p.m. Telephone 573-6101.

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



WELCOME THE NEW EMPLOYEE WITH GOOD ADVICE.

By joining the C.S.E.A. during their first 60 days of employment with the State or any of its political subdivisions, new employees under 39½ years old can apply for Accident & Sickness Income Insurance without a medical exam.

This means that The Travelers Insurance Company guarantees the issuance of this important insurance to all qualified new employees.

Since it is impossible for us to personally contact each new employee within the eligible time period, you can help them by passing on this important information.

Accident & Sickness Insurance is one of the many benefits available through C.S.E.A. membership. You can do new employees a favor—urge them to take advantage of this worthwhile coverage by filling out the coupon below. We'll be happy to send complete information by return mail.



TER BUSH & POWELL, INC.

SCHENECTADY
NEW YORK

BUFFALO
SYRACUSE

FILL OUT AND MAIL TODAY...

TER BUSH & POWELL, INC.
148 Clinton St., Schenectady, N.Y.

Please send me information concerning the CSEA Accident and Sickness Plan for new employees.

Name _____

Home Address _____

Place of Employment _____

Date of Employment _____

Asst. Architect Jobs With City Opening Soon

The City Civil Service Commission will receive applications Dec. 7 to Dec. 27 for the March 13, 1968 written exam for appointment as assistant architect.

The positions, with various City departments, pay \$9,000 to \$11,000. Successful candidates may later be promoted to architect, at a salary of \$10,750 to \$13,150.

Candidates must have a college degree in architecture or a valid State architect registration and must have two years experience in architectural work.

The written exam is being held in conjunction with promotion exams in the departments involved.

For applications and further information, contact the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013.

To Keep Informed, Follow The Leader.

Psychologist Positions

Immediate appointments are available for clinical and school psychologists in Erie County. Openings are available in the Family Court, Health Department, and Meyer Hospital. These positions require a Ph.D and start at

\$10,556 and supervising psychologists start at \$11,395 to \$12,635. Applications and additional information may be obtained by writing to Donald M. Neff, Commissioner of Personnel, 45 Church Street, Buffalo, N.Y.

BUY
U.S. SAVINGS
BONDS



We understand.

Walter B. Cooke
FUNERALS FROM \$250

Call 295-0700 to reach any of our 9 neighborhood chapels in the Bronx, Brooklyn, Manhattan and Queens.

Prepare For Your

HIGH SCHOOL EQUIVALENCY DIPLOMA

- Accepted for Civil Service
- Job Promotion
- Other Purposes

Five Week Course prepares you to take the State Education Department Examination for a High School Equivalency Diploma.

ROBERTS SCHOOL
517 W. 57th St., New York 19
PLaza 7-0300

Please send me FREE information.

Name _____
Address _____
City _____ Ph. _____



PAPERMATE PEN
with Jumbo Ink Supply
when you open
a Savings Account at
AMERICAN SAVINGS BANK

We invite you to come in...
Open a Savings Account of \$5.00 or more
receive your free Papermate pen...and begin getting
all the benefits of a growing account here.

5%
a year

Latest dividend paid from date of deposit—compounded quarterly—on all balances from \$5.00 upward.

This 5% rate includes our regular dividend of 4 1/2% a year plus an extra dividend at the rate of 1/2% a year.



FEDERAL DEPOSIT INSURANCE CORPORATION

MAIN OFFICE



1. One gift to an individual.
2. Minimum account—\$5.00
3. Gifts while supply lasts.
4. No mailing of gifts.

MIDTOWN — 125 W. 42nd St. bet. 6th & 7th Aves.
EAST SIDE — 1554 First Avenue at 81st Street
WEST SIDE — 2852 Broadway at 111th Street

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 ST., Near 4 Ave. (All Subways)
JAMAICA: 89-25 MERRICK BLVD., bet. Jamaica & Hillside Aves.
OFFICE HOURS: MON. TO FRI. 9:30 A.M. to 9 P.M.

— Closed Saturdays. —

50 Years of Success in Specialized Education
For Career Opportunities and Personal Advancement

CLASSES MEET THURSDAYS AT 7 P.M. FOR

CARPENTER

Exam Officially Ordered

Salary \$10,587.50

CLASSES NOW MEETING FOR NEXT EXAMS FOR

FIREMAN PATROLMAN

HIGH SCHOOL EQUIVALENCY DIPLOMA

CLASSES MEET
IN MANHATTAN AND JAMAICA

CLASSES NOW MEETING

Registration Open

- Stationary Engineers License
- Refrigeration Machine Oper. License
- Master Electricians License
- Master Plumbers License
- Plumbing Inspectors

PREPARATION FOR

SUPERVISING CLERK-STENO

CLASSES MEET

In Manhattan, Monday or Wednesday at 6 P.M.
In Jamaica, Thursday at 6:30 P.M.

• PRACTICAL VOCATIONAL COURSES:
Licensed by N.Y. State—Approved for Veterans

- AUTO MECHANICS
- DRAFTING
- RADIO, TV & ELECTRONICS

• DELEHANTY HIGH SCHOOL

Accredited by Board of Regents
91-01 Merrick Boulevard, Jamaica

A College Preparatory Co-Educational Academic High School. Secretarial Training Available for Girls as an Elective Supplement. Special Preparation in Science and Mathematics for Students Who Wish to Qualify for Technological and Engineering Colleges. Driver Education Courses.

For information on All Courses Phone GR 3-6900

All Classrooms Air-Conditioned

If you want to know what's happening
to you
to your chances of promotion
to your job
to your next raise
and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is \$5.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can subscribe on the coupon below:

CIVIL SERVICE LEADER

97 Duane Street
New York 10007, New York

I enclose \$5.00 (check or money order for a year's subscription to the Civil Service Leader. Please enter the name listed below:

NAME _____

ADDRESS _____ Zip Code _____

Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deary, Jr., City Editor

Virgil Swing, Associate Editor

Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

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

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

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

TUESDAY, NOVEMBER 21, 1967

Transit Mediation

THE Transit Authority and the Transport Workers Union have agreed to mediation procedures which bypass some of the stricter provisions of the Taylor Law.

Named today to the three-man mediation panel were Theodore Kheel, Joseph O'Grady, and Vincent McDonnell—three of the best known and most qualified labor negotiators in the transportation field.

Under the agreement reached by the TA and the TWU, the panel may—but need not—make recommendations by Dec. 23 on how to avoid a Jan. 1 walkout.

Civil service groups everywhere would do well to study the agreement on mediation reached by the two sides. Such early agreement to insure flexible bargaining and mediation procedures can go a long way to maintaining peace between labor and management in all areas of the public employment sector.

On The Move

AFTER considerable worrisome delay, Governor Rockefeller has now designated the Civil Service Employees Assn. the sole bargaining representative for all State employees except the State Police and faculty members of the State University System.

State workers should heave a vast sigh of relief because the CSEA can now move on to the important business of negotiating salary, retirement and fringe benefits for these employees. CSEA's past record of accomplishment in these areas—accompanied by a promise from the Governor to the Employees Association on a pay raise—should leave no doubt that CSEA will now be able to turn in a record of even greater performance.

The most important thing, of course, is that everybody is on the move again.



SOCIAL SECURITY Questions and Answers

When my mother started receiving social security disability benefits, my twin brother and I also received monthly checks. My father works full time. Next month my brother and I will be 18. We are college freshmen attending school full time. Will we continue to receive our monthly checks?

Yes, if the college qualifies as an educational institution and you continue as a full time student. Benefits, however, are payable only as long as you are a full time student and have not reached age 22, or married.

My mother, age 55, and I receive social security benefits on my deceased father's record. There is no one else in the family. I was 18, the day after I graduated from

high school. This month, I will enter a technical school to study electronics, and I know I will receive my monthly social security checks as long as I am under age 22 and a fulltime student, but what about my mother?

Benefits will not be payable to your mother. Mother's benefits are paid only to a woman who has a child under age 18 or a disabled adult in her care.

I read that my monthly widow's benefit, if started at age 60, will be reduced. Will you explain this please?

Any widow who files when she is 60 or 61 will have her monthly benefit reduced according to the number of months she will receive benefits before age 62. This reduction will be permanent.

LETTERS TO THE EDITOR

Retirement Fund

Editor, The Leader:

I am an "old timer" in the State Civil Service and have contributed to the Retirement Fund for over 35 years. This was basically for "old age protection". I also contributed when the purchasing power of the elusive dollar was a dollar. Now the dollar has the purchasing power of four times.

Money itself is uncertain and is only functional. The "old" contributor to the Fund has not kept pace with inflation, but has suffered from the deflated purchasing power of the dollar. It may be stated that compound interest has compensated for the dollar decline, but inflation has crept up higher than the interest credited.

Basically, the "non-contributor", as of now, has the advantage over the prior contributor.

The old timers' contributions to the Fund are the base for the Fund's investments without fair adjustment with the "non-contributor." One sixtieth adjustments should be made back to cover the inflationary period for money contributed.

Do we want money income or do we want things money can buy? Money can become useless when we want it most.

If we are to have "old age protection" we have to arrange to have a home or at least several rooms, warm in winter and well ventilated in summer, two suits of clothes and accessories each year, three square meals each day, some monthly magazines, a daily newspaper and several books each year.

There must be adjustments made for the "old timer" contributor to the Pension Fund to equalize ourselves with the present non-contributor.

JOHN J. HICKS
Elmhurst, N.Y.

Decries Half-A-Cop Status In Welfare Dept

Editor, The Leader:

The temporary Commission on Revision of the Penal Law and Criminal Code (Bartlett Commission) has now suggested that the term "peace officer" be omitted from the proposed new Criminal Procedure Law.

I hope that all the law enforcement groups concerned, see the ugly hand writing on the wall.

If this worthy commission is allowed to do this, law enforcement will be pushed back another step.

For a grotesque example, they may be saddled with the keystone cop image that has plagued the City Welfare Police for years.

They have been required by the Fun City Fathers to perform their policing function under the N.Y.C. Charter and Code, Volume 2, page 473, Sect. 434 A-7.0-part D. The special patrolmen so appointed may be removed at any time by the (police) commissioner without assigning cause therefor, and nothing in this section contained shall be construed to constitute such special patrolmen members of the (Police) force, or to entitle them to the privileges of the regular members of the force, or to receive any salary, pay, compensation or moneys whatever from the department or the City, or to share in the Police Pension

(Continued on Page 10)

Civil Service Law & You

By WILLIAM GOFFEN



Human Resources Administration

THE HUMAN Resources Administration is a super agency established by the City of New York. It consists of the Department of Social Services, formerly known as the Department of Welfare, the Manpower and Career Development Agency, the Community Development Agency and the Youth Board. The Human Resources Administration coordinates these City agencies with the federal anti-poverty program.

IN THE RECENT case of Martin Morgenstern, as National Coordinator of the National Federation of Social Service Employees v. John P. McNamara, as Acting Commissioner of the Department of Labor (New York Law Journal, October 30, 1967), the petitioner union sought to enjoin the Acting Commissioner of Labor from conducting a representation election among the employees of the Human Resources Administration. The petitioner based the application upon a twofold contention: (1) the City Department of Labor no longer has jurisdiction to conduct such an election, and, in any event (2) the collective bargaining unit was not appropriate.

THE FIRST contention relied upon the enactment of the Taylor Law which took effect on Sept. 1, 1967. This legislation grants to the State jurisdiction to conduct such elections, unless the City of New York should adopt its own procedures for such purpose. In fact, the City Council of the City of New York has enacted appropriate procedures, including establishment of an Office of Collective Bargaining. This agency, however, is still in the process of adopting necessary rules. Similarly, the State Public Employee Relations Board is still in the process of formation.

THE PETITIONING unions represent approximately five thousand employees of the Department of Social Services. The election they sought to enjoin was requested by Local 1485 affiliated with District Council 37 of the American Federation of State, County and Municipal Employees. Local 1485 requested a certificate as the exclusive bargaining representative of certain employees of the Human Resources Administration. The employees of the Department of Social Services were excluded from the collective bargaining unit.

JUSTICE HARRY B. Frank wisely overruled the petitioner's contention that the Department of Labor since Sept. 1, 1967 lacked legal authority to conduct the election. To hold otherwise may lead to chaos in labor relations during the months needed to establish the newly authorized agencies. The jurist quoted with approval from the opinion of Justice Charles G. Tierney in O'Hara v. McNamara (Column of Oct. 31, 1967), as follows:

Clearly, the functioning of our municipal government cannot cease pending implementation of such reorganization. Nor should the law tolerate a vacuum between the expiration of one law and the successful implementation of its successor.

JUSTICE FRANK also disagreed with the contention that Commissioner McNamara's determination of the collective bargaining unit was arbitrary. The original notice concerning the election was published in the City Record on July 10, 1967. On July 18, 1967, the petitioner filed a Statement of Interest. On Aug. 21, the petitioner's request for inclusion of the Department of Social Services in the collective bargaining unit was denied. This exclusionary ruling was made, among other reasons, because none of the titles to be used by the Human Resources Administration corresponded to those of the Department of Social Services.

THE PETITIONER further objected to the bargaining unit because it included the Youth Board. The reason the Youth Board was included by the Department of Labor was that it is an intricate part of the Human Resources Administration. Though certain employees of the Youth Board were already covered by a collective bargaining agreement, it included a provision for substitution of a new bargaining agent during the term of the agreement.

ANOTHER OBJECTION the petitioner had to the proposed bargaining unit was the inclusion of supervisory employees. However, legislation makes this permissible.

APPLYING THE familiar rule that the determination of an administration agency will be sustained unless it is arbitrary and capricious, Justice Frank concluded that Commissioner McNamara and the City Department of Labor had acted reasonably in finding the bargaining unit appropriate. He therefore dismissed the petition.

Today Is Deadline For Jr. Planning Vacancies In City

Junior planners are being sought for the City Planning Department and the Housing and Redevelopment Board. Candidates for the positions, which pay \$6,750 to \$8,550, must apply by today for the Feb. 5, 1968 exam, according to the City Civil Service Commission.

Candidates must have a college degree and one year experience in planning work or a masters degree in City planning.

The position includes compiling statistics, research on planning problems, and planning of land use.

Further information may be obtained from the Applications Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013.

P.O. Seeks 2,000 Clerks, Carriers; \$2.64-\$3.60 Hour

There are more than 2,000 vacancies for persons over 17 as clerks and carriers in the Post Office. The positions pay \$2.64 to \$3.60 an hour.

There is no maximum age limit or experience required, but a written exam will be given on general abilities, following instructions, and address checking.

Applications may be obtained in Room 3506 at the General Post Office, entrance 380 West 38rd St., New York, N.Y. 10001.

Erie County Posts In Social Work

Several opportunities are available in Erie County service for immediate appointments to a variety of positions for persons with masters degrees. Salaries start at \$8,400 for persons with a masters degree and supervising psychiatric social workers salaries range up to \$10,300.

Applications and further information may be obtained from Donald M. Neff, Commissioner of Personnel, 45 Church Street, Buffalo, N.Y.

Suffolk County Needs Research Analysts

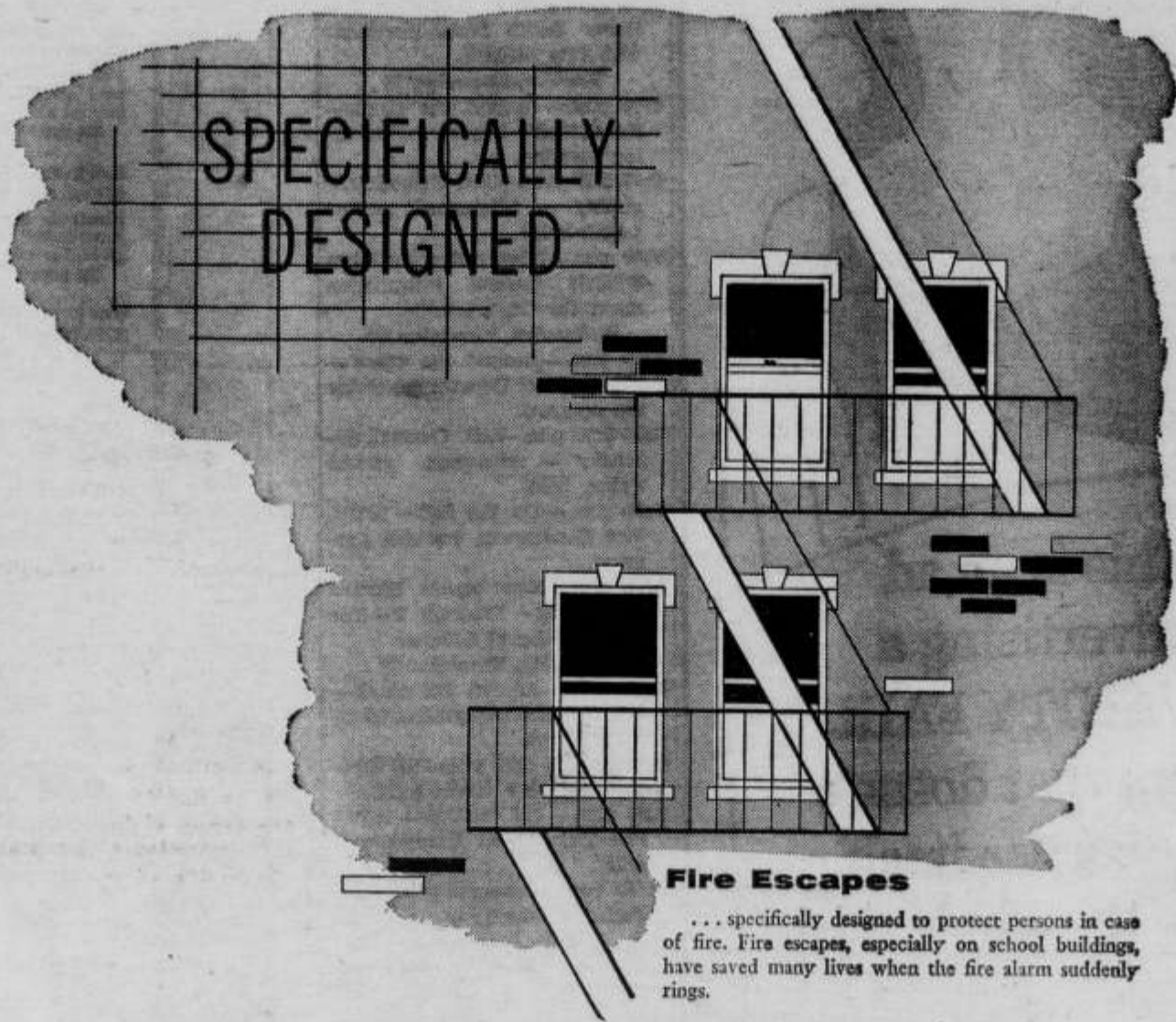
An examination for the post of social research analyst has been set for Jan. 27, 1968 by the Suffolk County Civil Service Commission. Applications must be filed by December 27.

Duties include compiling and

analyzing social research and statistical data for a County agency. The positive pays \$152 to \$188 weekly.

Candidates must be college graduates with three years experience in sociology, anthropology, psychology, social work, economics, or public administration — including one year in research and statistical work. Normal residence requirements have been waived.

For applications and further information, contact the Commission at the County Center, Riverhead, N.Y.



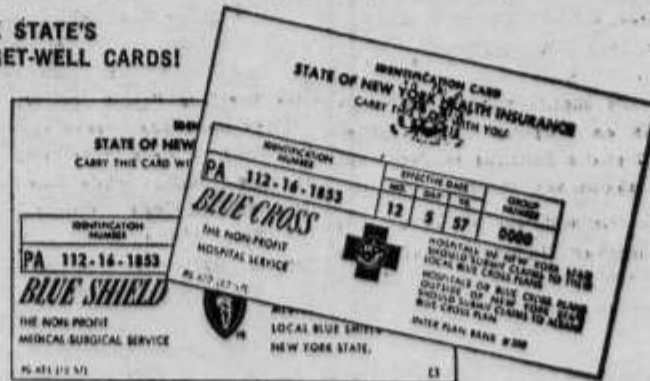
THE STATEWIDE PLAN

... specifically designed for protection against the cost of hospital and medical care for public service employees. There are many good reasons why the STATEWIDE PLAN is preferred by over 83.5% of the eligible state and local government employees now enrolled in the New York State program for hospital and medical insurance.

The STATEWIDE PLAN gives you the broader basic benefits of Blue Cross and Blue Shield — plus the added protection of realistic Major Medical coverage which protects you against day-to-day expenses such as home and office visits, drugs, nursing care, etc., both in and out of the hospital.

That's why more than 8 out of 10 eligible employees choose the STATEWIDE PLAN: Blue Cross-Blue Shield-Metropolitan Major Medical. Get all the facts now. See your personnel or payroll officer for details. Then you'll understand why these are ...

NEW YORK STATE'S NO. 1 GET-WELL CARDS!



BLUE CROSS  *Symbols of Security*  **BLUE SHIELD**
ALBANY • BUFFALO • JAMESTOWN • NEW YORK • ROCHESTER • SYRACUSE • UTICA • WATERTOWN
THE STATEWIDE PLAN — COORDINATING OFFICE — 1215 WESTERN AVENUE, ALBANY, N. Y.

Craftsmanship Through 6000 Fascinating Years

with Special exhibits from around the world and Craftsmanship of Times Past by 100 Dealers in Antiques

300 Exhibits Model Rooms

The National Arts & Antiques Festival

November 15-21 Browse or Shop

MADISON SQUARE GARDEN

Daily 1 to 11 P. M. Adm. \$2.00

Government Employees*

Save money on your next visit to New York

Check into the Sheraton-Atlantic Hotel! The special Sheraton-Atlantic rate for all government employees and their families will save you real money.

\$9.00 single
\$14.00 double

Great Location—Arcade connects hotel to Penn Station and the new Madison Square Garden. Same block as Empire State Building. Subways to all points of the city leave from right under the hotel. So on your next trip to New York, stay at the Sheraton-Atlantic.

*State, Federal, City

SHERATON-ATLANTIC HOTEL BROADWAY AT 34TH STREET, NEW YORK (212) PE 6-5700.

Call your nearest Sheraton Hotel or Motor Inn for insured Reservations at guaranteed rates.



This is an ad advertising a VANITY FAIR bra that doesn't advertise itself to the whole world

A sleek little second-skin lift of nylon tricot, with smooth power mist sides and ribbony stretch straps—that's all. The Bare Essential has no furbelows to show under clothes. No rigid shaping that has nothing to do with you. No bra-hurrah whatever. Suddenly you feel free and fit and flattered. You feel your own pretty self, every stitch of the way!

A cup, 32 to 36; B, C, 32 to 38, \$4.

SALEM-ODETTE

613 Madison Ave. (cor. 58 St.)
832-8874 355-8198

Across From General Motors Bldg.

SHIRLEY HARRIS

577 Madison Ave.
MU 8-6345 EL 5-9054

Across From I.B.M.—New York, New York

American Express • Uni-Card
Carte Blanche • Diners Club

Civil Service Television

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

Monday, November 27

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Tuesday, November 28

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30-5:30 p.m.—U.N. General Assembly—Afternoon session (when held).
7:00 p.m.—What's New In Your School? Current information about the City's schools.

Wednesday, November 29

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30-5:30 p.m.—U.N. General Assembly—Afternoon session (when held).
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
9:00 p.m.—New York's Revised Penal Law—Program 2—The Classification of Offenses.

Thursday, November 30

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m. to 5:30 p.m.—UN General Assembly (when held).
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
10:30 p.m.—Community Action—Jeffrey Roche hosts program.

Friday, December 1

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
10:00 p.m.—New York's Revised Penal Law—Program 2—Classification of Offenses.
Saturday, December 2
7:00 p.m.—Community Action—Jeffrey Roche hosts program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

MAKES YOUR MORNING A LITTLE BIT BRIGHTER!



PROMOTIONAL COFFEE MAKER

P-12

Has 4-8 five ounce cup capacity. NEW Mini-Brew basket for 2-3 cups, available at GE Servicenters

COLONY INTERNATIONAL INC.
686 8th Ave., New York 10036
BR 9-7395 • 4

Can you meet the test?

Taking the test to decide your future earnings and security? Give yourself every break and get the up-to-date book that helps the most with organized study guides, practice tests, answers and solutions, step-by-step programming.

COWLES SCORE-HIGH EXAM BOOKS



How to Pass Federal Civil Service Examination CLERK-CARRIER (U.S. POST OFFICE)

Full preparation for all parts of the examination: mail sorting, following instructions, checking, and general abilities.

224 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 24020



How to Pass Federal Civil Service Examination OFFICE AID GS 1-3

Hundreds of questions and answers give you full preparation for beginning positions and a chance to go higher with the federal government.

264 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 24030



How to Pass Federal Civil Service Examination STENOGRAPHER & TYPIST GS 1-4

If you're a stenographer-typist looking for a secure, high-paying job with a future, these practice tests, correct answers, and study helps can prepare you to qualify for a GS 1-4 rating with the Federal Civil Service.

235 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 24040



SHORT-CUT SHORTHAND

Learn Shorthand in 40 Easy Lessons
By S. M. Wesley, Ph.D. As easy as ABC methods, fast and efficient as symbol shorthand. So clearly presented in this one book you can take up to 150 wpm with just spare-time study and practice!

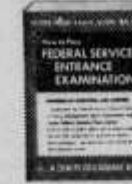
275 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 23140



How to Pass COMPUTER PROGRAMMER APTITUDE TESTS

By John Jensen. Master verbal and figure analogies, mathematical reasoning, quick reactions to simulated tests—and get solid advice on how to prove your skills in this brand-new book that can help you get into the job of the future.

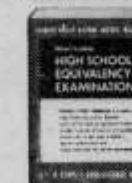
254 pages • \$4.95 Paper • 8 1/2" x 11" • Order No. 23120



How to Pass FEDERAL SERVICE ENTRANCE EXAMINATIONS

Complete practice tests and answers in public affairs, administrative problems, clerical skills, verbal ability, quantitative ability, and figure analogies to help you qualify for more than 200 different federal career posts. Includes Junior Federal Assistant Exam for those with two years of college or equivalent business experience.

350 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 24010



How to Pass HIGH SCHOOL EQUIVALENCY EXAMINATION

Teaches you how to pass the equivalency diploma exams in math, natural science, social studies, spelling and grammar, and literature. You can even make sure you're ready to pass with the exclusive Test-Yourself Examination.

368 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 23100



How to Pass ARMED FORCES TESTS

Complete preparation for Armed Forces Qualification Test (AFQT) and Classification Batteries for all branches of the Armed Forces, plus guidance information for all present and potential servicemen and women.

244 pages • \$3.95 Paper • 8 1/2" x 11" • Order No. 23110

Don't just dream about a change...make it!
Choose the book you need
at your bookstore today, or write:

© 1967 CEC

COWLES EDUCATION CORPORATION
Reader Service Department, Box 9056
Church Street Station, New York 10008

Fill-in Order
Nos. of
books desired
here:

**ORDER
NUMBERS**

Please send me the books that I have indicated by Order No. in the spaces at right. I have enclosed \$_____ payment in full. If not fully satisfied, I may return any book for a complete refund. (Please add \$25 per order for postage and handling.)

Name _____ (please print)

Address _____

City _____

State _____ Zip _____

New York State and California residents, add applicable sales tax.

CE-1

TO HELP YOU PASS

GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant Officer	5.00
Assessor Appraiser	4.00
Attorney, Jr. & Asst.	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	4.00
Beginning Office Worker	4.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	4.00
Bridge Tunnel Officer	4.00
Bus Maintainers - Group B	4.00
Bus Operator	4.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	4.00
Captain P.D.	5.00
Cashier	3.00
City Planner	4.00
Civil Engineer	4.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	3.00
Clerk Sr. & Supv.	4.00
Clerk G.S. 4-7	4.00
Complete Guide to C.S. Jobs	1.00
Const. Supv. & Inspec.	4.00
Correction Officer	4.00
Court Reporter - Law Stenographer	4.00
Dietitian	4.00
Electrician	4.00
Electrical Engineer	4.00
Engineering Aide	4.00
Federal Entrance Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	4.00
Fireman in All States	4.00
Foreman	4.00
General Test Pract. for 92 U.S. Jobs	3.00
H.S. Diploma Tests	4.00
Homestudy Course for C.S.	4.00
How to Pass High on H.S. Scholarship Tests	2.50
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	4.00
Housing Patrolman	4.00
Investigator-Inspector	5.00
Janitor Custodian	4.00
Laboratory Aide	4.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	5.00
Librarian	4.00
Machinists Helper	4.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	4.00
Maintainer Helper Group E	4.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	2.50
Nurse (Practical & Public Health)	4.00
Parking Meter Attendant (Meter Maid)	3.00
Parole Officer	4.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director - Recreation Leader	4.00
Policewoman	4.00
Postmaster	4.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Practice for Clerical Type. & Steno.	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Parole Officer	4.00
Professional Career Tests N.Y.S.	4.00
Professional Trainee Exams	4.00
Public Health Sanitarian	5.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	4.00
Social Case Worker	5.00
Social Investigator Trainee Recreation Leader	4.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00
Storekeeper Stockman	4.00
Supervising Clerk-Steno	5.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

ORDER DIRECT - MAIL COUPON

55c for 24 hours special delivery
C.O.D.'s 40c extra

LEADER BOOK STORE
97 Duane St., New York 7, N. Y.

Please send me _____ copies of books checked above.

I enclose check or money order for \$ _____

Name

Address

City State

Be sure to include 5% Sales Tax

Research Assistant Trainees

Research assistant trainee vacancies have been announced by the Civil Service Employees Assn. at \$6,825. Candidates must apply by Dec. 4 for the positions.

The vacancies are at the CSEA headquarters at 8 Elk St., Albany, N.Y. At the end of the one-year training period, candidates will be appointed research assistants at \$7,315. A maximum of \$8,541 is reached in five annual increments. Interested persons must be col-

lege graduates in mathematics, statistics, or economics. Persons with one year experience or 30 graduate hours study may skip the training period. All candidates must have New York driver's license and be in good health.

Workmen's Comp. Examiners Needed Throughout State

Vacancies for associate and assistant workmen's compensation examiners in New York City and upstate offices of the Workmen's Compensation Board have been announced by the State Civil Service Department. Candidates must file by Dec. 11 for the Jan. 13, 1968 written exam.

Candidates for the associate examiner positions must have eight years experience in compensation examination and investigation—including two years supervisory experience—or a college degree and six years experience—with two years supervisory background.

The open competitive exam is being given in conjunction with a promotion exam. The position pays \$9,795 to \$11,805.

The assistant examiner posts pay \$4,725 to \$5,855 and Spanish- and Italian-speaking persons are needed for some of the positions. There are vacancies in Rochester, Hempstead, L.I., and New York City.

The jobs require a high school diploma and two years office or business experience. Additional experience may be substituted for the high school requirement.

Applications and further information may be obtained from State Civil Service Department offices throughout the State.

Editorial Positions

Writing and editing positions, at GS-9 (\$7,696) through GS-12 (\$10,927) are currently available in various Federal agencies in Washington, D.C. and vicinity.

Copies of the announcement (No. WA-7-09, writing and editing positions, Printed Media, Radio Television, Motion Pictures) and other related information may be obtained from the Inter-Agency Board of U.S. Civil Service Examiners for Washington, D.C.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. SHEEN GAR CHU, Plaintiff, against MEI HAR LEONG CHU, Defendant. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS AND NOTICE, Index No. 31817/1967. Plaintiff resides at 42 Mulberry Street, New York, New York, County of New York. ACTION FOR ANNULMENT OF MARRIAGE.

To the above named defendant: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within thirty days after the service of this summons, exclusive of the day of service, and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

David B. S. Cohen, Attorney for Plaintiff, Office and Post Office Address: 6 East Broadway, New York, N.Y. 10038—Phone 227-0058.

Dated: October 31, 1967, New York, New York.

NOTICE—To the defendant, Mei Har Leong Chu: The foregoing summons is served upon you by publication, pursuant to an order of Hon. Harry E. Frank, a Justice of the Supreme Court of the State of New York, signed the 1st day of November, 1967, at New York, N.Y., and filed on the 1st day of November, 1967, with the complaint in the office of the clerk of the County of New York, at the county court house, in the City of New York, County of New York, and State of New York.

The object of this action is for annulment of the marriage between the plaintiff and the defendant.

Dated: November 1, 1967. DAVID B. S. COHEN, Attorney for Plaintiff

AR-4^x



THE CRITICS' CHOICE

HiFi/Stereo Review "We know of no competitively priced speaker that can compare with it."

high fidelity "We have heard nothing better, so far at least, in this price class..."
"We liked the AR-4/We like the AR-4^x even more."

LA REVUE DES DISQUES "There has been nothing like it [the AR-4^x] this speaker is astonishing..."

Bryce Audio

110 WEST 40th STREET NEW YORK, N. Y.
BRyant 9-4050 - 1 - 2

No wonder this new \$89.50 automatic looks like an expensive Dual.

It's the new Dual 1015.



It has the precision features that make Dual the first choice of hi-fi experts. For example: the auto/manual cueing system and the totally accurate anti-skating system found on the world-renowned Dual 1019 at \$129.50.

Plus these other famous Dual features:

- Dynamically balanced low-mass tonearm that tracks flawlessly at 1/2 gram.
- Fully automatic and manual operation, either as a single play turntable or as a changer.
- All four speeds.
- Heavy 4-pound, cast platter.
- Constant-speed motor.
- Continuously variable adjustments for tonearm balance, stylus force and anti-skating.

Let us demonstrate these and other features that make Dual the first choice in stereo.

AUDIO UNLIMITED

715 Second Ave.

NYC

MU 2-3836

LETTERS TO THE EDITOR

(Continued from Page 6)

Fund. You don't have to a Perry Mason in order to see how illegal it is for the City to make an employee a special patrolman to perform police work.

That is why former Mayor Wagner tried to push a special patrolman bill through the City Council and failed.

No wonder Welfare Cops are ridiculed by the public and their own Department . . . where else can you see half a cop working for poverty pay? **DISGUSTED**
Manhattan

State Secretaries

Editor, The Leader:

I want to call your attention to the discrepancy now existing regarding the stenographers employed by New York State. It's about time Civil Service Commission recognized this and does something to bring the antiquated titles, salaries and job descriptions up-to-date.

Presently there are stenographers whose job descriptions on file at the institution or agency differs from the standard specifications from the Dept. of Civil Service, and I refer to the statement, "acts in a secretarial capacity . . ."

There is no distinction made in grade or salary between the stenographer in a stenographic pool or one assigned to do routine work, closely supervised, from

the stenographer assigned as "acting in a secretarial capacity" and performing duties over and above that of the title "stenographer." For that matter there is no distinction made in grades of the dictaphone - transcriber, switchboard-typist or cleaner who are Grade 4, the same grade as stenographer or the stenographer above mentioned who works in a secretarial capacity.

The title "secretary" is today used in private industry and the Federal U.S. Civil Service Commission has an established title of secretary (stenographer as GS-5, with a starting salary of \$5,300, and testing qualifications of dictation at 80 w.p.m. and typing at

40 w.p.m., with question and answer requirement.

New York State promotional examination for senior stenographer grade 8, requires stenographic dictation testing at 100 w.p.m. and question and answer of supervisory nature. The starting salary for this grade is \$4,725.

My point is that grade 4 and grade 8 stenographers in New York State service are being utilized as secretaries unfairly, and standards and competitive examinations should be established for this classification with the proper salary and grade.

GERTRUDE R. CARLO
Highland

Suffolk County Seeking Administrative Officers

The Suffolk County Civil Service Commission has announced an examination for senior administrative officers. Applicants must file by December 27 for the position which pays from \$152 to \$185 weekly.

The written test will be Jan. 27, 1968 for applicants who must be high school graduates with seven years general clerical and supervisory experience or college graduates with three years administrative experience. Candidates must have been County residents for six months at the time of the exam.

For applications and further information, contact the Commission at the County Center in Riverhead, N.Y.

Coordinator Medicals

Medical examinations will be administered to 52 candidates for assistant area services coordinator this week, according to the Personnel Dept.

Help Wanted - Male

COLLEGE GRADUATES
MEN AND WOMEN

Use your brains,
energy, education, to

Fight Need, and Human Misery

"Person-to-Person"
as a New York City

Case Worker

Here's vital, exciting new challenge—a whole new side to your education. Problems you've read about change from words to human beings.

NEW IDEAS—
NEW APPROACHES

You'll find yourself part of a department that's in a ferment of change, deeply and vigorously interested in fresh ways to solve old problems. Begin a career in Social Service, a rewarding field that offers opportunities as never before.

Excellent Pay.

\$7,200

After 6 months

Able men and women are needed, and compensation is appropriate. Starting salary at least \$6,100 jumps to \$6,800 after 3 months. Satisfactory services bring increment at end of year and each year thereafter, 4 week vacation after one year. Benefits, scholarships, promotion opportunities.

APPLY IN PERSON
FOR APTITUDE TEST
TUES., NOV. 21, 9 AM or 1 PM
NEW YORK CITY
DEPT. OF PERSONNEL
40 Worth St. (Mezzanine)
Call (212) 566-8700
or after 5 PM (212) 433-2650
for Addition Information

An Equal Opportunity Employer

Do You Need A

High School Equivalency Diploma

for personal satisfaction
8 Weeks Course Approved by
N.Y. State Education Dept.

Write or Phone for Information

Eastern School AL 4-5029
721 Broadway N.Y. 3 (at 8 St.)
Please write me free about the High School Equivalency class.

Name

Address

Zone

HIGH SCHOOL Equivalency DIPLOMA

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- Employment • Promotion
- Advanced Educational Training
- Personal Satisfaction

Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

Attend in Manhattan or Jamaica

ENROLL NOW! Classes Meet

In Manhattan.
Meets Monday & Wednesday at 5:30 or 7:30 P.M.

In Jamaica.
Meets Tuesday and Thursday at 5:45 or 7:45 P.M.

BE OUR GUEST
Fill In and Bring Coupon

FOR ALL TESTS

ARCO BOOKS AVAILABLE AT

PAUL'S BOOK STORE

18 E. 125th St., N.Y. City 35, N.Y.

BOOKS MAILED
SAME DAY AS ORDERED

10 A.M. to 6 P.M.
Saturday 11 A.M. to 6 P.M.

Phone or Mail Orders
TR 6-7760

DELEHANTY INSTITUTE

115 East 15 St., Manhattan
21-01 Merrick Blvd., Jamaica

Name

Address

City

Zone

Admit to One H.S. Equiv. Class

CO-ED Days, Eves., Sat.

LEARN TO PROGRAM

IBM/360 COMPUTERS

\$250 FOR 180 HOURS
LOW COST MORE HOURS

IBM KEY PUNCH
\$99 FOR 60 HOURS

COMPARE!!

APPROV. FOR FOREIGN STUDENTS
CALL - VISIT - WRITE

Commercial Programming
UNLIMITED, INC.
853 8'way (14th St.), N.Y., N.Y.

YU 2-4000

LEARN TO DRIVE TRACTOR TRAILER, TRUCKS or BUSES

- Approved by State Dept. of Education for Veterans & Teamsters Union
- Job Advisory Service Guaranteed
- Instruction on Foreign & American Cars Also Motorcycles

CH 2-7547



1967 EQUIPMENT
MODEL AUTO DRIVING SCHOOL
145 W. 14th St., Bet. 6 & 7 Aves., NYC

Medical Secretaries Needed To Meet Growing Demand In U.S.A.

The growth of new health programs has created a critical shortage of well trained Medical and Dental Secretaries. Information is now available to those who wish to prepare for a career in

this dignified and high paying profession through Home Study in their spare time. For free information write American School, Dept. 9AP-39, 130 W. 42 St., N.Y., N.Y. 10036 or call BR 9-2604.

'Drop-Outs' Can Finish High School at Home

If you are a High School "Dropout" a special state issued High School Equivalency Diploma which receives general acceptance in private business, civil service or for college entrance as the full four years, High School Diploma, can mean \$25-\$50 more for you each week. LEARN AT HOME. LIC. BY N.Y.S. DEPT. OF ED.

Chartered by New York State Board of Regents

For INFORMATION and a FREE HOME STUDY HIGH SCHOOL BOOKLET call (212) OR 7-7390 in N.Y. or (201) 624-7373, N.J., or WRITE TO National School of Home Study, Dept. N8G, 289 Park Avenue S, New York 10003, APPROVED FOR *VETERAN'S BENEFITS.

*Discharged after Jan. 31, 1955.

National School of Home Study N8
229 Park Ave. So., N.Y.C. 10003

Name

Address

City & State

Phone

Teachers . . .

IMMEDIATE EXAMINATION AND PLACEMENT FOR FULL-TIME SUBSTITUTE TEACHERS OF COMMON BRANCHES IN DAY ELEMENTARY SCHOOLS (Grades 1-6)

DATES: Tuesday, November 28, 1967
Tuesday, December 5, 1967
Tuesday, December 12, 1967
Tuesday, December 19, 1967

(Applicants may appear on any one of these days)

PLACE: New York Board of Education
110 Livingston Street
Brooklyn, New York 11201
Room 414

TIME: Applicants may appear between the hours of 9:00 A.M. and 10:30 A.M.

There are long-term openings in New York City elementary schools for qualified persons. (B.A. and twelve appropriate credits in education). Successful applicants will be assigned to these openings and will be on a per diem salary basis until January 31, 1968. Thereafter, they will be classified as assigned regular substitute teachers and paid on an annual basis. APPLICATIONS SHOULD BE MADE ONLY BY CANDIDATES PREPARED TO ACCEPT FULL-TIME ASSIGNMENTS TO DISTRICTS IN WHICH THEY ARE NEEDED.

In order to establish current eligibility, an applicant must present an official or student copy of college transcript at the time of the examination. There is an application fee of \$3.00.

Starting salaries for New York City teachers are \$6,200 to \$8,450 per annum, depending on preparation. In September 1968, the starting salary will range from \$6,750 to \$9,350. Substitute teachers, paid on a per diem basis, earn 1/200 of their annual salary for each day of service. Experienced teachers will be granted salary credit for prior teaching service. Maximum salary in new contract is \$13,900.

For further information, please telephone:
BUREAU OF RECRUITMENT
(212) 596-8060

SCHOOL DIRECTORY



Special Beginners' Evening
Course Starts November 18

ENROLL NOW

STENOTYPE ACADEMY

257 BROADWAY • Catalog at WO 2-0002
(Train to Chambers St. Brooklyn Bridge or City Hall Stations)

MONROE INSTITUTE — IBM COURSES Key punch, Tab-Wiring, Computer Programming, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, Electric, Typing, NCR Bookkeeping machines, H.S. EQUIVALENCY, Day & Eve Classes.

EAST TREMONT AVE. & BOSTON RD., BRONX — KI 3-5800
29 E Ford Rd. Bx. 933-6700, Veteran Training, Accredited by N.Y. State Dept. of Ed

ADELPHI BUSINESS SCHOOLS. TOP TRAINING! PRESTIGE. IBM Key punch, Tabs, etc. Computer Programming

SECRETARIAL, Bkping, Switchbd, Comptometry, Dictaph, STENOGRAPHY (Mach Shorthd), PREP for CIVIL SVCE, Co-Ed, Day & Eve, FREE Placement Exam 1712 Kluge Highway, Bklyn Next to Avalon Theatre) DR 8-7200
47 Minnola Blvd., Mineola, L.I. (at bus & LIRR depot). CH 3-8900.
ACCREDITED by NYS BOARD of REGENTS • APPROVED for VETERANS

News Of The Schools

By A. L. PETERS

ITTP Survey Report Released

The Board of Education's Intensive Teacher Training Program is achieving its goal of helping to alleviate the teacher shortage in New York City's public schools, according to a survey report on the program's first year of operation in the summer of 1966. The program recently concluded its second summer of operation.

The 1966 ITTP survey report, prepared for the Board of Education by the Research Department of City University, discloses that CCNY enrolled some 2,100 recruits, with 1,858 successfully completing the full training program and 1,771 accepting appointment. Approximately 1,600 of this specially prepared group, according to the report, still held full-time teaching assignments as of last May 15.

Under ITTP, liberal arts graduates who have had no courses in education were given special training over the summer months of 1966 so that they might acquire eight credits in education for license to teach in the City's elementary schools or six credits for license to teach in the junior and senior high schools. In addition to completing the college courses, the ITTP participants also passed examinations conducted by the Board of Examiners for conditional licenses, which will be converted into a substitute teacher's license upon completion of additional education courses taken in the regular year.

The report cited many favorable aspects of the program as well as a number of shortcomings of the Intensive Teacher Training Program many of which had been corrected in the 1967 program.

MDTP Trains Catholic Sister

A Catholic Sister is gaining experience in teaching the disadvantaged in the Harlem Adult Training Center as a summer Basic-Education Teacher-Replacement under Manpower Development Training Program.

Sister Philip Marie, with several years of secondary school teaching experience was examined and certified by the Board of Examiners. She was attired in street clothes, was addressed as Miss Kelleher, and her church affiliation had not been revealed to the trainees.

JHS 47 Will Present "Peter Pan"

The School for the Deaf (JHS 47, Manhattan) at 225 East 23 Street, will present "Peter Pan" at its Thanksgiving assembly tomorrow Nov. 22 at 10 a.m. in the school auditorium.

Students in the seventh, eighth and ninth year will take part in the performance. The original play was adapted to the special needs of the school by the staff, and costumes and scenery have been designed with the help of parents, teachers and pupils.

City School System Offering Auxiliary Assistant Positions

In a continuing move to strengthen early childhood education and increase community involvement in school affairs, the City school system, through its newly established Auxiliary Educational Career Unit, will appoint on Nov. 27 approximately 300 auxiliary assistants to serve in kindergarten classes in 252 elementary schools in areas designated by the Council on Poverty. Applications for these positions paying \$3.25 to \$2.50 an hour, must be filed before Nov. 22.

Approximately half of the applicants will be referred to schools by the local Community Progress Corporation and the remaining half will come from employees who are serving or have served in the schools in capacities such as school lunch employees, pre-school child development program employees and educational schools. Priority will be given to aides in summer day elementary applicants residing in the zoning areas of the elementary school's involved.

Basic qualifications are high school graduation or a satisfactory equivalent; experience or interest in working with and relating to children; individual initiative and desire to participate in a personal educational program after working hours, which will eventually lead to a teaching position. Applications may be obtained

Closer Community Relations Promoted By District 12

The twenty-two principals of schools in District 12, Bronx, went to the Hunts Point Community Progress Center, a community development agency in the Anti-Poverty Program, last week.

The expedition was part of an attempt to promote close school-community relations. There are three other such centers in District 12 and the principals expect to visit them later and confer with their staff members.

Agenda of the Nov. 15 meeting included: Discussion of Title I Program; Para Professional Career Ladder; After School Workshops Conducted by the Community Progress Center and Examination of District Reading Scores.

Workshop Aids Teachers Of Emotionally Disturbed

A workshop of "Total School Programs for the Emotionally Disturbed" was held Nov. 10, at State University of New York at Albany. Dr. Oliver M. Nikoloff, chairman of special education committee, department of educational psychology, School of Education, has stated that the workshop were planned to serve the particular needs of educators who are involved in the organization and development of programs for the emotionally disturbed. Additionally, interested students, laymen, and general educators were welcomed at the meeting.

The workshop is co-sponsored by the Capital Area School Development Association of the university.

From the Community Progress Corporation or any of the 252 schools in the program.

Current Guidelines For Income Tax Deductibility Of Teacher Expenses

By Prof. Howard H. Serlin, C.P.A.

Chairman, Accounting Department, Borough of Manhattan Community College Of The City University of New York

The Internal Revenue Service has issued a final set of guidelines for income tax deductions of educational expenses by teachers, and made them retroactive to the calendar year 1964. The guidelines apply mainly to teachers who already hold permanent jobs. Thus, expenses involved in obtaining a bachelor's degree to meet the minimum requirements for a teaching position may not be deductible.

In general, educational expenses such as tuition, books, and fees are deductible, if the education:

- a) maintains or improves skills required by the individual in his present field, or
- b) is needed to meet the express requirements of the employer to retain an established position, status or salary.

Deductible expenses include refresher courses dealing with current developments in the field and travel expenses incurred in connection with education, if such courses and expenses qualify under (a) or (b) above.

With regard to travel expenses, the necessity for such travel must be shown, and it must be clearly proven that the major portion of the activities during the period of travel was of a nature which directly maintained or improved the skills required by the individual in his employment. Any incidental personal outlays for sightseeing and entertainment are to be excluded.

The new rules deny these deductions when the education is for the purpose of, or results in, a

new trade, profession, or business. Thus, an accountant in practice for himself who attends law school at night and gets a law degree would not be allowed a deduction, but a teacher who takes courses to qualify as a guidance counselor would be able to claim the expenses.

The deductible expenses described above do not include expenditures by parents who are financing education for their children.

Persons wishing to claim a deduction for 1964, 1965 or 1966 should file amended tax returns.

In particular, the amended return for 1964 should be filed promptly since the statute of limitations on that year will expire shortly. If the 1964 return was filed on time, the statute of limitations for that year will expire April 15, 1968. For the 1965 return, the statute will expire April 15, 1969, and for 1966 the expiration date is April 15, 1970.

TEACHER APPOINTMENTS

The following list of transfer appointments was released recently. This list was made effective on August 1, 1967, but many of the transfers indicated below were not accepted. The Leader has learned.

Q. Bertha Schoolnik, Social Studies, 27-J180-Q. Thomas W. Spillane, Social Studies, 27-J210-Q. Arthur Wade, Social Studies, 23-224-Q.

Ramona Alveranza, Spanish, 10-118-X. Flora J. O'Neill, Spanish, 24-J119-Q. David J. Lamb, Spanish, 9-J148-X. Jack Navon, Spanish, 10-J141-X. Irving Kassin, Spanish, 17-J189-Q. Marilux C. Mermelestein, Spanish, 5-J118-M. Josephine M. Vitale, Trade Dress Making, 9-J148-X. Gertrude F. Stin, Typing, 28-J72-Q. Mildred F. Zeitlin, Typing, 25-J168-Q. Eloise M. Ganszter, Typing, 28-J72-Q. Irene Z. Banks, Typing, 3-J70-M. Marcia H. Shalen, CB, 3-33-M. Sebastian Bonavolonta, CB, Dist. 23. Nathan Sevitky, CB, Dist. 1. Joseph Roberts, CB, Dist. 8.

David Brenner, CB, Dist. 16. Margaret Waters, CB, Dist. 13. Herbert G. Garbert, CB, Dist. 14. Marvin Aaron, CB, Dist. 27. John Hurler, CB, Dist. 20. Helen Gobhard, CB, Dist. 28. Joan Johnson, CB, Human Relations Unit. James Campbell, CB, I.S. 201-M. Helen Klein, CB, 30-31-R. Elinor Weintraub, CB, 53-M. 406-M. Beatrice Reilly, CB, 203-M. Elizabeth H. R. Perron, CB, 12-149-X. Stanley J. Goldstein, CB, 186-X. Marcella Skol, CB, 176-M.

George Oukourlian, CB, 176-M. Beatrice Pepper, CB, 77-M. Pearl Ferber, CB, 53-M. Michael Kanney, CB, 53-M. Sheila McDonald, CB, 53-M. Lenore Klapper, CB, 53-M. Robert Connolly, CB, 53-M. Charlotte Baldwinette, CB, 53-M. Geraldine O'Riordan, CB, 53-M. Johanna McCarthy, CB, 53-M. Elna Koehel, CB, 53-M. Mary Lester, CB, 53-M. Patrick Maloney, CB, 53-M. Miriam Maher, CB, 53-M. Elizabeth Conn, CB, 405-M. Brendan Sullivan, CB, 53-M.

Maryanne Smith, CB, 53-M. Diana Santoro, CB, 53-M. Anna Pollak, CB, 53-M. Lionel Friedman, CB, 24-75-Q. Edith May Gordon, CB, 6-170-M. Dora Goldstein, CB, 1-19-M. Norma Fruchtman, CB, 16-151-K. Lena G. Rosenstein, CB, 1-146-M. Nina Engel, CB, 1-122-M. Joan W. Goldberg, CB, 9-4-X. Elizabeth D. Carven, CB, 2-116-M. Sandra Gross, CB, 23-127-Q. Caroline A. Schleifer, CB, 28-196-Q. Anne Newell, CB, 106-M.

Kathleen Bompignano, CB, 28-40-Q. Josef Straka, CB, 1-82-M. Joseph P. Starkey, CB, 8-138-X. Bernard A. Lieber, CB, 29-135-Q. Martha Goodman, CB, 3-11-M. William A. Wimbush, CB, 8-188-X. Joan Winitz, CB, 30-18-R. Ruth Ashkin, CB, 22-286-K. Frances Lieberman, CB, 30-25-R. Ailine C. Pino, CB, 25-193-Q. Cathryn Keeshan, CB, 28-Q. Gemma L. David, CB, 17-91-K. Marie L. Capochiano, CB, 24-102-Q. Barbara M. Lambert, CB, 29-123-Q. Emily L. Howe, CB, 23-112-Q. Audrey L. Laddon, CB, 29-138-Q.

Catherine Sheridan, CB, 30-28-R. Deborah R. Mangel, CB, 3-41-M. Joan L. Rutkoff, CB, 2-158-M. Samuel Helf, CB, Dist. 2. Norma F. Weinberg, CB, 25-32-Q. Norman Springer, CB, 25-173-Q. Jacqueline Y. Steurer, CB, 29-131-Q. Leelle Sabbeth, CB, 25-193-Q. Sophie Goldscher, CB, District 3. Ernestyna A. Lipscomb, CB, 27-90-Q. Frances Urkel, CB, 20-205-K. Audrey L. Berger, CB, 27-42-Q. Judith Shapiro, CB, 23-207-K. Annette Bustace, CB, 4-154-M. Gladys J. Fields, CB, 3-41-M. Gertrude M. Buckler, CB, 3-23-M.

Frederick W. Nitzschke, CB, 371-K. Frances Marsh, CB, 2-147-M. Daphna Fink, CB, 17-327-K. Irene J. Rosenthal, CB, 21-303-K. Eleanor O. Guffre, CB, 30-44-R. Sandra Rothfeld, CB, 3-126-M. Evelyn Pierce, CB, 3-126-M. Magdalena North, CB, 3-126-M. Lillian Meier, CB, 3-126-M. Susan Mahler, CB, 3-126-M. Sheila Shankman, CB, 3-126-M. Linda Schell, CB, 3-126-M. Madelon Spier, CB, 3-126-M. Beatrice B. Wachspress, CB, 3-126-M. Sue Sperber, CB, 3-126-M.

Wilma Homnell, CB, 3-126-M. Susan Kraus, CB, 3-126-M. Esther Lanning, CB, 3-126-M. Semla Krot, CB, 3-126-M. Janet Likner, CB, 3-126-M. Corinne Stern, CB, 3-126-M. Ruth Curtis, CB, 3-126-M. Ruth Schapiro, CB, 3-126-M. Audrey Bernstein, CB, 3-126-M. Pauline Burgio, CB, 3-126-M. Cathleen Carberry, CB, 3-126-M. Chin Kin Gee, CB, 3-126-M. Susan R. Cohen, CB, 3-126-M. Fredlyn Edelstein, CB, 3-126-M. Lewis Palk, CB, 3-126-M.

Elaine Friedman, CB, 3-126-M. Bernard Feuer, CB, 3-126-M. Lynn Gold, CB, 3-126-M. Charlotte Abramowitz, CB, 3-126-M. Nancy Solnet, CB, 3-126-M. Klara Silverstein, CB, 3-126-M. Sherry Rosenberg, CB, 3-126-M. Herbert L. Renner, CB, 10-84-X. Sandra Milavim, CB, 29-134-Q. Mimi K. Kavler, CB, 3-11-M. Susan Krug, 28-30-Q. Florence Karmel, CB, 25-22-Q. Alyce Levine, CB, 24-203-Q. Rida R. er, CB, 28-30-Q. Marsha H. Follak, CB,

Howlett, CB, 8-56-X. Frances Marlowe, CB, 11-106-X.

Leona Pollard, CB, 13-63-K. Jewel R. Yellen, CB, 21-215-K. Bernard Sacks, CB, 1-40-M. Barbara A. Scott, CB, 1-40-M. Abraham A. Spatz, CB, 5-170-M. William Smith, CB, 86-M. Marie S. Drew, CB, 6-189-M. Pearl Boatwright, CB, 18-244-X. Bonni L. Radetsky, CB, 27-45-Q. Rachael M. Kissel, CB, 2-6-M. Sheila E. Snyder, CB, 4-78-M. Evelyn Ainer, CB, 4-02-M. Joe Cora, CB, 6-189-M. Sylvia Haron, CB, 3-11-M. Lawrence Kessler, CB, 11-68-X. Alan Robbins, CB, 1-82-M. Viola Q. Seligo, CB, Educational Center District 12. Marianne Vitols, CB, 11-82-X.

Elaine Kraus, CB, 10-122-X. Kathleen Klein, CB, 7-40-X. Edinore A. Caulfield, CB, 10-33-X. Frieda Tepper, CB, 5-87-M. Bertha Nonenbacher, CB, 205-M. Robert S. Henry, CB, 3-2-M. Eleanor Minkoff, CB, 2-6-M. Theresa Jeffress, CB, 27-197-Q. Uramia Wilson, CB, 4-154-M. Lita Spiro, CB, 2-59-M. Alda M. Richardson, CB, 10-7-X. Carol Warner, CB, 2-146-Q. Marvin L. Friedman, CB, 8-3131-X. Rae Wohl, CB, 7-3155-X. Myrtle Gohrine, CB, Junior Guidance Program.

Virginia Schenberg, CB, 6-92-M. Yetta Berman, CB, 7-29-X. Lillian Rosenberg, CB, 5-199-M. Nancy Polin, CB, 6-163-M. Lillian Sigelman, CB, 30-16-R. William Schorkopf, CB, 30-25-R. Elsie Mayer, CB, 24-91-Q. Minda Teicher, CB, 28-176-Q. Abe Levine, CB, 28-206-Q. Mary E. Taylor, CB, 23-76-Q. Judith Stark, CB, 30-18-R. Edith Cook, CB, 5-165-M. Helen B. McConnell, CB, 20-140-K. Gail Miller, CB, 28-117-Q. Emma R. Radtke, CB, 24-49-Q. Betty Murray, CB, 23-76-Q. Edith G. Brustman, CB, 10-7-X. Sarah Baughan, CB, 224-Q. Peggy Halpern, CB, 13-67-K. Rose Carol, CB, 19-159-K. Leon Council, CB, 11-112-X. Alice M. Newkirk, CB, 5-165-M. Nola Whiteman, CB, District 12. Harriet Goodhart, CB, 11-21-X. Iris V. Finkelstein, CB, 5-145-M. Barbara Steinberg, CB, Special Reading Services. Sylvia G. Malner, CB, 6-152-M. Emanuel Rosenbluth, CB, 10-94-X. Bessie Z. Greenberg, CB, 2-59-M. Cecelia Brooks, CB, Special Reading Services.

Claire M. Power, CB, 30-53-R. Eugene A. Plant, CB, 11-87-X. Edna Cook, CB, 11-106-X. Constance T. Berger, CB, 6-152-M. Mae C. Terry, CB, 19-73-K. Yetta Berman, CB, 7-29-X. Julia Jones, CB, 6-1194-M. Edna Rust, CB, Office of Elem. Sch. John P. Devanny, CB, 10-56-X. Helen Cherney, CB, 6-92-M. Helen Olney, CB, 10-24-X. Betty Murray, CB, 23-76-Q. Catherine O'Connell, CB, 138-M. Frances Mason, CB, 138-M. Thomas Mazaarella, CB, 138-M. Alice Minter, CB, 138-M. Elizabeth Corran, 138-M.

Mary Connors, CB, 138-M. Elizabeth Connors, CB, 138-M. Alice Batt, CB, 138-M. Helen Chetrick, CB, 35-M. Mildred Lesscott, CB, 10-95-X. Harry M. Shear, CB, 21-90-K. Josephine B. Jones, CB, 7-3155-I. Ronauna R. Mitchellson, CB, 7-3155-X. Brenda S. Frumbers, CB, 28-139-Q. Gladys E. Forrester, CB, 11-67-X. Helen F. Toohy, CB, 7-157-X. Mary Silverman, CB, 7-157-X. Sally Greenfield, CB, 10-95-X. Marcia L. Soberman, CB, 9-158-M. Carol Baughan, CB, 7-157-X. Dorothy Unger, CB, 7-157-X. Celeste Berger, CB, 7-157-X.

Thomas Higgins, CB, 7-157-X. Carol M. Klugman, CB, 7-157-X. Inge Levy, CB, 7-157-X. Barbara Shulman, CB, 7-157-X. Esther Buchman, CB, 7-157-X. Noreen Hoffmann, CB, 7-40-X. Barbara Berger, CB, 7-40-X. Virginia Roden, CB, 7-40-X. Rosalie O. Emanuel, CB, 24-19-Q. Eleanor Schumman, CB, 7-40-X. Kathleen Doyle, CB, 53-M. Rosalyn Grubner, CB, 25-112-Q. Carol Scher, CB, 7-3155-X. Roslyn Silverman, CB, 28-50-Q. Edwina C. Conrad, CB, 7-40-X.

(To Be Continued)

Julius Levin, Health Ed., 26-J-67-Q. Carl T. Fowler, Jr., Health Ed., 28-372-Q. Leonard Burgess, Health Ed., 27-3202-Q. Gertrude Kahan, Health Ed., 25-3189-Q. Lewis A. Robinson, Health Ed., 27-3210-Q. Harry L. Kiesler, Health Ed., 63-M. Robert S. Rosenthal, Health Ed., 25-3218-Q. Adolph Rotter, Health Ed., 7-3155-

ELIGIBLE LISTS

STENOGRAPHY AND TYPEWRITING IN DAY HIGH SCHOOLS
 Sylvia F. Schellenberg, 8960; Marilyn A. Keck, 8990; Charlotte K. Schleifer, 8460; Barbara Cooper, 8410; Lauretta S. Wolf, 8340; Judith L. Lipnes, 8300; Alberta Kanya, 8210; Rosanne Reiff, 8010; Lorraine D. Johnson, 7820; Antonio Morales, 6940; Constance M. Ranieri, 6590.

LICENSE AS SUPERVISOR OF SPEECH IMPROVEMENT
 Geraldine D. Chapey, 9069; Laurence R. Becker, 7698; Rhoda A. Ribner, 7670; Elizabeth J. Sheehan, 7587; Audrey J. Hayes, 7516; Beatrice K. Glaubach, 7474; Helen Hurter, 7412; Pearl E. Schochheim.

LICENSE AS TEACHER OF PITMAN STENOGRAPHY AND TYPEWRITING IN DAY HIGH SCHOOLS
 Rosemary Romano, 8765; Laraine A. Chinino, 8675; Madeline C. Biaz, 8592; Elsie B. Aronson, 8380; Erika Greenblum, 8365; Lillian Garmisla, 8275; Teresa C. Vicchio, 8165; Terry Schenkman, 8045; Isabella A. Oliva, 8040; Patricia A. Reese, 8015; Emanuel Halper, 7980; Annamaria Dragowita, 7830; Sel Weinstein, 7530; Joan M. Gottlieb, 7182; Stella Ost, 7180; Rose Z. Davis, 6547.

LICENSE AS TEACHER OF TYPEWRITING IN JUNIOR HIGH SCHOOLS
 Muriel Cohen, 9224; Sylvia F. Schwartz, 8982; Fay F. Forman, 8616; Lillian Garmisla, 8424; Lois Shacter, 8274; Rose M. Brown, 7980; Emilia M. Gangl, 7976; Ivy Y. Dabiri, 7908; Jean C. Siganl, 7838; Sarah Dermer, 7706; Eddie F. Barnett, 7634; McKinley Brown, 7626; Ethel C. Cohen, 7558; Ulysses Bell, 7486; Roberta L. Fleck, 7474; Margaret G. Jones, 7330; Ethel L. Alford, 7188; Claudette D. Williams, 7024; Virginia M. Pearson, 6828; Mary R. Robinson, 6810; Rhoda L. Kasoff, 6780; Othia M. White, 6596; Est. "Schreiner, 6426; Salie M. Neal, 6396; Hazel W. Rollins, 6000.

LICENSE AS TEACHER OF GREGG
 7397; Laura R. Shapiro, 7357.

TEACHER EXCHANGE

School secretary, starting Dec. 4, call 497-4917, PS 123, Brooklyn.

First International Math Competition Set For May

The first attempt at an international mathematics competition in the "western" world will take place in London next May when a State University of New York at Albany mathematics professor will take a team of secondary school students from the Upstate New York Contest Section of the Mathematical Association of America to compete in mathematics with a British team. Teams will be composed of students who ranked high in their geographical areas in the 1967 Annual High School Mathematics Contest and who were of sophomore or junior status at the time of that contest.

Housekeeper Positions Pay \$4,850 & Up

The City Civil Service Commission is receiving applications for appointment as housekeeper with the Departments of Hospitals and Social

Services. Candidates must file between Dec. 7 to Dec. 27 for the March 1, 1968 written exam.

The positions pay \$4,850 to \$6,290 and candidates may be later promoted to senior housekeeper at \$5,450 to \$6,890.

Candidates must have eight years schooling and two years institutional or hotel work—including one year supervision of

housekeeping activities of at least 100 rooms.

Further information may be obtained from the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013.

Therapy Assistants Sought By VA

The Veterans Administration Outpatient Clinic, 35 Ryerson St., Brooklyn, N.Y., has vacancies for general therapy assistant, GS-5, \$5,331 per annum. Three years of experience are required: one year

of general experience as a nursing assistant, medical laboratory technician or x-ray technician; and two years of specialized experience as a therapy assistant or technician in occupational therapy (printing, fine art, ceramics, woodworking, leather craft, etc.) or physical therapy (heat, hydrotherapy, routine exercises, and industrial therapy). One year of the latter experience must have been under the direction of a professional therapist or physician in a hospital, clinic, or rehabilitation center.

For further information, call Mrs. F. Baron, 836-6600, ext. 389 or 392.

Mrs. Bartolomeo Will Be Honored

Mrs. Geri Bartolomeo, a secretary in the Department of Real Estate offices, was honored as that Department's employee of the month on radio station WNYC last week. Real Estate Commissioner Carl Madonick made the presentation during the "Commissioner's Report" program.

Make Merry and enjoy this Christmas without the last minute delivery of your gifts and greeting cards. HOW? . . . Simply by shopping and mailing early . . .

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF KINGS: JACKSON HEIGHTS SAVINGS AND LOAN ASSOCIATION, Plaintiff, against ELLIAH ROSS and VIVIAN ROSS, if living and if she is dead, any and all persons who are husbands, grantees, mortgagees, lienors, heirs, devisees, distributees, or successors in interest or such of them as may be dead, and their husbands and wives, heirs, devisees, distributees and successors in interest, all of whose names and places of residences are unknown to the plaintiff; LUKE CHANDLER, UNITED STATES OF AMERICA; PEOPLE OF THE STATE OF NEW YORK, Defendants.

TO THE ABOVE NAMED DEFENDANTS, ELLIAH ROSS and VIVIAN ROSS, if living and if she be dead, any and all persons who are husbands, grantees, mortgagees, lienors, heirs, devisees, distributees, or successors in interest or such of them as may be dead, and their husbands and wives, heirs, devisees, distributees and successors in interest, all of whose names and places of residences are unknown to the plaintiff.

YOU ARE HEREBY SUMMONED TO ANSWER THE COMPLAINT in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorneys, within twenty (20) days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York). In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

DATED: March 30, 1966.
SINGER & BERLINGER
Attorneys for Plaintiff
Office & P.O. Address
30 Vesey Street
Borough of Manhattan
City of New York
Tel. COrtlandt 7-6960

TO: ELLIAH ROSS and VIVIAN ROSS, if living and if she be dead, any and all persons who are husbands, grantees, mortgagees, lienors, heirs, devisees, distributees, or successors interest or such of them as may be dead, and their husbands and wives, heirs, devisees, distributees and successors in interest, all of whose names and places of residences are unknown to the plaintiff, DEFENDANTS. The foregoing summons is served upon you by publication pursuant to the order of Honorable Dominic S. Rinaldi, a Justice of the Supreme Court of the State of New York, dated the 27th day of October, 1967, and filed with the complaint and other papers in the office of the Clerk of the County of Kings, at Brooklyn, N.Y. The object of this action is to foreclose a mortgage made by Luke Chandler to Jackson Heights Savings and Loan Association dated August 31, 1962 and recorded in the office of the Register of the County of Kings on the 23rd day of August, 1962 in liber 12268 of mortgages, at page 415 affecting property in the County of Kings located on the easterly side of Clermont Avenue, distant 247 feet 8 inches southerly from the southwesterly corner of Clermont and Willoughby Avenues, being a plot 22 feet by 100 feet with party walls, known as 225 Clermont Avenue, Brooklyn, N.Y. DATED: October 31, 1967.

SINGER & BERLINGER
Attorneys for Plaintiff
Office & P.O. Address
30 Vesey Street
Borough of Manhattan
City of New York
Tel. COrtlandt 7-6960

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, MAX LAUDUN, Plaintiff against EULMIE E. LAUDUN, Defendant, Index No. 31646-67. Plaintiff designates New York County as the place of trial. The basis of the venue is Plaintiff's residence. SUMMONS: ACTION FOR ABSOLUTE DIVORCE ON GROUND OF ABANDONMENT. Plaintiff resides at 605 3rd Avenue, County of New York.

TO the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, N.Y., N.Y., September 28, 1967. MARTIN L. FERRIN, Attorney(s) for Plaintiff, Office and Post Office Address, 39 Broadway, New York 6, N.Y. To Eulmie E. Laudun: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Harry B. Frank, a Justice of the Supreme Court of the State of New York, dated November 1, 1967, and filed along with the other papers in the New York County Clerk's Office. This is an action for absolute divorce on grounds of Abandonment. Dated: New York, October 6, 1967. Maria L. Ferrin, Attorney for Plaintiff.

Men, Women—Easily Learn to

INVESTIGATE ACCIDENTS

and

ADJUST CLAIMS

Earn up to \$200 a week (Full time)
Earn up to \$100 a week (part time)

Low cost course, 3 nights weekly for 12 wks. (Sat. classes also). Exciting secure future. No age or education requirements. Free advisory placement service. Call now.

FREE BOOKLET - BE 3-5910
ADVANCE BUSINESS INSTITUTE
51 W. 32nd St., N.Y. 1, N.Y.

Nassau Co. Seeks Welfare Workers

Welfare caseworkers are now being sought by the Nassau County Civil Service Commission. The positions, which involve public assistance and child welfare casework, pay \$6,656 to \$8,658 annually. Candidates must be college graduates; though college seniors may file. Further information may be obtained from the Commission at 140 Old Country Road, Mineola, N.Y. 11501.

\$299.95 for a Scott Component Stereo System?

(THERE'S A SOUND REASON.)

\$299.95 buys you not just a "stereo", but a real Scott component stereo system. Here's a best-selling Scott stereo receiver, topped with a professional automatic turntable by Garrard with Pickering magnetic cartridge and diamond stylus. Complete with Scott Controlled Impedance air suspension speaker systems, this music system is made for people who are serious about their listening. There are separate Bass, Treble, and Volume controls for each channel, plus an accurate tuning meter, connections for microphone, guitar, ear-phones, extra speakers, tape recorder, and cartridge player. Model 2504 FM Stereo Phono System shown is only

\$299.95

AM/FM, and phono models are also available, at prices ranging from \$249.95 to \$399.95. Dust cover optional.

Scott... where innovation is a tradition.




Bryce Audio

110 WEST 40th STREET NEW YORK, N. Y.
BRyant 9-4050 - 1 - 2

"A MONUMENTAL, BEAUTIFULLY MOUNTED ADAPTATION! ENCHANTING MUSIC! AN OPULENT PRODUCTION!"
—Hale, N. Y. Daily News



CAMELOT

STARRING: RICHARD HARRIS · VANESSA REDGRAVE · FRANCO NERO · DAVID HEMMINGS · LIONEL JEFFRIES

TECHNICOLOR® PANAVISION® FROM WARNER BROS. · SEVEN ARTS

TICKETS NOW AT BOX OFFICE OR BY MAIL. **WARNER THEATRE** Broadway & 47th Street, CO 5-5711

BOX OFFICE OPENS 10 AM DAILY - SUNDAY 12 NOON

Our newest in fine sterling silver

FLORAL PLACE

STERLING BY LUNT



Old world elegance in a contemporary setting. Rich. Distinctive. Feminine.

OUR SPECIAL INTRODUCTORY OFFER
Save \$65 on a 44-pc. "Service-for-8"
Save \$90 on a 64-pc. "Service-for-12"

Rogers & Rosenthal Inc.

105 CANAL STREET NEW YORK WA 5-7557

Education Director; \$11,400

The position of director of education of the Civil Service Employees Assn. is now vacant. Candidates for appointment to the \$11,400 post must file by Dec. 4. The position is at CSEA headquarters on Elk St. in Albany.

Minimum qualifications for appointment include a college degree in labor or industrial relations, public administration, education, or personnel administration.

Candidates must also have four years experience in labor or industrial relations, public or personnel administration, or secondary or high school teaching. Two years of this experience must be in planning and directing a comprehensive training program.

Collective Bargaining Specialists

Several collective bargaining specialists are being sought by the Civil Service Employees Assn. at \$10,285 to \$12,395. Applications must be made by Dec. 4.

The work is based in the CSEA headquarters at 8 Elk St., Albany, but employees may be assigned to work in any part of the State.

The positions are open to present State employees of grade 18 or higher and to non-CSEA members. Non-members must have a college degree in labor or industrial relations or public administration and three years experience in these areas.

Candidates must also have a New York driver's license and must be of good health. A physical exam is required.

CSEA Seeking P.R. Trainees; \$6,825 & Up

The Civil Service Employees Assn. is seeking public relations trainees to work at its headquarters at 8 Elk St., Albany. Applicants must file by Dec. 4 for the positions which start at \$6,825.

Candidates must be high school graduates with four years experience involving knowledge of public relations—including one year as a supervisor—or college graduate with a journalism or related degree.

Candidates must be in good health and a New York driver's license is required.

KINGSBRIDGE RD VIC
2 family (two 4 rm apts) finished bsmt, gar, etc. \$2500 dn

MOSHOLU PKWAY VIC
3 family hse (2-4, 1-3) basement, garden \$2000 down.

FEINBERG BROS, 933-1800
31 E 220 (Bedfd Pk Blvd) Bronx

BRONX SPECIAL BAYCHESTER AVE.
Take over existing mortgage. Enquire 7 rm hse. No credit check; no closing costs.

FIRST-MET REALTY
1250 CASTLE HILL AVE, BRONX 597-6200

ST. PETE — the City for Living FREE! "LIVING IN ST. PETE" booklet. Packed full of facts, figures and photos of SUNNY ST. PETE. Popular resort for 1,350,000 visitors annually — ideal retirement center. Prices here are kinder to your budget. Wide choice of accommodations and retirement homes in all price ranges. Wonderful beaches for swimming, fishing, boating, golf, horse and dog races, baseball. WRITE TODAY for this informative book.

C.S.L. Jenkins, Dept. 1121
Chamber of Commerce, St. Petersburg Florida 33731

HOLLIS LIKE NEW
Take over \$18,800 FHA MTGE. Ultra modern, 4 rooms, 4 bedrooms, playroom, basement, laundry, garage. MANY EXTRAS.

ABCO REALTY
OL 7-7900
168-22 HILLSIDE AVE, JAMAICA

Houses For Sale - New Jersey
BERGEN CO (15 Min NYC)
HOMES! HOMES! HOMES!
ALL STYLES, SIZES AND PRICES
Low Down Payment—G.I. No Down

HANDELSMAN
Realty Co. Bkrs. — Open 9 to 8 P.M.
NYC-LA 4-6210, N.J. TEaneck 3-1222

MODEL IN NEW YORK THIS FALL!
PHOTOGRAPHY — TELEVISION — FASHION

Prepare yourself for this exciting, glamorous career taught with modern methods of instruction by experienced models. Career training offered only to qualified girls. All classes are small, assuring individual attention.

Increase your confidence and ability with a Charm and Personal Development Program. Courses for the:

HOMEMAKER • CAREER GIRL • TEEN PRE-TEEN & CHILDREN

Moderate tuition plans. Approved Women's Residences. Classes: day, evening, Saturday or Fall Accelerated. For free personal analysis or Brochure write to or call: Miss Elizabeth Cooke, Director.

FIFTH AVENUE SCHOOL of Modeling and Charm
15 West 44th Street, New York, N.Y. 10036 TN 7-0980
Licensed by the State of New York

REAL ESTATE VALUES

HOLLYWOOD BEACH, FLORIDA
Want an inexpensive ocean-front vacation which includes everything: Free: Pool, Boating & Fishing, Lounge, Discount Golf, Free Country Club facilities, etc.

YES, EVERYTHING! LOVELY EFFICIENCY AND BEDROOM FAMILY TYPE APARTMENTS
SURPRISINGLY Low weekly rates from \$25. Low monthly rates from \$100 Per Family out of season Winter Rates Naturally Higher COMPARE For complete colorful information.

BALI HAI — 310 McKinley St. SANDS — 2404 N. Surf Road Or J. J. BURTON, 2404 N. Surf Rd.

Farms & Country Homes — New Jersey
Last of Retirement Homes Farms — Estates — Acreage Farm & Home Realty Newton, NJ (Closed on Sundays)

Stuart, Florida
RETIREMENT HOMES \$6,100. up
EVERYTHING IN REAL ESTATE L. FULFORD, STUART, FLA.
WRITE REQUIREMENTS, Ph. 287-1288

STUART
ON THE TROPICAL EAST COAST LARGE & SMALL ACRES. TRACTS WATERFRONT PROPERTIES
C. B. Arbogast, Realtor
STUART, FLORIDA SINCE 1926
DIAL 305-AT 7-6440

ALBANY, NEW YORK
Albany's Most Progressive Real Estate Firm Covering The Entire Greater Albany Area Including All Suburbs.
Photo Brochures Available.
Philip E. Roberts, Inc.
1525 Western Ave., Albany Phone 489-3211

Farms & Country Homes Orange County
Bulk Acreage Retirement Homes. Businesses in the Tri State area.
GOLDMAN AGENCY
85 Pike, Port Jervis NY (914) 866-1228
New York 13459.

QUEENS VILLAGE Vic. \$21,800 —CORNER HOME—
9 rooms - 5 bedrooms - brand new kitchen - 1 1/2 baths - landscaped garden lot - oversized living room - conventional sized dining room - exceptional basement - automatic heat. Few minutes to subway, huge shopping centers, Houses of Worship.
BUTTERLY & GREEN
168-25 Hillside Ave. JA 6-8300

QUEENS VILLAGE — Colonial detached, 4 bedrooms, nice yard. Near schools, transportation. \$19,500. \$900 down payment. GI \$500.
SOUTH OZONE PARK — All brick Colonial, 6 rooms, 3 bedrooms, garage. \$17,900. \$700 down payment. GI \$200.
GREENBAUM REALTY
87-64 Sutphin Blvd, Jamaica AX 1-7670

Exclusive — 7 rooms & bath, detached. For sale or rent with option. Move right in, \$800 needed.

BETTER JA 9-4400
135-19 Rockaway Blvd.
SO. OZONE PARK

Farms & Co. Homes, Green Co., N.Y. State
PRETTY YEAR round country home with beautiful mt. view. Living room with fireplace, 2 baths, oil steam heat, full cellar, fine condition, \$12,000.
BUSH AGENCY Rt. 9 W. Canastota, N.Y. (818) 943-5555 Established 20 Years



CAN YOU AFFORD \$1.00 per day
for Retirement Home in Florida, near Clearwater, 2 Bedrooms. Masonry from \$6,250.00, including lot and Garage. Complete and ready to move into: paved streets, \$39 per month. (Cover principal and interest) app. taxes yearly about \$20.00. Lake stocked with Fish, 4 Shopping Centers; all Churches, COMMUNITY RECREATION HALL, etc.
COMMUNITY CLUB LIVING for Limited Income Retirees
Write for Free Booklet Today

HOLIDAY HILL
Box 295
New Port Richey, Florida

Venice, Florida
VENICE FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR. ZIP CODE 33596

SAVE ON YOUR MOVE TO FLORIDA
Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$406; Philadelphia, \$382; Albany, \$432. For an estimate to any destination in Florida write SOUTHERN TRANSFER & STORAGE CO., INC. Dept. C, P.O. Box 10217, St. Petersburg, Florida

LAURELTON ESTATES \$21,900
Beautiful English Tudor. Custom built. 7 rms, 20' living rm, log-burning fireplace, modern kitchen, 3 baths, fin basement, garage.

CAMBRIA HEIGHTS \$19,900
Detached wide-line Cape. All brick. Excell condition. Large rms, modern kitchen & bath, fin basement, att. garage. Large garden plot.

LONG ISLAND HOMES
169-12 Hillside Ave., Jamaica RE 9-7300

This Christmas, give the gift that keeps on giving—U.S. Savings Bonds.

HOLIDAY SPECIALS

SPRINGFIELD GDNS. \$16,000 8 YR. OLD BRICK RANCH. ALL ROOMS ON 1 FLOOR. MOD. KIT. & BATH. FIN. BSMT. GAR.	HOLLIS \$21,900 DET. 2 FAMILY 5 & 8 RM. APTS. GARAGE, FHA APPROVED. MOD. KITS & BATHS. NO WAITING.
HOLLIS \$18,900 5 RM. DET. DUTCH COLONIAL 4 LGE. BEDROOMS. GAR. FINISHABLE BSMT. LGE. LANDSCAPED PLOT.	CAMBRIA HGTS. \$26,900 10 YR. OLD DET. BRK. & SHIN. 2 FAMILY 5 & 3 RM. APT. FIN. BSMT. ULTRA MOD.
ROSEDALE \$18,650 FHA APPROVED. SOLID BRICK MOD. HOME WITH 3 LGE. BEDROOMS. FINISHED BSMT. ONLY CREDIT CHECK NEEDED.	SPRINGFIELD GDNS. \$29,900 4 YR. OLD DET. BRICK 2 FAMILY WITH 3-6 RM. APTS. (3 BEDROOMS EACH APT.) WALL OVENS & HOLLYWOOD BATHS.

Many other 1 & 2 Family homes available
QUEENS HOME SALES INC.
170-13 Hillside Ave. — Jamaica
OL 8-7510
CALL FOR INFORMATION OPEN 7 DAYS WEEK

If you work in Foley Square...

You're just 3 BMT stops from home at **MASARYK TOWERS** New Manhattan Co-Op Community

- APTS. are roomy, reasonable (see chart)
- SHOPPING, community center on-site
- SCHOOLS, Houses of Worship—as near as next door
- SECURITY patrol around the clock
- RECREATION, playground; pool, gym (membership basis)
- ALL EXTRAS are right here

Apartment Size	Investment* Equity	Estimated Monthly Carrying Charges
2 Bedrooms	\$2700	\$120-134
2 Bdrms./Balcony	\$3000	\$128-145
3 Bdrms./1 1/2 Baths	\$3600	\$142-155

Waiting list for 1 bedroom and studio apts.
*Low interest loans for financing the investment payment are available through the "Wege" plan.

See Masaryk's excitingly furnished model apartments today. A refundable deposit of \$100.00 and a processing fee of \$2.50 will reserve the apartment of your choice. Open daily 9 AM-6 PM; Tuesday evening Sat. 11 AM-6 PM; Sunday Noon-6 PM. TELEPHONE 877-5282

MASARYK TOWERS
COLUMBIA STREET AT DELANCEY
By Subway: IND "D" Train to Delancey St. BMT #11 Jamaica Train to Essex Street Station
By Car: F.D.N. Drive to Houston St. Exit

MASARYK TOWERS: A Middle Income Cooperative Development. Sponsored by U.S.A. Supervised by the Housing and Redevelopment Board of New York City. Sales Agents AMH Housing Services, Inc., Developer: Arm of The Association For Middle Income Housing, Inc., 217 Park Row, New York, N.Y. 10038. Managed by Sulzberger-Roife Inc.

CSEA Wins Recognition

(Continued from Page 1)
by Alfred Wurf, executive director of Council 50.

Dr. Theodore C. Wenzl, CSEA president, labled the union move "a futile attempt to save itself by sacrificing urgently-needed negotiations affecting the livelihood of all State employees. What is so despicable is that after failing for years to convince the vast majority of State workers of its worth as an employee representative, the union—knowing full well its current action will fall—nevertheless is attempting to deliver a death blow that can only complete its own suicide. CSEA is—and will continue to be—the sole and effective bargaining agent for State workers."

Wenzl To Seek All

In commenting on recognition, Dr. Wenzl said:

"We are pleased with the Governor's action in recognizing CSEA as representative of a unit consisting of 124,000 State employees. The designation was mandated by the provisions of the Taylor Law and the overwhelming evidence

of State employees choice of CSEA as their representative.

"The shortness of time caused by the delay in recognition, however, compels immediate commencement of negotiations for a 20 per cent, \$1,000 minimum, salary increase for all State employees.

"The Governor's announcement excludes State Police and invites the submission of designation cards. We are disappointed that State Police are thus temporarily being denied representation, but we are immediately taking steps to comply with the Governor's invitation. We are confident that the members of the State Police will recognize the necessity for immediate designation of CSEA as their representative so that negotiations may commence on their behalf.

"Similar action is being taken on behalf of our members in the faculty of the State University.

"For the 124,000-member unit we now represent, a massive effort is now underway to procure the entire salary increase and

benefit package demanded by our delegates."

The State Public Employment Relations Board, which came into being as a result of the Taylor Law, published its rules on Nov. 2 implementing the law giving public employees throughout the State the right, for the first time in history, to enter into collective negotiations with their employers.

Rules Protested

The rules state that an employer must recognize an employee organization within 45 days after rules were published. CSEA protested this decision, contending that it would leave no time for negotiations and could even run into the impasse period. In a letter to Dr. Wenzl, dated that same day, the Governor's Secretary, Alton G. Marshall, assured the State's largest employee organization that determination of a bargaining agent for State employees would be made "well in advance of the expiration date of the forty-five day period."

More than 1,000 CSEA State-wide delegates meeting at Kiamasha Lake Oct. 31 sent a telegram to State officials criticizing the delay and demanding immediate recognition and that a date be set for commencement of negotiations. When no reply was received by the deadline specified in the telegram, the delegates in an emotion-charged session voted to demonstrate the day before Election Day.

The mass protest was staged in Albany, New York City, Buffalo, Rochester, Syracuse and Long Island. CSEA representatives met with the Governor and Marshall during the demonstration in New York City. Rockefeller at the time promised that action would be taken soon.

Among the major points CSEA will negotiate for is a 20 per cent across-the-board salary increase for State workers, in addition to improved health and retirement plans and liberalization of other terms and conditions of employment.

24 Promotion Exams Offered To State Aides

The State Department of Civil Service is accepting applications until Dec. 4 for 24 promotion exams for State employees. Twenty of the exams will be given Jan. 13, with the rest Jan. 18.

In most cases, the exams are open only to permanent employees of the department concerned. The Jan. 13 exams will be:

Interdepartmental

ADMINISTRATIVE SERVICES, exam number 30-218 and 30-222, G-18.

SENIOR MEDICAL RECORDS CLERK, exam number 32-810, G-23.

ASSOCIATE PLANNING COORDINATOR, exam number 32-813, G-23.

Labor

JUNIOR COMPENSATOR CLAIMS AUDITOR, exam number 32-814, G-10.

COMPENSATION CLAIMS AUDITOR, exam number 32-715, G-14.

SENIOR COMPENSATION CLAIMS AUDITOR, exam number 32-816, G-18.

ASSOCIATE COMPENSATION CLAIMS AUDITOR, exam number 32-817, G-14.

COMPENSATION CLAIMS EXAMINER, exam number 32-818, G-14.

SENIOR COMPENSATION CLAIMS EXAMINER, exam number 32-19, G-18.

ASSOCIATE COMPENSATION CLAIMS EXAMINER, exam number 32-863, G-21.

INSURANCE FUND HEARING REPRESENTATIVE, exam number 32-864, G-18.

SENIOR SOCIAL WORKER, exam number 32-864, G-18.

SUPERVISOR OF SOCIAL WORK, exam number 32-779, G-20.

WORKMEN'S COMPENSATION EXAMINER, exam number 32-875, G-14.

SENIOR WORKMEN'S COMPENSATION EXAMINER, exam number 32-876, G-18.

ASSOCIATE WORKMEN'S COMPENSATION EXAMINER, exam

number 32-877, G-21.

Law

SENIOR DICTATING MACHINE TRANSCRIBER (LAW), exam number 32-866, G-7.

Social Services

CASE SUPERVISOR, exam number 32-867, G-17.

The four examinations set for Jan. 18 are:

Correction

CORRECTION LIEUTENANT (FEMALE), exam number 32-912, G-15.

CORRECTION LIEUTENANT (MALE), exam number 32-913, G-15.

CORRECTION SERGANT (FEMALE), exam number 32-914,

CORRECTION SERGEANT (MALE), exam number 32-915, G-15.

CSEA Completes Narcotic Security Assistants' Appeal

(Special to The Leader)

ALBANY—An appeal on behalf of narcotic security assistants and a request for a hearing on the decision denying reallocation of the title have been sent to the State Civil Service Commission by the Civil Service Employees Assn.

CSEA charged that the negative decision rendered by the State Director of Classification and Compensation, J. Earl Kelly, "represents inequitable treatment of employees holding this title."

In a letter to Mrs. Ersa Poston, Commission president, the CSEA said "the appellants and our Association feel so strongly about the need for a reallocation of this title that we urgently request a hearing before the Civil Service Commission at the earliest possible date."

"We feel," the letter continued, "that there are many arguments in support of this request that justify its approval and which can be made best in an oral presentation."

Sullivan Court Unit Elects Mrs. M. Finkle

MONTICELLO—Mrs. Margaret Finkle was elected president of the Court House Unit, Sullivan County Civil Service Employees Assn. recently.

Other officers include Fred Diefenbach, vice president; Mrs. Emily Rosch, secretary; Miss Margaret Woods, treasurer; Mrs. Florence Wells, representative to chapter; James Rogers, alternate representative to chapter. The Board of Directors includes: John Loty, one year, Mrs. Betty Holmes, two years, Mrs. Peggy Loucks, three years and Lloyd Shimer, four years.

Dolls For Christmas

ALBANY—Employees of the State Civil Service Department have volunteered to dress 125 dolls which the Salvation Army will distribute to needy children at Christmas.

March 15 to 22
St. Patrick's Week In Ireland
Only \$189—(Rd. trip air fare with deluxe meal service aloft.) Optional tour visiting Dublin, Wexford, Waterford, Cork, Shannon, Glengarriff, Killarney, etc. All hotels, meals, sightseeing. —Only \$110 additional.

Applications accepted now. Write to Randolph V. Jacobs, 711 Eighth Ave., Telephone (212) Circle 7-7780.

Jan. 20-29

Miami Beach-10 Days-Only \$265

Offered to CSEA members for the first time—price includes round trip jet transportation, rooms at the Hotel Algiers, deluxe breakfast and supper, free chaise lounge, etc.

For remaining space write to Sam Emmett, Care of Crown Peters Travel Service, 711 Eighth Ave., telephone (212) Circle 7-7780. After 5 p.m. call CLOverdale 3-4488.

Feb. 17 to 24—From \$275

Instant Sunshine Cruise!

Jet To The Caribbean via KLM Royal Dutch Airlines—Spend Your Time In the Sun Aboard The S.S. Regina Visiting Curacao, Trinidad, Barbados, Martinique, St. Vincent and La Guaira—All Meals Included.

In Metropolitan Area Contact Jerry Deluise, Circle 7-7780, 711 Eighth Ave., New York, N.Y. 10036. Upstate write to Hazel Abrams, 175 South Swan St., Albany, N.Y. Telephone (518) HE 4-5347.

New Title Structure Set For Nassau Court System

The Administrative Board of the Judicial Conference of the State of New York has announced completion of the installation of a new title structure for the Unified Court System in Nassau County. These title changes will be effective for seniority purposes as of July 7, 1967. The new title structure results from a classification survey held under direction of the Administrative Board in accordance with its authority and responsibilities under Article VI, Section 28 of the Constitution of the State of New York.

The survey included a detailed field study of all the positions involved, supplemented by numerous conferences with individual employees, employee groups, court officials and County officials as well as a public hearing in which interested parties were invited to comment.

No employee who now has permanent status in a title will have that status diminished as a result of the installation of this title structure; neither, as a general procedure, will he be granted higher status without the process of examination. This is consistent with Article VI, Section 35L of

the Constitution of the State of New York which provides that the non-judicial personnel of the courts shall, to the extent practicable, be continued without diminution of salaries and with the same status and rights in the courts which they had prior to the installation of the new classification plan.

Each employee will be notified of his title in the new title structure.

Bernstein Appointed

ALBANY—New York State's loss is the federal government's gain.

Ralph Bernstein, assistant director of the New York City office of the State Department of Agriculture and Markets, has been named a regional assistant commissioner for the U.S. Food and Drug Administration.

Don't Repeat This!

(Continued from Page 1)

is settled county by county; village and town by village and town.

Essentially, civil service—in New York City as well as the rest of the State—moved toward the goal of collective bargaining as provided in the industrial labor field as organizational strength among public employees grew. Many government units resisted this move, preferring the old, informal and somewhat paternalistic method of negotiating with organizations.

This latter attitude was basically resented by civil service, however, because it denied them the right to approach the bargaining table as equals. This has been changed, mainly through the recently enacted Taylor Law, because public employee organizations now are strong enough to demand that right to be treated as equal partners with the management level of government.

Parallel Actions

Running parallel with the move toward collective bargaining, has been the awareness by civil service of its tremendous strength as a voting bloc and the effective use of that strength. As has been noted in this column many a time, the family voting strength of Federal, State, County and Municipal employees in this State comprise nearly 20 per cent of the electorate. From election to election, we have cited various ways civil service has moved toward more open political action and two recent examples are an omen of how this political action role will continue to grow.

For the first time, the 42,000-members of the Long Island Conference of the Civil Service Em-

ployees Assn. actively campaigned against a candidate because of his hostile and publicly stated civil service attitude. When Gilbert Hanse, GOP candidate for Suffolk County Executive, attacked the merit system the CSEA unit attacked right back with a vigorous campaign urging Hanse's defeat. The civil service drive undoubtedly contributed to his loss of the office by some 30,000 votes.

In reverse, attempts by the opposition in Erie County to belittle the efforts of GOP County Executive Edward Rath, seeking reelection, caused that CSEA chapter to come strongly to the defense of Rath—in print—because of his good civil service record. Rath

was re-elected.

Now, with sole recognition in the State, the Employees Association will be even stronger as an organization and it is predicted that it will eventually abandon its long standing tradition of not endorsing candidates

and start going to bat for its friends in both parties. The same attitude is growing steadily in local government units, where it first took root.

It all adds up to an even more dominant role in political affairs by public employees from now on.

State Appointments

Governor Rockefeller has announced the recess appointments of Donald Mawhinney, of Syracuse, and James P. Lewis of Beaver Falls, and the appointment of Roscoe C. Masterman of Glen Falls to the Board of Trustees of the State College of Forestry at Syracuse.

**Learn While You Earn
WINTER TERM
EVENING COURSES**

Register Now Through Dec. 9
Classes Begin Dec. 11

**DEGREE - DIPLOMA -
CERTIFICATE PROGRAMS
ALSO
SPECIAL INTEREST and
STATE UNIVERSITY
CORRESPONDENCE COURSES**

Write or Call for Brochure
and Information

CONTINUING EDUCATION
DIVISION

**HUDSON VALLEY
COMMUNITY COLLEGE**
518-283-1100 Troy, N.Y.

Help Wanted - Male

**GUARDS-ARMED
GOOD PAY - BENEFITS
DAY SHIFT - STEADY
WORK**

Opening all boros. NO AGENCY
FEE. Must have permit to carry
pistol.

Call Mr. Lane PL 7-9400

THE NEWLY REMODELED

Herberts

1054 Madison Ave., Albany

Finest Facilities
In the Capital District
BANQUETS—WEDDINGS
BUSINESS MEETINGS
DINNER DANCES
—PRIVATE ROOMS—

Parties of Any Type
From 20 to 400
"Our Only Business Is Parties"
Phone IV 2-2268
• Dancing Saturday Nights •

**MAYFLOWER - ROYAL COURT
APARTMENTS** - Furnished, Un
furnished, and Rooms. Phone HE
4-1904. (Albany).

ELECTROLYSIS
SUPERFLUOUS HAIR PERMANENTLY
REMOVED BY MODERN METHODS.
FREE CONSULTATION. PRIVACY.
DAY OR EVENINGS BY
APPOINTMENT.

E. SLINGERLAND • Tel. 785-1489

BOOKS
of all publishers
JOE'S BOOK SHOP
72 State St., Albany

ALBANY NEW YORK
CIVIL SERVICE BOOKS

**TROY'S FAMOUS
FACTORY STORE**

Men's & Young Men's
Fine Clothes

SPORT COAT SALE NOW

621 RIVER STREET, TROY Tel. A3 2-2022
OPEN TUES., THURS., & FRI. NITES UNTIL 9. CLOSED MONDAYS.

The world is at your
command, whether you go
by air, rail, bus or
steamship, through
Bytner Travel

**Individual...Package
Group Trips or Tours**
WITH EVERY 15 IN GROUP—1 FREE

Just about any travel ad listed in any newspaper
or magazine in the East can be booked at Bytner
for the exact same price . . . even for less.
Before you book any trip why not call.

Upstate's Largest and Most Modern Travel Agency

BYTNER TRAVEL
Specializing in Family Travel 21 Representatives
to Serve You

Open Daily 9 to 9, Sat. til 5
9 Central Ave. Next to Mayfair
463-1279 Albany, N. Y.

**50% OFF TO STATE WORKERS
ON ALL MUSICAL INSTRUMENTS**

HILTON MUSIC CENTER.
82 COLUMBIA ST., near NO. PEARL
ALBANY NO 3-0048

**ARCO
CIVIL SERVICE BOOKS
and all tests**

PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

SILO
is Luncheon
Dinner
Delicious

and, of course, so
reasonable.

Just a "hopaway"
from State Campus
& Downtown Albany.

Savor fine food in
SILO's warm
Americana atmosphere.

Luncheon from \$1.45
Entertainment Nightly
Famous SILO Girls
Silo is perfect for
lunch & dinner
parties. Banquets too.
Your host—Bruce Meli

the SILO Restaurant

"the distinctive one"
1228 Western Avenue
Albany, N. Y.

**ALBANY
BRANCH OFFICE**

FOR INFORMATION regarding advertising
Please write or call
JOSEPH T. BELLEV
308 SO. MANNING BLVD.
ALBANY, N. Y. Phone IV 3-8474

**SPECIAL RATES
for Civil Service Employees**

IN THE CENTER OF ALBANY

**HOTEL
Wellington**

**DRIVE-IN GARAGE
AIR CONDITIONING • TV**

No parking
problems at
Albany's largest
hotel . . . with
Albany's only drive-in
garage. You'll like the com-
fort and convenience, too!

Family rates. Cocktail lounge.

**136 STATE STREET
OPPOSITE STATE CAPITOL**

See your friendly travel agent

**SPECIAL WEEKLY RATES
FOR EXTENDED STAYS**

Use Zip-Codes to help speed
your mail.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1. can also be ordered through local chapter officers.



**Adding Machines
Typewriters
Mimographs
Addressing Machines**

Guaranteed. Also Rentals, Repairs

**ALL LANGUAGES
TYPEWRITER CO.**
Chelsea 3-3086
119 W. 23rd ST., NEW YORK 1, N.Y.

CEMETERY LOTS

Beautiful non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

Beauty Salon

SPECIAL \$7.50 cold wave perm incl cut shampoo & set. Coloring \$5.00 up. shampoo & set \$3.50. AIDA Beauty Salon, 643-9th Ave Tel. CI 5-5459 Open 9-6

**Do You Have a Fortune
In Your Pocket**

FIND THE value of your coins in the 1967 edition of the Official Black Book of U.S. Coins . . . from 1793 to date. A wealth of other information. Send \$1.00 in check or money order, to: L. Ray, G.P.O. Box 2305, New York, N.Y. 10001.

Help Wanted - Male

MESSENGRS, Part-Time, Full-Time, Morn & Aftn 28 West 31 St. 1 flight up, \$1.50 per hr at.

Help Wanted - Male

PART TIME Messgrs, Morn & Aft, Lite del, 28 W. 31 St. 1 flight up.

**Free Booklet on Social Security,
Mail only. Leader, Box 8, 97
Duane St., New York, N.Y., 10007.**

**Help Wated - M/F
RETIRED**

Mature man or woman wanting a continued or new career in Social Service Dept. of a creative exciting home for the aged. Experience desirable but personality & understanding vital. Flexible hours. Box 553, CBL, 97 Duane St., N.Y., N.Y. 10007.

**If I wanted
Service with No
Service Charges--
I'd contact . . .**

The Keeseville National Bank
Keeseville, N.Y. 834-7331
Member F.D.I.C.

SHOP

The store that cares...about you!

Buy U.S. Savings Bonds.

Cayuga County Aides Gain Salary And Pension Benefits In First Taylor Law Contract

(Special To The Leader)

ALBURN—Sizable pay hikes and a fully non-contributory pension plan and a list of benefits for County employees under a contract were signed here last week by County officials and Cayuga County chapter Civil Service Employees Assn., bargaining agent for local county and municipal workers.

Louis Shaw, president of the Cayuga County chapter, said that the benefit package—the first worked out locally under collective bargaining procedures of the new Public Employees Fair Employment Act—represents a considerable general improvement for the more than 500 affected employees.

The one-year contract became binding with the signatures of Howard Guddeback, chairman of the County Board of Supervisors, Ralph Mosher, chairman of the Board's Salary and Negotiating Committee, Shaw, and CSEA field representative John Ray.

The salary increases, effective Jan. 1, 1968, range from nine to 17 percent, varying by department, with the average raise figuring out to be about 12 percent.

Shaw emphasized that the improved retirement feature alone constitutes a milestone for County employees, since none of the employee's contributions required under the basic old retirement plan had ever been absorbed by Cayuga County, up to this point, as has been permissible under the retirement law in recent years.

The wholly non-contributory plan, effective at once, will be reflected in an appreciable increase in take-home pay, Shaw said.

Other benefits under the contract include:

- Improved employment security, or job tenure. Employees in the Sheriff's Department and all employees in non-competitive titles will now enjoy protection of Section 75 of the Civil Service Law—requiring placing of spe-

cific charges and a hearing to establish grounds for dismissal—after two years of service. Highway Department workers will gain this protection after four years of service.

- A longevity increment schedule providing increases after five, ten, 15 and 25 years of service,

- More vacation time—two weeks up to 15 years of service, three weeks after 15 to 25 years, and four weeks off after 25 years of service.

In expressing satisfaction with the program won for Cayuga County employees, Shaw noted that CSEA will seek similar improvements for City of Albion employees in forthcoming negotiations.

Nat'l Rehabilitation Assn. Honors Gill As 'Man Of Year'

(From Leader Correspondent)

BUFFALO—Frederick Gill, a member of Buffalo chapter, Civil Service Employees Assn. has been named "Counselor Of The Year" in New York State by the National Rehabilitation Assn.

The award was presented to Gill at a ceremony in the Gen. Donovan State Office Bldg. here.

Gill works from the Vocational Rehabilitation office in Buffalo.

"A warm, understanding and sympathetic counselor," is how his supervisor, John Evanko, described the award winner.

Gill lives in Buffalo, with his wife, Melba, and a daughter, Pamela, 14.

5 More Recognition Agreements Swell CSEA In Nassau

(From Leader Correspondent)

MINEOLA—Five recent exclusive - recognition agreements have swelled to 37 the number gained by the Nassau chapter, Civil Service Employees Assn.

In addition, 23 more agreements are pending and are expected to be concluded by the end of the month, and negotiations are under way in other jurisdictions, according to Irving Flaumenbaum, chapter president.

Recent pacts gave formal, exclusive recognition in the Village of Cedarhurst and the Malverne, Port Washington, Uniondale and Lynbrook school districts.

After Kelly Rejection

CSEA To Appeal On Factory, Safety Inspector Series

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has asked the State Civil Service Commission to schedule a hearing on a decision denying reallocation of positions in the factory inspector and construction safety inspector series.

The Employees Association asked for the hearing after the applications for reallocation were turned down by the State Director of Classification and Compensation, J. Earl Kelly.

The Association demanded the upgradings because the work and responsibilities of these classes have greatly increased due to the requirements that inspections be made of places of public assembly; because of the new industrial codes, such as those pertaining to amusement devices, ski tows and similar implements, and also due to the changing technology.

The CSEA also wrote to Martin P. Catherwood, State industrial commissioner, asking for his support before the Commission. Initially, CSEA stated, Commissioner Catherwood had given his backing to the reallocation requests.

The requests cover factory inspector, senior associate supervising and chief factory inspector, construction safety inspector, senior, associate, supervising and chief construction safety inspector.

Beatrice Jeanson Elected President By Oyster Bay Unit

OYSTER BAY — Beatrice Jeanson was re-elected president of the Town of Oyster Bay unit of the Nassau chapter, Civil Service Employees Assn., last week.

To serve with her are the following newly elected officers: August Lanzolotto, first vice-president; A. R. DiLorenzo, second

Suffolk Chapter Demands Immediate Recognition By Board Of Supervisors

(From Leader Correspondent)

RIVERHEAD—On the heels of recognition by the State of the Civil Service Employees Assn., the Suffolk chapter, CSEA, plans to lay down a demand to the Suffolk board of Supervisors Monday, Nov. 28, that it act on the chapter's demand for formal exclusive recognition for the County's 4,000 workers.

The Suffolk chapter's call for recognition has been before the Board since May of 1966, chapter president Robert Villa noted.

"This is much more than enough time to reach a reasoned decision," Villa asserted. "The Board is well aware that CSEA has a clear majority on payroll deduction of dues alone." The chapter has more than two-thirds of the County employees on payroll deduction.

In addition, Villa said the chap-

ter was contacting each member of the Board with a challenge to take a public stand that they recognize that a majority of the members accept the fact that a five per cent salary increase is inadequate. The five per cent boost was included in the budget submitted by County Executive R. Lee Dennison.

Villa said a majority of supervisors in private contacts have supported the CSEA drive for a more realistic increase. The chapter will press the point at the meeting of the full board.

Free Booklet Offered On Retirement System

ALBANY—State Comptroller Arthur Levitt has released a new publication "YOUR FUTURE SECURED"—a concise explanation of the benefits offered by the New York State Employees' Retirement System.

The booklet—sent to all participating employers and personnel officers of municipal governments and State departments and agencies within the State—was developed by the Comptroller to explain to new employees the many valuable benefits provided by the Retirement System.

"Recent years have brought significant changes to the New York State Employees' Retirement System," the Comptroller, sole trustee of the 350,000-member system, said.

"We are proud of the advance we have made, for it has always been our purpose to develop competitive and realistic benefits through continuous evaluation. I firmly believe the New York State Employees' Retirement System is now the finest public pension plan in the nation," Levitt added.

Included in the 24-page booklet

Hysterical Reaction

(Continued from Page 1)

bers spread throughout the State. The State made a determination on the basis of modified evidence and in accordance with the Taylor Law, he concluded.

vice-president; Henry Benet, third vice-president; Murray Weingarten, fourth vice-president; Doris Malorano, recording secretary; Lydia Zebertovich, corresponding secretary; Eugene Floyd, treasurer; and Harry Simmons, sergeant-at-arms.

Elected to the board of directors were: Louis Costello and Vincent Murphy of the Highway Department; John Moranti and Robert Harrison, of the Incinerator; Robert Rauff and Conrad Strauch, of sanitation; Gerard Trotta and Helen Gaynor of town hall and Thelma Powell and Carl Tese, delegate-at-large.

Simon In Turkey

ALBANY—State employee Herb Simon has left his Civil Service Department post here for a six-month assignment in Turkey.

are explanations of the various retirement plans offered to employees as well as disability and death benefits, veteran credit and options at retirement.

A special section entitled "Rights Before Retirement" includes information on how employees may borrow money from the System, earn vested retirement or transfer from one retirement system to another.

Another section explains briefly the Comptroller's "Cost-of-Living" plan—enacted into law this year—which provides retiring members of the System with an additional supplemental pension to meet the rising costs of living.

Members of the System who would like to know more about the benefits may obtain a copy through their personnel officer or by writing the Comptroller's Public Relations Office, State Office Building, Albany, N.Y. 12225.

Mental Hygiene

(Continued from Page 1)

grade reallocation in all of the cases.

The hearing will begin at 1:30 p.m. in Classrooms Band C, Civil Service Building (No. 1), at the State Campus.

J. Earl Kelly, Director of State Classification and Compensation, said that because of the seating capacity in the hearing room and the time allocated for the session, CSEA will be allowed only one employee representative-speaker for each title for which it has filed an application.

The titles and the present grade of each are: attendant (Gr-6); attendant (TBS), (Gr-7); psychiatric senior attendant (Gr-7); psychiatric senior attendants (TBS), (Gr-8); staff attendant (Gr-8); psychiatric staff attendant (TBS), (Gr-9); psychiatric supervising attendant (Gr-11); psychiatric head attendant (Gr-14), and psychiatric chief supervisor attendant (Gr-17).

C.S. Dept. Is Offering Free Booklet Outlining Health Plan Benefits

(Special to The Leader)

ALBANY—Retired and active employees covered by both the State Health Insurance program and Federal Medicare were urged by the Civil Service Employees Assn. to familiarize themselves with a free booklet now available explaining their benefits under the joint coverage.

The booklet, according to Charles G. Wolz, director of health insurance in the State Civil Service Department, describes how the two programs supplement each other and explains how those covered by both programs go about filing a claim under the State program.

A supply of booklets was sent out recently to all participating agencies for distribution through official channels to active employees enrolled in both programs, Wolz said, while copies were mailed directly to retired employees who have both coverages.

Future retirees are to receive a copy of the booklet automatically upon reaching 65 years of age.

A CSEA spokesman, commenting on the value of the booklet, noted that its publication had been requested by the Employees Association several months ago.

CSEA had exchanged considerable correspondence with the Civil Service Commission, the spokesman said, pointing out the need for such a booklet and urging it be made available at an early date.

Going Places? See Pages 3 and 14