

Civil Service LEADER

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LR
5 351.1
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Clerical Fight Still On

See Page 16

Belligerent CSEA Delegates Charge Governor Rockefeller With 'Extreme Provocation'

Termed "Unfair Labor Practice"

Mrs. Ersa Poston Assailed For Ordering Leave Charge On Meeting Attendances

ALBANY—An order by Mrs. Ersa Poston, president of the State Civil Service Commission, which requires State workers who wish to attend organizational meetings that occur during regular working hours to charge such time against their vacation or personal leave credits, was assailed here last week as an "unfair labor practice."

Delegates attending a special delegates' session of the Civil Service Employees Assn. gave strong backing to a resolution condemning the procedure as an unfair labor practice and for the filing of a grievance both against the order and Mrs. Poston.

The resolution was offered by Seymour Shapiro, president of the CSEA's New York City chapter, after a report on the time revocation by Dr. Theodore Wenzl, Employees Association president.

Dr. Wenzl declared that "this decision is not proper in any court—legally, morally or historically." He reported that, upon learning of the decision, a strongly-worded telegram was sent immediately to Mrs. Poston, protesting the action and asking that reasonable time be granted to employees for the purpose of attending employee organization meetings. Dr. Wenzl said the action was "aimed direct-

ly at CSEA in view of today's delegate meeting. I am shocked that the decision was made without first discussing it in advance with employee groups, a procedure recommended by Governor Rockefeller in an executive order on grievances."

The Wording

Fired-up delegates, voicing extreme displeasure at the ruling, approved the following resolution submitted by Shapiro:

(Continued on Page 14)

Metro Conference Legislative Luncheon Set For Saturday

The Metropolitan New York Conference, Civil Service Employees Assn., will hold its annual legislative luncheon prior to the regular conference business meeting on Saturday, Jan. 20, according to Randolph V. Jacobs, Conference president.

The meeting, held annually to honor legislators from the metropolitan area, is scheduled for noon at Rosoff's Restaurant, 147 West 43rd St., New York City.

Jacobs said that the occasion will feature presentations on the Public Employment Relations law and the CSEA 1968 salary program. The Employees Association is demanding a 20 percent salary increase across the board with a \$1,000 minimum and retroactivity to 1937 of the 1/60th Retirement Law.

Scheduled speakers include Seth Towse, CSEA associate counsel, and Joseph D. Lochner, CSEA executive chairman of the committee for a Just 1/60th Law.

Deadline Report

At Leader deadline, it was reported that the following events were to take place early this week in Albany.

• On Monday afternoon, Governor Rockefeller was to meet with CSEA representatives on what Dr. Theodore Wenzl, Employees Association president, termed "this sorry state of affairs" over salary negotiations.

• The Governor will submit his budget to the Legislature Tuesday and is reported to be asking for an eight per cent, across-the-board pay increase for all State employees.

• Meetings of the CSEA State and County Executive Committees and the full CSEA Board of Directors are scheduled throughout the day on Tuesday.

Say Stopping Negotiations Could Legally Cause Aides To Withhold State Services

By PAUL KYER

ALBANY—While rumors whirled around Capitol Hill that Governor Rockefeller would propose a mere eight per cent salary increase for State employees in his budget message to the Legislature this week, the Civil Service Employees Assn. began mapping strategy to force new wage negotiations that could, within the framework of The Taylor Law, cause a "withholding of State services" in coming months.

Belligerent CSEA delegates, in a special session held here last week, approved a proposal by its Salary Committee that would authorize the State Executive Committee of the Employees Association to "take whatever steps are necessary, including plans for the withholding of the services of the State's employees as authorized under the Taylor Law, to cause the Administration to stop its extreme provocation of refusing to meet with the organization it has recognized as the sole negotiating agent for State employees."

Key to CSEA action lies in the phrase "extreme provocation." In giving his committee's report to the delegates, Solomon Bendet, chairman, denounced the halt in

negotiations on an exclusive basis by the Public Employment Relations Board, denounced the Governor for using it as an excuse to stop negotiations, and charged that the "meager benefits secured by State employees last year, such as area differentials, work shift differentials and over-

(Continued on Page 3)

On Pay Raise

Travia: Not Enough For Lower Grades

ALBANY—Assembly Speaker Anthony J. Travia wants funds for a State pay raise to go primarily to those who need the raise most.

Expressing "shock" at salaries paid those in the lower echelon of State government, the Speaker proposed that additional State funds be used to correct present salary inequities.

"An across-the-board pay raise doesn't do that," the Brooklyn Democrat added.

Travia singled out present salary rates for mental hospital attendants as being too low and the type of inequity that should be corrected under a State pay raise this year.

The Speaker's comments came after press reports that Governor Rockefeller would propose an across the board pay raise of eight percent for State workers, costing about 60 million dollars.

Travia's apparent rejection of the plan prompted speculation in the Legislature that he would put forth a program of his own for State workers.



CONFERENCE — Solomon Bendet, left, chairman of the CSEA Salary Committee, and John C. Rice, CSEA counsel, are seen as they conferred on a point prior to addressing delegates at a special CSEA session held last week in Albany.

Going places? See page 16.

Don't Repeat This!

Via Legislature

NYC Police, Fire To Add New Twist To 20-Yr. Pensions

FOLLOWING completion of negotiations between the City and the Transportation Workers Union which gained a 20-year pension for employees of the New York City Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority, other City unions

(Continued on Page 2)

Charles F. Rose
Charles F. Rose, Western Area
Director of the New York State

Department of Labor's Division of
Employment, died of an apparent
heart attack Jan. 8.

Mr. Rose had been a State em-
ployee for 33 years and was ap-
pointed to the position of Western
Area Director in 1961. He was a
member of the Holy Name Society
of his church, past Grand Knight
of the Knights of Columbus,
Binghamton Lodge, Elks Lodge
852, the Turners and Steiners and
American Legion 40 & 8, Johnson
City Post. He was a Navy veteran
of World War II, a member of the
Civil Service Employees Assn-
ciation and IAPES. He was
a graduate of Saint Patrick's Aca-
demy in Binghamton and New

York University.

Surviving are his wife, Mrs.
Margaret F. Rose, a daughter,
Mrs. Faye Jacobus of Big Flats;
three grandchildren; a brother,
Howard R. Rose of Cortland, and
several nieces and nephews.

In his memory, a Charles F.
Rose Memorial Fund has been es-
tablished at Our Lady of Lourdes
Memorial Hospital in his home-
town of Binghamton. Donations to
this fund can be mailed to Mr.
Charles Gotham, Assistant Ad-
ministrator, Our Lady of Lourdes
Memorial Hospital, 169 Riverside
Drive, Binghamton, New York
13905.

Don't Repeat This!

(Continued from Page 1)
started the ball rolling for a
similar pension system.

However, the Patrolmens Bene-
volent Assn., the Uniformed Fire-
mens Assn., and the Uniformed
Fire Officers Assn.—all of whom
have enjoyed the 20 year, half-
pay pension for many years—
are now seeking the support of
their friends in Albany—and they
have many—for a 20 year pen-
sion system at three-quarters
rather than half pay.

The legislative committees of
these three employee organiza-

tions have, for years, been among
the very best representing City
employees in Albany. Their com-
mittees were also among the first
to use the technique of Statewide
legislation to mandate benefits
from the City.

This was due to the legal ability
of Battalion Chief Harold I. Gold,
then a captain's representative on
the UFOA board of officers. Chief
Gold, an attorney, had the 1/60th
final pay legislation introduced
over City objections, passed over
City objections and, through ef-
fective argumentation, sustained
its legality in the Courts.

When Gerry Ryan, president of
the UFA; John Casese, presi-
dent of the PBA and Joseph
Lovett, president of the UFOA;
join forces in Albany, they can
and do use effective arguments,
based on facts and figures, to
support their cause.

It is highly probable that they
are armed with statistics this year,
showing the early mortality rate
of policemen and firefighters
which earns them an earlier pen-
sion. They are known to use actu-
arial figures effectively, especially
in support of their causes.

When the Constitutional Con-
vention, last year, considered
closing the legal technique of
Statewide legislation, it was the
hard work and effective argumen-
tation of these three New York
City legislative committees com-
bined with the strength of the
160,000 member Statewide Civil
Service Employees Assn. that pre-
vented the inclusion of measures
to accomplish this goal of such
strong lobbys as the Conference
of Mayors, and other associations
of political subdivisions.

Since the actuarial figures show
that policemen and firemen die
at an earlier age than, for ex-
ample, transit employees, it is
an almost certainty that such
legislation will be well received.

However, should this legisla-
tion fail, the uniformed forces'
heart and lung bills, which de-
fine diseases of these two organs
as presumptive service incurred,
would certainly receive stronger
support this year.

While civil service veter-
strength is well known, some of
the strongest factions within civil
service are certainly the police
and firefighters. When they take
their case to the public through
referendum, they seldom lose.
And—in an election year—their
motto "We Remember in Novem-
ber" is hard for a legislator to
forget.

Nine Named

ALBANY—Governor Rockefeller
has appointed nine persons to the
Advisory Council to the New York
State Kidney Disease Institute.
Appointed were: Dr. Ira Greifer
as chairman Dr. Evelyn Elwood,
George Cheteny, Dr. Christopher
Farnall Jr., Lester F. Avnet, Dr.
William Mosher, Mrs. Sidney Ro-
sen, Dr. Saul Farber, and Dr.
Norman Deane.

FEDERAL EMPLOYEES MOVE TO NEW COVERAGE EFFECTIVE JANUARY 1, 1968

MEMORANDUM

TO: Federal Subscribers of the GHI Family Doctor Plan DATE: 12/22/67
FROM: George W. Melcher, Jr., M.D.
President, Group Health Insurance COMPANY:
SUBJECT: IMPROVEMENTS IN YOUR GHI DOCTOR BILL INSURANCE

We are happy indeed to announce that the Federal Civil Service Commission
has approved the following improvements in your GHI medical care insurance.

The claims experience under your plan permits these changes without any
premium increase. They will be effective January 1, 1968 and will be
detailed in the revised GHI Family Doctor Plan Brochure (BRI 41-40-
Jan 1968) available at your agency.

The major improvements are:

- Office visit allowance increased from \$4 to \$5
- Home visit allowance increased from \$6 to \$8
- Maternity allowances:
 - Normal delivery increased from \$75 to \$150
 - Caesarean delivery increased from \$175 to \$250
- Surgical care allowance increased on an average of 30%
- In-hospital medical care increased on an average of 18%
- In-hospital specialist consultation increased on an average of 53%
- Out-of-hospital specialist consultation increased on an average of 65%
- Out-of-hospital psychotherapy:
 - Individual visits - allowance increased from \$15 to \$20
 - Group visits - 45 min. session - allowance increased from \$3 to \$4
 - 90 min. session - allowance increased from \$6 to \$8
- These higher payments by GHI eliminate the coinsurance payments
currently required from the subscriber to assure paid-in-full benefits.
- Circumcision will be covered from birth instead of after 30 days.
- Drugs and Nursing - Lifetime maximum has been eliminated.

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Scenes From Special Delegates' Session



Delegates

(Continued from Page 1)
...ime, have been sabotaged by extremely poor administration."
Exception To The Rule
While insisting that CSEA was

a "law-abiding organization that would continue to obey the law, even a bad one, until it is changed," Bendet noted that while the Taylor Law forbids strikes, in general, by public employees it

qualifies that restriction with the statement "unless the public employer or its representatives engage in such acts of extreme provocation as to detract from the responsibility of the employee or-

ganization for the strike."
Delegates agreed with Bendet and the PERB were giving Rice, CSEA counsel, on the in-terminable hearings on recognition by the PERB and by an an-salary negotiations.

Further fuel was added to hot tempers by a report from John Rice, CSEA counsel, on the in-terminable hearings on recognition by the PERB and by an an-salary negotiations.
(Continued on Page 14)

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U.S. Service News Items
 By VIRGIL SWING
Greater Political Action Suggestion
 A substantial revision of the Hatch Act—which regulates political activities of Federal employees—has been recommended by a Congressional commission.
 The changes would allow employees for the first time to run for local office or serve as party workers. They would still be prohibited from seeking State or national office.

Where to Apply For Public Jobs
 The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.
CITY
NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.
 Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.
 Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.
 Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.
 Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.
 The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QT and RR local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

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 Date of Employment _____ My age is _____

P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

The suggestions are contained in a report of the Commission on Political Activity of Government Personnel—appointed by Congress a year ago. Congressional action is needed to make the rules effective. Senator Daniel Brewster (D., Md.), vice-chairman of the Commission, has said he will sponsor legislation to adopt the new rules in the upcoming session of Congress.

The new rules would allow Federal employees to hold municipal or county office as long as it was part-time and the pay was nominal. Workers would also be able to participate in precinct level political work and attend conventions; but could not serve as officers of city, county, State, or national party organizations.

Though liberalizing rules on possible political activities, the report would strengthen rules against political coercion or misuse of authority involving Federal workers. The Civil Service Commission would be given broader powers to bring criminal action, fire employees or impose other punishment.

In addition, the report recommends that what is prohibited under the new law be spelled out specifically for all Federal workers and that anything else be permitted. The present law attempts to detail both what is permitted and what is illegal.

The Civil Service Commission is studying the Federal sick leave policy. Major considerations of the study group are: possible compensation or credit for unused sick leave, best discipline procedure for those misusing sick leave and possible use of sick leave before beginning compensation procedures for employees who become disabled.

The CSC has interpreted the anti-nepotism provisions of the new pay bill to mean that it is illegal for a supervisor to even refer a relative to another supervisor in his own department.

Also, the Commission said that the ban on hiring relatives was intended to include persons with the power to recommend appointments—as well as those who actually make the appointments.

Supervisory Actuary

The State Civil Service Department will receive applications until Feb. 13 from persons interested in the position of supervisory actuary with a starting salary of about \$18,000. The openings are with the Department of Audit and Control and the Insurance Department in New York City and Albany.

Candidates must have completed at least nine of the ten parts of the examination of the Society of Actuaries and must have at least five years actuarial experience.

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

Maintenance, Sewage Treatment Trainee Tests Planned By City For May; Jobs Start At \$4,000

A May written exam has been set for maintenance trainee and sewage treatment worker positions with the City. Pre-application forms will be issued April 2-23 by the Department of Personnel.

Persons accepting appointment to one of the trainee positions will be removed from the eligible list and will not be certified for appointment to other position.

These titles are in the trainee category with a three-year term. At the end of three years of service, employees in these titles will be given a qualifying test and appointed to the corresponding journeyman title. During training, employees will receive \$4,000 annually with \$500 increments at the end of each year. They will be appointed to journeyman titles at the appropriate salary schedule. At the present time, sewage treatment workers receive \$7,320; traffic device maintainers, \$8,200 and maintenance man, \$8,174 a year.

The examinations will be weighted at 100 per cent of the final mark and the passing mark will be that of the person placing number 300 on the examination. In the event of a tie for the number 300 position, all candidates will be considered passing that receive this mark.

Minimum requirements for the sewage treatment and traffic device positions include: graduation from a recognized vocational high school after a three or four year day course or the equivalent in a field of study relating to the duties of the position or graduation from a recognized high school and either participation in a cooperative educational work pro-

gram in jobs relating to the duties of the position or one year of practical experience relating to the duties of the position.

For the maintenance man trainee post, the above requirements are necessary in addition to one year of satisfactory practical experience in building maintenance or two years of the experience.

This examination is open only to persons who have not passed their 35th birthday on the date for the filing of an application (test date)—except in the case of veterans as defined in section 85 of the Civil Service Law. All other veterans may deduct the length of time they spent in the military service from their actual age to determine eligibility.

For further information on this position, contact the applications section of the Department of Personnel, 49 Thomas St., New York City or call 566-8700.

Document Analysts

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 \$6,734 for grade 7 and \$8,054 for grade 9. These positions demand college degrees.

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

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.

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Rockefeller's Mistake

GOVERNOR Rockefeller has erred in presenting a salary increase proposal for State workers to the Legislature this week without completing negotiations on the issue with the Civil Service Employees Assn., which represents nearly all the employees who will be affected by such proposals.

Not only can the Governor not expect any support from the Employees Association for a decision reached without its participation but also there is already early indication that the proposal may not be met with any enthusiasm in the Democratic-dominated Assembly where the Speaker, Anthony J. Travia, has commented sharply that the wage offer—said roughly to be some eight per cent across-the-board—did not appear sufficient for those workers in the lower grades.

We fail to see why Governor Rockefeller felt impelled to act on so important a matter at this time, despite Constitution requirements for submission of his budget by Jan. 16. The matter could have been dealt with in the supplementary budget or even by special message.

In other words, the State Administration appears to be attempting to slam the door shut on any further negotiations and, under specific sections of the Taylor Law, has opened itself to the charge of "extreme provocation" in dealing with State workers and, subsequently, could even create the atmosphere for legal work stoppages.

Last week, the Employees Association held a special delegates' meeting and agreed with a report of their Salary Committee that the Governor had engaged in acts of such extreme provocation by refusing to continue salary negotiations started last November. At Leader press time, it was learned that the Governor would meet with CSEA representatives on Monday, Jan. 15, the day before the budget presentation. We fervently hope that he has plans to reopen the doors to proper and just negotiations that will restore his reputation as a good civil service Governor who has dealt fairly with State employees. That reputation is in great danger as of this writing.

—And Mrs. Ersa Poston's

MRS. Ersa Poston, president of the State Civil Service Commission, has dealt a serious blow to good labor relations in the State by an order which requires State workers taking time off to attend serious organization proceedings to charge such time against vacation or personal leave credits.

For decades it has been the practice to allow time off to attend employee organization meetings on the grounds that the results were beneficial both to workers and to the State. At the least, such meetings have often been the place to solve and resolve many issues that save time for both sides.

Mrs. Poston's sudden decision to revoke this liberal policy is without precedence, foundation and merit and can only be interpreted as an irrational mistake directed against labor and invoking the image of anti-employeeism.

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, January 22

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program: "The Universal Summons Project."
- 6:00 p.m.—Community Action—"The Jewish Board of Guardians at Work."
- 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, January 23

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—What's New In Your Schools—Current information about the City's schools.

Wednesday, January 24

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 5:30 p.m.—What's New In Your School—Current Information About the City's Schools.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
- 8:00 p.m.—Behind the Laws—"Compensating Victims of Crime."

Thursday, January 25

- 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.
- 10:30 p.m.—Community Action—Jeffrey Roche moderates program.

Friday, January 26

- 4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
- 7:00 p.m.—Living for the Sixties—Talk about Medicare and Social Security.
- 10:00 p.m.—Behind the Laws—"Compensating Victims of Crime."

Saturday, January 27

- 7:00 p.m.—Community Action—Ted Thackrey hosts program.
- 7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Dr. Spellman Receives Mental Hygiene Post

ALBANY—Dr. Anthony Spellman, a British psychiatrist with extensive mental retardation work, has been appointed an assistant commissioner in the Division of Local Services of the State Department of Mental Hygiene.

He will direct the Albany regional office of the Division of Local Services. Dr. Spellman will receive \$26,000 yearly in his new post. He lives with his wife and five children at 100 Holland Ave., Albany.

Incentive Award

ALBANY—Robert M. Monahan, the first public information director for the State Thruway Authority, has won a \$250 federal incentive award for superior work.

Civil Service Law & You

By WILLIAM GOFFEN



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

Job Qualifications

THE DEPARTMENT OF Civil Service is empowered to establish the qualifications and duties of positions. This is provided by Section 118 of the Civil Service Law.

THE ADMINISTRATIVE Board of the Judicial Conference must act consistently with the Civil Service Law. In *Conlon v. McCoy* (Column of June 20, 1967), the First Department, by Mr. Justice Aron Steuer, held that this Board was bound by its own rules including one requiring one year's service as a Uniformed Court Officer as a prerequisite for promotion to Senior Court Officer. While this rule remains unchanged, the Board may not accept admission to the Bar as meeting the eligibility requirement.

THE JUDICIAL Conference, in order to attract lawyers to participate in the examination. The change in eligibility requirements was effected through the notice of examination without any prior change in the Board's own rule governing eligibility. In thereby broadening the scope of eligibility, the Administrative Board made the examination a promotional one on behalf of its Uniformed Court Officers and an open competitive one with respect to lawyers not in the court system. Although the Administrative Board's objective was the commendable one of improving the level of court personnel, the method adopted violated its own rule as to eligibility. In addition, it violated Section 52 of the Civil Service Law requiring vacancies to be filled, as far as practicable, by promotion.

IN THE CASE of *Moss v. Department of Civil Service* (New York Law Journal, January 8, 1968), Mr. Justice Harry B. Frank carefully considered contention reminiscent of the *Conlon* case. The petitioner, Gary M. Moss, served years ago in a concededly exemplary way. He was barred, however, from participating in the recent promotional examination for the position of Youth Parole Supervisor in the Department of Civil Service.

WITH THE COMMENDABLE objective of attracting State employees with the degree of Master of Social Work the Department of Civil Service for the first time made such degree a prerequisite. Moss contended that his two years of full time graduate study which had theretofore been acceptable, continued to qualify him and that the Department of Civil Service could not establish the higher prerequisite through notice of examination. On this point, however, the Department of Civil Service contended that it had changed the prerequisites for the position so as to require a Master's degree more than two years before the notice of examination. It also contended that the proposed change had first been discussed with the Commissioner of Social Welfare.

MOSS MADE A very appealing presentation. He established indisputably that he accepted his initial appointment upon assurances by the Director that his education qualified him for all advanced positions in the Home Service Bureau. The Director's statement was indeed correct at that time. Moreover, the position of the Bureau has always been that two years of graduate study in social work constitute adequate educational preparation for all professional titles. The actual possession of a Master of Social Work degree is unimportant.

WHILE THE Commissioner may have been consulted prior to the change in qualifications, the Director and the Assistant Director of the Home Service Bureau were not. It is clear from the papers submitted in support of the Moss petition that if the latter had been consulted, they would have opposed the change in specifications as unnecessarily handicapping the Bureau in obtaining and retaining competent personnel.

MANIFESTLY, THE Civil Service Commission may have been unreasonable in placing undue emphasis upon the M.S.W. degree and insufficient emphasis upon the importance of a good record of actual experience in the job.

JUSTICE FRANK, after presenting the facts, ruled against Moss' contentions, citing the Rockland County case.

(Continued on Page 13)

Clerk-Typist And Steno Jobs Open In Suffolk

Applications are now being received for clerk-typist and stenographer positions with various Suffolk County departments, school districts and towns and villages.

The clerk-typist position pays \$73 to \$103 weekly and stenographers receive \$77 to \$108 weekly. All candidates must have a high school or equivalency diploma and typists must be able to type 40 w.p.m. and stenographers to take shorthand at 80 w.p.m.

Tests will be given the first and third Monday of each month at 9 a.m. and 1:15 p.m. at the office of the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y. Further information and applications may be obtained from the Commission.

Personnel Administrator

The City Department of Personnel will give medical and competitive physical exams this week to 2,000 candidates for appointment to bus operator positions.

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It's the price of the real thing, not a stripped-

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The charge for transporting the car from the port of entry. The dealer delivery charge. And local sales tax.

There is one optional that makes a lot of sense. The matching leatherette upholstery. For \$30.00 extra. (Nearly everybody gets it because it eliminates the need for slipcovers.)

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Authorized Dealer

Key Punch Jobs Open In Suffolk

Candidates for key punch operator positions with various Suffolk County departments, school districts, and towns and villages may apply now. The openings pay \$77 to \$108 weekly.

Candidates must have a high school or equivalency diploma and either have completed a key punch operator course or have six months experience in the field. There is no residence requirement.

Performance tests on key punch equipment will be given several

times a year at various locations throughout the County. Applications and further information may be obtained from the County Civil Service Commission at County Center, Riverhead, N.Y.

Mrs. Eckel Named

ALBANY—Mrs. Rhea M. Eckel of Cazenovia is the newest appointee to the State Council of the Upstate Medical Center of the State University. Mrs. Eckel is president of Cazenovia College.

Due for a income tax refund? Why not take it in Savings Bonds - your money will grow and grow.

Port Authority Seeks Women Toll Collectors; \$103 Weekly

Women interested in a toll collector position may apply today (Jan. 16) and tomorrow from 9 a.m. to 4 p.m. at the George Washington Bridge Administration building (second floor), 220 South Marginal Road Fort Lee, N.J.

Applications will also be accepted Thursday and Friday from 9 a.m. to 4 p.m. at the Lincoln Tunnel administration building, 500 Kennedy Boulevard, Weehawken, N.J.

If applicants are unable to appear during these hours at either location, they may arrange to apply in the evening by calling Miss

Griffin on (212) 620-7179.

Applicants for the women toll collector positions must be United States citizens, 25 years of age or over and have a high school

diploma or equivalency certificate. They must also be at least five feet tall.

The position, which pays a salary of \$103.50 a week with periodic increases, involves a partial exposure to outdoor weather conditions and is based on a five-day, 40-hour week requiring rotational shifts, rotating days off and work on Saturdays, Sundays and holidays. Benefits include paid vacations, sick leave allowances and group hospital, medical-surgical, life insurance and retirement plans.

Applicants who have taken the toll collector examination within the past six months will not be considered.

Policewomen Jobs In Nassau County

The Nassau County Police Department is seeking candidates for policewomen positions at \$8,033 to \$9,916. Applicants may file until Jan. 30 for the Feb. 17 written exam for appointment.

Candidates must have been a resident for one year in Suffolk, Nassau or Westchester Counties or in New York City. They must be between 20 to 34 years of age, between 5' 2" and 5' 9" and have 20/30 vision in each eye without glasses. Applicants must also have completed two years of college by July 1968.

Further information and applications may be obtained from the County Civil Service Commission at 140 Old Country Road, Mineola, N.Y. 11501, by calling (516) 747-1134 or at any precinct house of the County Police Department.

Tab Equipment Trained Positions With Suffolk

The Suffolk County Civil Service Commission is receiving applications for tabulating equipment operator trainee positions at \$77 a week with various County departments.

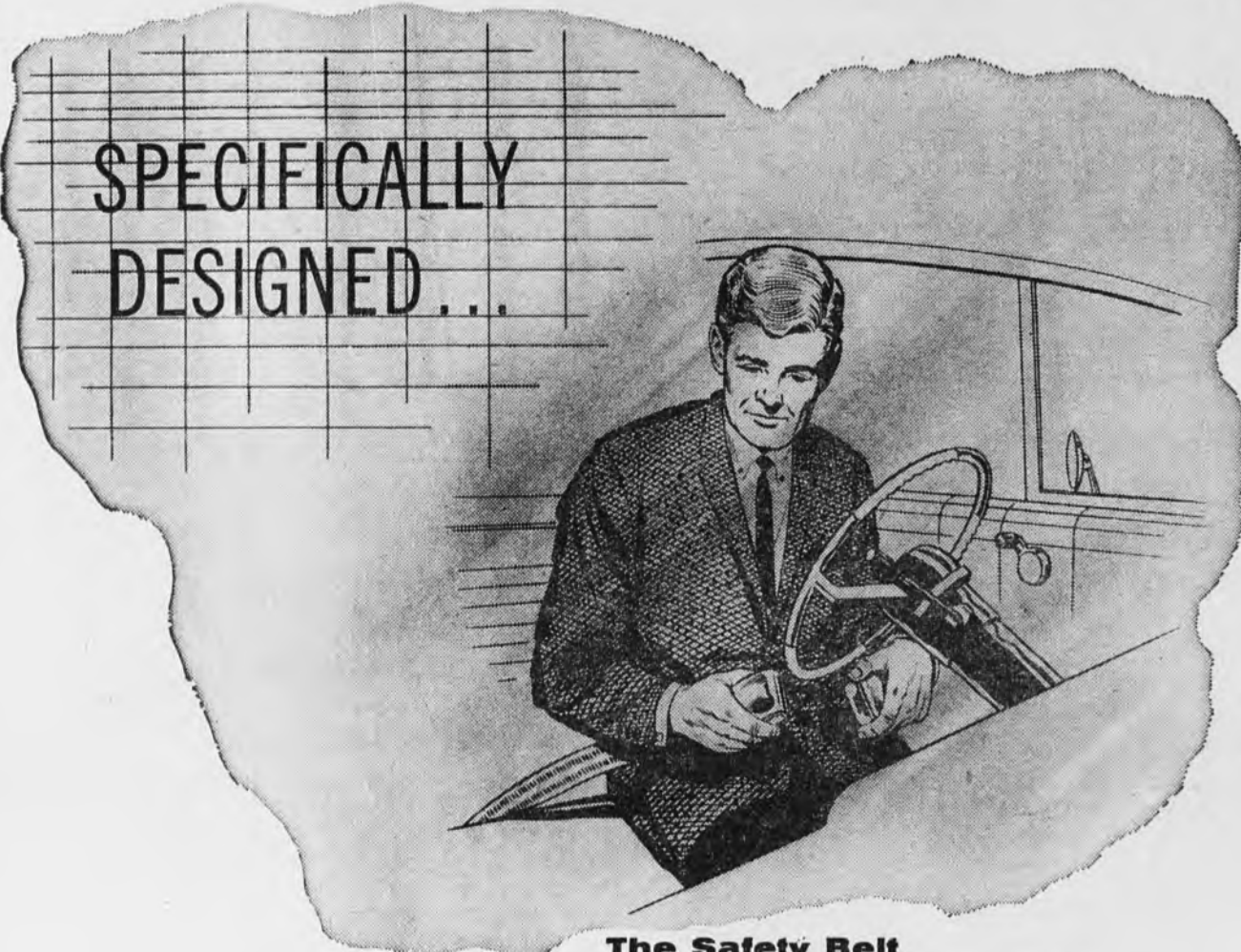
Candidates must have either a high school, vocational school or equivalency diploma. There is no residence requirement.

Tests will be given every week day, except Monday, at the Commission office at County Center, Riverhead, N.Y. Information and applications may be obtained from the Commission.

Computer Operator

There are many openings for computer technicians and computer operators with the U.S. Government in the Washington, D.C. area and a few in foreign countries and in various areas of the U.S. These positions have a starting salary of \$5,331 per year up to \$7,696 per year.

All applicants for these positions will be judged on education and experience. There will be no written tests.



The Safety Belt

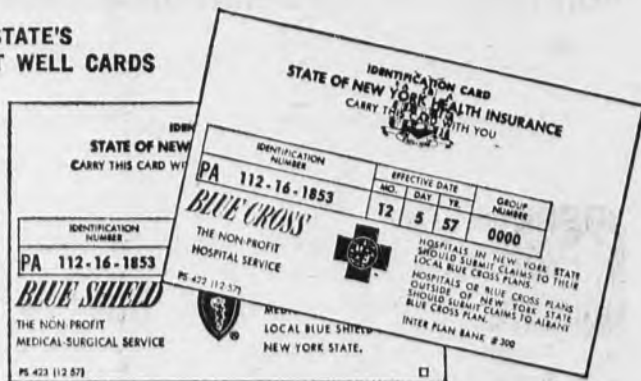
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Summer Farm Jobs Are Open With U.S.

College students are being sought by the U.S. Department of Agriculture for full-time summer farm positions at \$82 to \$92 weekly.

Areas involved in the work-study program are soil conservation, soil science, engineering, agricultural management, agricultural statistics and accounting.

Students selected will take part in a summer on-the-job training program coupled with college attendance during the school year.

Suffolk Jobs Available For Engineering Aides

The Suffolk County Civil Service Commission is receiving applications from persons interested in engineering aide positions at \$94 to \$132 weekly with various County departments.

There are no residence requirements but candidates must have a high school or equivalency diploma. Examinations will be conducted several times a year at various locations throughout the County.

Applications and further information may be obtained from the Commission at County Center, Riverhead, N.Y.

In addition to passing a written test, students must have completed, by June 30, 1968, at least one full academic year of study for GS-3; and two and one-half years of study for GS-4, in one of the fields described above in order to qualify.

Detailed information can be found in Civil Service Announcement NS-7-56, issued by the Interagency Board of U.S. Civil

Medical Exams

Medical and qualifying physical examinations will be given this week to 579 candidates for Health Department messenger positions, according to the City Department of Personnel.

Practical Exam

The City Department of Personnel will give the practical promotion exam this week to 51 candidates for structure maintainer positions with the City Transit Authority.

Service Examiners, 301 Erie Boulevard West, Syracuse, New York 13202. These announcements are available at most of the larger Post Offices. If you are unable to get a copy, write to the Interagency Board.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.
In the Matter of the Application of EDDIE SMITH, Petitioner, for the dissolution of his marriage with CARRIE SMITH, Respondent, Pursuant to Section 220 of the Domestic Relations Law.
TO: CARRIE SMITH
PLEASE TAKE NOTICE, that a petition has been presented to this Court by EDDIE SMITH, your husband, for the dissolution of your marriage on the ground that you have absented yourself for more than five (5) consecutive years last past without being known to him to be living, and that he believes you to be dead; and that pursuant to an order of said Court dated the 3rd day of January 1968, a hearing will be had upon said petition in Supreme Court, at Special Term, Part I, in the County Courthouse located at 861 Grand Concourse, Borough and County of Bronx, City of New York, on the 5th day of April 1968, at 9:30 o'clock in the forenoon.
Dated: New York, New York,
January 3rd, 1968.

EDDIE SMITH,
Petitioner

BASSOFF & POLLACK
Attorneys for Petitioner
227 West 116 Street
New York, New York 10026
University 4-1786.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent.—To Attorney General of the State of New York; Morrow-Crouse Funeral Home; The Granville Inn & Golf Course; Frederick N. Karaffa; Sally J. Sexton; Wonell, Malone & Kropp; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Raymond Sovey, also known as Raymond W. Sovey, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Raymond Sovey, also known as Raymond W. Sovey, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Raymond Sovey, also known as Raymond W. Sovey, deceased, who at the time of his death was a resident of 307 East 44th Street, New York, N.Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven.
WILLIAM S. MULLEN,
Clerk of the Surrogate's Court.

LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO, Karola Margaretha Antholz Lepzien, Richard Antholz, Walter H. Williams, Inc., New York Telephone Company, and Theodore Reazener, Friederike Caroline Anna Antholz, Wilhelm Friedrich Heinrich Antholz, Eleonore Louise Caroline Mathilda Antholz and Catharina Dorothea Margarethe Antholz if living and, if dead, their executors, administrators, distributees and assigns, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Elizabeth Campbell, deceased, who at the time of her death was a resident of 120 Haven Avenue, New York, N.Y., Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 6th day of February, 1968, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 7th day of December in the year of our Lord one thousand nine hundred and sixty-seven.
WILLIAM S. MULLEN,
Clerk of the Surrogate's Court.

Truman Capote's
IN COLD BLOOD

IN COLD BLOOD
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Please write me free about the High School Equivalency class.

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Insurance License Course Opens Jan. 29

The next term in Insurance Brokerage for men and women who want to qualify for state license opens, January 29, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029.

This evening course is approved by the States of New York and New Jersey as fulfilling the requirements for admission to the state examination for insurance broker's licenses. No other experience or education is needed.

Real Estate License Course Opens Feb. 1

The next term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property, opens Thursday, February 1, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

CO-ED Days, Eves., Sat. LEARN TO PROGRAM IBM/360 COMPUTERS \$275 FOR 180 HOURS LOW COST MORE HOURS IBM KEY PUNCH \$99 FOR 60 HOURS COMPARE!! APPVD. FOR FOREIGN STUDENTS CALL-VISIT-WRITE Commercial Programming UNLIMITED, INC. 853 B'way (14th St.), N.Y., N.Y. YU 2-4000

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Clerks, Carriers And Handlers Are Needed Now By Post Office For Jobs Throughout New York

The Post Office Department has thousands of vacancies in positions located throughout the State. Openings are for clerks, carriers, mail handlers, motor vehicle operators, tractor trailer drivers, garagemen, automotive mechanics, custodians and fireman-laborers.

Postal clerk vacancies—most of them in New York City—include 915 career, 2,804 regular hourly and 153 temporary openings. Carrier vacancies include 253 career, 149 regular hourly and 218 temporary positions.

Both positions will pay \$2.80 to \$3.82 an hour under the new pay scale and all positions are open to persons over 17—or high school graduates at age 16.

Clerks and carriers are needed

most urgently in the following areas: Freeport, Garden City, Great Neck, Manhasset, New Hyde Park, Port Washington, Roslyn Heights, Roslyn, Seaford, Syosset, Wantagh, Westbury, Mineola, Rockville Centre, Woodmere, Rockland County, Westchester County, New York City and Rochester.

Motor vehicle operator positions are open at the same pay to persons over 18. Candidates must have a driver's license and experience in driving trucks or buses.

These vacancies are in New York City and in Albany, Buffalo, Rochester, Syracuse, Hempstead, Mineola, and Hicksville.

Garagemen are needed at \$2.59 to \$3.55 an hour for positions in the City and in Albany, Buffalo, Hempstead, Rochester, Syracuse, White Plains, and Yonkers.

The positions are open to persons 18 or over. Candidates must demonstrate the ability to service trucks, help mechanics, and generally to work independently. Applicants must have a driver's license and pass a written and practical road test.

Tractor trailer operator positions exist in New York City and Hicksville, L.I. at \$3.00 to \$4.10 an hour. The general qualifications are the same as those for motor vehicle operators.

There are 50 career, 340 regular hourly and 95 temporary vacancies for mail handlers at locations throughout the State at \$2.59 to \$3.55 an hour. Candidates must be 18 years of age.

Automotive mechanics are needed at \$3.00 to \$4.10 an hour for vacancies in New York City and in Albany, Buffalo, Elmira,

Ithaca, Rochester, Syracuse, Utica, White Plains, and Yonkers.

Candidates must be 18 years old, have a driver's license and be able to demonstrate ability in various facets of automobile mechanical work.

Janitors and custodians are needed for positions throughout the State at \$4,460 to \$6,564 yearly. Candidates must be over 18 and in good physical shape.

Fireman-laborer positions are open throughout the State at \$5,215 to \$7,151 yearly. Candidates must be over 18 and in good physical condition. They will be tested on their abilities to operate a low-pressure heating plant.

In almost all cases, the above jobs are open to both men and women and are without residence requirements. Veterans preference benefits are available in most cases and candidates must be U.S. citizens or owe allegiance to the U.S.

Most of the positions are on a substitute basis—but can lead to regular appointments. Time and work—6 p.m. to 6 a.m.—calls for 10 percent more than base pay.

During the past year, the Post Office has appointed 6,009 career and 779 temporary postal clerks. Carrier appointments were 1,581 career and 213 temporary and mail handler appointments for (Continued on Page 13)

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News Of The Schools

By A. L. PETERS

Harlem Center Set Up To Recruit Teachers

The Board of Examiners is setting up a field office in the offices of District Superintendent Martin Frey, at 42 W. 123rd St., near Amsterdam Ave. in P.S. 125, Manhattan.

A staff member of the Board of Examiners will be available there every Thursday afternoon, from 1 to 4 p.m. to give advice on eligibility, to distribute circulars and applications and to arrange for the testing of new applicants.

The purpose of this effort is to make it more convenient for teachers and would-be teachers working in or residing in this area to obtain official advice on license requirements and to facilitate their filing of applications.

The telephone number is MO 6-730. Those who plan to visit this field office, should telephone in advance.

In-Service Courses For Custodians Set

In-Service training courses beneficial to custodial employees of the Board of Education are being formed at Metropolitan Eve. Trade School. Subjects include: Stationary Engineer—License Preparation, Basic Refrigeration, Refrigeration License Preparation (a knowledge of basic refrigeration is required).

Custodian—Basic Electricity—Oil Burner, Operation of Heavy Oil Burner, Automatic Heating Controls, Electronic Heating Controls.

Registration for these courses will be held on Mon. evening, Feb. 6, at 6 p.m. in the auditorium at 78 Catherine St., New York.

Dr. Brown, J.A. Colston To Be Honored At Dinner

Dr. Nathan Brown, Executive Deputy Superintendent of Schools, will be honored for his service to the children of New York at a dinner-dance of the Friends of Public Education of the Bronx, at the Concourse Plaza Hotel, May 21. Dr. James A. Colston, president of the Bronx Community College, will also be commended for his outstanding services to New York's children.

Proceeds will go to the scholarship fund of the Bronx Community College. Tickets are available at 180 East 162 St., Bronx, New York 10451.

Dougherty Marks 50th Year With City Schools

Frank T. Dougherty, Chief of the Bureau of Appointments and Transfers, will mark his 50th anniversary in the service of the New York public school system next July. For the past 25 years he has been head of the Appointments Bureau playing a unique role in the placement of newly appointed teachers and the transfers of thousands of others. A dinner marking the event will be given by his friends at the Hotel Bossert on May 4, 1968.

Chairman of Beauty Culture is now Chairman of Cosmetology. A change of the license was made last month.

Federal Funds Aid Teacher Training

The federal government has become an ally of the New York City school system in the continuing effort to involve local teacher-training institutions in school programs.

Dr. Seelig Lester, Deputy Superintendent of Schools for instruction, said that through the National Defense Education Act the government has announced a grant for a new training program aimed at assisting Puerto Rican pupils and those of foreign extraction to speak, read and write English.

The grant, expected to exceed \$300,000, will link the school system to four metropolitan colleges and universities in a six-week summer program for 150 teachers and supervisors operating on all grade levels.

In addition to preparing staff personnel to cope with the myriad problems of teaching English as a second language, this project may demonstrate the value to City schools of this kind of university-system interaction.

Plans call for separate institutes for grades K-4 (primary), 5-8 (intermediate) and 7-12 (secondary), and an advanced institute for co-ordinators. In addition there will be a series of joint sessions and activities which will bring to the staff participants the scope and talents of many specialists in the field, according to Mrs. Elsie Wolk of the Office of Personnel, who is coordinating the series.

More than 100,000 pupils of foreign-language background—most of them Puerto Rican—are learning English as a second language in the New York City schools.

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Nassau CC Offers Foreign Study Plan

The colorful, exciting panorama that accompanies an international education is now available to Nassau Community College students through studies in any one of more than ten foreign countries, it was announced by Dr. George F. Chambers, president of the institution.

Fourteen such travel plans—complete with college credit—have been set up in cooperation with other campuses of the State University, and involve study at such places as Nice, France; Neuchatel, Switzerland; Madrid, Salamanca and Barcelona, Spain; Siena, Italy; Paris, London, Dublin, Amsterdam, Jerusalem, Puerto Rico, Costa Rica and Columbia. Some of these programs are for a summer, some for a semester and some for a full year abroad. The cost of participating in these programs for a comparable period is not substantially greater than the cost of maintaining a student at a four-year institution away from home.

Substitutes who become teachers will have their pension fund re-evaluated by special person appointed by the Board of Education. The change will simplify procedures.

Professional Promotion Seminars To Reopen

The New York City school system will re-open its Professional Seminars on Jan. 17 to help prepare candidates for competitive examination for promotion to assistant principal in junior high schools.

The seminars are being reopened for the benefit of additional teachers recently made eligible for promotion through action by the Board of Education modifying the eligibility requirements. The teaching experience requirement for assistant principal in junior high schools was reduced from five to three years, with two years of service as a regular substitute teacher acceptable as one year of experience.

It is expected that the examination will be rescheduled for next spring semester, with the written test held on April 15 and 16. It had been originally scheduled for Christmas week.

All eligible to take the examination will be admitted to the seminars, including some 700 among 1,500 applicants who were participants in seminar sessions which started last April. About 150 appointments are expected in the four-year life of the eligible list to be issued as a result of the test.

Seminar sessions will be held twice a week—on Wednesdays from 4 to 5:30 p.m. and on Saturdays from 9:30 until noon.

The seminars will be conducted at five locations throughout the City, as follows: PS 197, Manhattan, 2230 Fifth Ave.; PS 5, the Bronx, 564 Jackson Ave.; PS 304, Brooklyn, 280 Hart St.; PS 160, Queens, 109-59 Inwood St., Jamaica; and JHS 27, Richmond, 11 Clove Lakes Pl.

Education Key To Job Needs — Mrs. Poston

Mrs. Erva H. Poston, the head of New York State's Civil Service Department has called upon educators to meet the challenge posed by current professional manpower shortages through long-range, broad-based educational planning.

In a speech before the Men's and Women's Group of the New York State Education Department, Mrs. Poston pointed out that massive government expenditures since World War II in space exploration, defense, air and water pollution control, and highway construction have created unprecedented demands for professional personnel which education must fill.

"What is known as the technological boom has become a permanent characteristic of our age. And whether our resources are funneled into space exploration, armaments, slum clearance or public works projects, the dramatic growth of government programs will continue," she said.

She noted that despite record numbers of college graduates, neither government nor private industry can find enough professional people to staff their programs.

"Those of us in the personnel field know the agony of trying to recruit qualified people in the face of increasingly unfavorable odds. In State government, we've done all within our power to make working conditions as attractive as possible, still, the vacancy rates continue to outpace our most earnest recruiting efforts."

ELIGIBLE LISTS

DAY HIGH SCHOOLS

Victoria M. Jones, Tr. of Fine Arts, 63.50.
 Rosellen M. Callahan, Tr. of French, 82.00; Judith A. Haber, Tr. of French, 87.30; Sally R. Beer, Tr. of French, 85.90; Cecile D. Baer, Tr. of French, 83.80; Sandra J. Galli, Tr. of French, 82.60; Janice B. Gerton, Tr. of French, 82.00; Arlene R. Helfand, Tr. of French, 81.50; Neal L. Birnberg, Tr. of French, 81.00; Diane J. Howitt, Tr. of French, 79.20; Elayne W. Weinstein, Tr. of French, 75.00; Minerva Altschuler, Tr. of French, 74.70; Domenick A. Capone, Tr. of French, 73.50; Marcella La Spina, Tr. of French, 65.00.
 Henry C. Nanken, Tr. of Social Studies, 71.30; Jennie Unterberger, Tr. of Social Studies, 65.57; Stanley Naes, Tr. of Social Studies, 64.12; William L. Marshall, Tr. of Social Studies, 61.80; Robert J. Crosswell, Tr. of Social Studies, 61.12; Isaac Zacharia, Tr. of Social Studies, 59.57.
 Goldie Knobel, Tr. of Spanish, 77.40; Betty Sinukas, Tr. of Spanish, 77.10; Celia S. Genishi, Tr. of Spanish, 74.29; Elsie R. Garcia, Tr. of Spanish, 72.20; Carl D. Spector, Tr. of Spanish, 60.50.

JUNIOR HIGH SCHOOLS

Glady Wood, Tr. of Fine Arts, 67.17; Charles R. Brown, Tr. of Health Education, 72.08; Andrew J. Brennan, Tr. of Health Education, 71.36; Ira M. Rakoff, Tr. of Health Education, 68.58; Barry Goldsmith, Tr. of Health Education, 68.28; Maurice J. Culhane, Tr. of Health Education, 67.70; William M. Kasnetz, Tr. of Health Education, 65.40; Lawrence G. Davis, Tr. of Health Education, 64.96; Gray Shapiro, Tr. of Health Education, 62.36; Steven M. Schiffman, Tr. of Health Education, 62.06; Peter D. Schlechter, Tr. of Health Education, 61.42; Martin Dien, Tr. of Health Education, 60.28; Jerome A. Sherman, Tr. of Health Education, 59.68; Saul E. Snyder, Tr. of Social Studies, 63.83; Thomas M. Bergin, Tr. of Social Studies, 76.26.

DAY ELEMENTARY SCHOOLS

Teresa M. Moynihan, Tr. of Common Branch Subjects, 66.70; Margaret C. Nesbit, Tr. of Common Branch Subjects, 65.70; Sharon Greher, Tr. of Common Branch Subjects, 60.30; Noreen E. Keenan, Tr. of Common Branch Subjects, Phyllis D. Hyman, Tr. of Common Branch Subjects, 72.76; Elizabeth A. Eriksen, Tr. of Common Branch Subjects, 71.38; Annette Bohrer, Tr. of Common Branch Subjects, 69.27; Eleanor P. Rosenberg, Tr. of Common Branch Subjects, 66.32; Carol Ann S. Bonito, Tr. of Common Branch Subjects, 61.93.
 Enid H. Schleifer, Tr. of Early Childhood Classes, 70.53.

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 Marsha Somer, 6025; Rae Vogel, 6025; Joel H. Levine, 6025; Irving J. Witkin, 6015; Joseph J. Debelle, 6010; Margaret H. Beasley, 6010; Carmen Forde, 5986; Judah Landesman, 5975; Burton M. Weinreb, 5975; Alice L. Blumenthal, 5974; Mary B. Mulken, 5969; Mary C. Arnold, 5969; Howard I. Abramson, 5952; Avian S. Greenberg, 5952.

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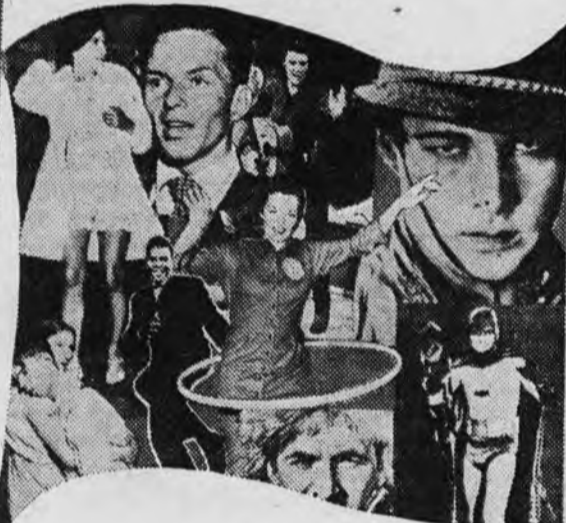
Civil Service Law & You

(Continued from Page 6)

of Colasurdo v. Stanley. In that case, the Supreme Court held that the Civil Service Commission had not acted arbitrarily and capriciously in excluding Assistant Principals, School of Nursing, from participation in a promotion examination for the position of Chief of Nursing Services. The petitioner actually had been on an earlier eligible list for the position, but was not appointed. Still, this fact did not mean that she could take the later examination with the changed prerequisites.


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Write or telephone William J. McGuinness, chief engineer, City Department of Investigation, 111 John St., New York, New York 10038, telephone number 267-6000, extension 746.

Clerk-Carriers

(Continued from Page 10)

the period were 2,071 for career positions and 699 for temporary vacancies.

Other total appointments (career and temporary) were motor vehicle operator, 261; garage-man, 10; tractor trailer operator, 62; automotive mechanic, 15; and janitor, 299.

Further information and applications for these position may be obtained from the Board of U.S. Civil Service Examiners, U.S. Post Office, 1980 Broadway, New York, N.Y. 10023 or at most post offices across the State.

Jennings To Auburn

ALBANY—Dr. William E. Jennings, retired director of meat inspection for the State Department of Agriculture and markets, has joined the faculty of Auburn University in Alabama. His title will be professor of veterinary public health.

Recently, Dr. Jennings attended the World Veterinary Congress in Paris, France, where he presented a paper.

Performance Exam

Thirty-two candidates for audio-visual aid technician positions will receive performance tests this week, according to the City Department of Personnel.



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LEGAL NOTICE

File No. 6639, 1967.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To: The heirs at law, next of kin and distributees of MARTHA VAN EVERA, deceased if living and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on February 19, 1968, at 10:00 A.M., why a certain writing dated May 29th, 1962, which has been offered for probate by LEO MARTIN, residing at 7361 4th Avenue, Brooklyn, New York, should not be probated as the last Will and Testament, relating to real and personal property, of MARTHA VAN EVERA, deceased, who was at the time of her death a resident of 140 East 40th Street, in the County of New York, New York, dated, Attested and Sealed, December 20th, 1967.

HON. S. SAMUEL DIFALCO, (L.S.) Surrogate, New York County
William S. Mullen, Clerk.

Attorneys for Petitioner:
Benjamin L. Lasky and Daniel Ginsberg,
50 Coler Street,
Brooklyn, N.Y.

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CSEA Delegates Charge Provocation

(Continued from Page 3)
 nouncement from Dr. Theodore C. Wenzl, CSEA president, that delegate attendance — normally over 1,000—had been cut by a directive from Mrs. Ersa Poston, president of the State Civil Service Commission, that attendance at the meeting, and all other employee meetings in the future, would have to be charged to personal leave or vacation credits. (Reaction to that bit of news is reported on Page 1 of this issue.)

PERB Following Orders?

It was obvious from the meeting that rank and file delegates, expressing the feelings of the more than 160,000 workers they represent statewide, were not disturbed by "loud-mouth" claims of new gains by labor unions in recruitment but were extremely disturbed by a growing sense of alienation from the previously-cooperative Rockefeller Administration. There was sharp resentment over the failure of the Governor to continue negotiations and some feeling that the PERB was reacting to Administration thinking in ordering a stop to sole negotiations with CSEA and conducting the ensuing, windy hearings on the issue. This type of speculation was based on the fact that two PERB members have served as Rockefeller appointees in various capacities for some years now. There was no official CSEA reaction to this delegate comment, however. The Salary Committee resolution, which received strong support by a second to the motion from Irving Flaumenbaum, a CSEA vice president who is a county employee and who offered local government employee support for the measure, reads:

"The Salary Committee was appointed on Jan. 2, 1968 and met on Jan. 10, 1968. Immediately after the recognition of the Civil Service Employees Assn., Inc. by the Administration, as the sole bargaining agent of the State employees with the exception of the State Police and the faculty of the State University, for the purpose of negotiating collectively

in the determination of, and administration of, grievances arising under, the terms and conditions of employment of public employees as provided by the Taylor Law, and to negotiate and enter into written agreements with such employee organizations, to determine the terms and conditions of employment, negotiations were opened between the Administration and CSEA, Inc. There were four negotiating sessions held, at which all of the CSEA's grievances, requests, facts and figures, which were to be negotiated, were placed before the Administration's Negotiating Committee, consisting of the Hon. Alton G. Marshall, the Hon. T. Norman Hurd, and the Hon. Ersa H. Poston. On Nov. 30, 1967, at the point where the Association was about to request the Administration to make its answer to our demands, your negotiating committee was advised verbally that the Public Employment Relations Board had ordered that the negotiations be stopped. A subsequent review of the written order revealed that this was not the case. The Board had stated that the Administration was not to bargain collectively, on an exclusive basis, until the Board had determined whether the Administration had acted properly in recognizing CSEA, Inc. as the sole collective bargaining agent.

"When it became evident that the Board was conducting lengthy hearings which could not be concluded before Jan. 16, 1968, the date the Governor is to submit his budget to the Legislature, demands were made for the resumption of negotiations between the Administration and CSEA, Inc. The latest such demand was made on Dec. 28, 1967. Up to the present time it has not been complied with.

Sabotage

"The meager benefits secured by State employees last year, such as area differentials, work shift differentials and overtime, have been sabotaged by extremely poor administration. These were to be

considered during the negotiations. "We have submitted all the facts and figures necessary to justify fully the inclusion in the State budget of all of the planks in the Association's Salary Resolution. The Administration has not submitted anything to us.

"The Taylor Law provides that an impasse is deemed to exist if the parties fail to achieve agreement at least 60 days prior to the budget submission date of the public employer. This time has long since passed.

"The Law prohibits a strike by public employees and states that no employee organization shall engage in a strike, and no employee organization shall cause, instigate, encourage or condone a strike, unless the public employer or its representatives engage in such acts of extreme provocation as to detract from the responsibility of the employee organization for the strike. The CSEA, Inc., throughout its entire history, has been and is at the present time, a responsible organization, and we reaffirm our commitment to uphold the Law, including this provision. We have always operated and will operate within the Law, whether we consider it good or bad. If the Law is bad, it should be changed, but until such time as it is changed we should obey it.

The Action

"Your Salary Committee has come to the conclusion that the Administration, has engaged in acts of such extreme provocation as to detract from the responsibility of the CSEA, Inc. It has, therefore, instructed me, as Chairman of the Committee, and I have the honor to move, that this body of delegates, the highest governing body of the CSEA, Inc., empower the State Executive Committee of the Association, to take whatever steps are necessary, including plans for the withholding of the services of the State's employees, as authorized under the provisions of the Taylor Law (Public Employees' Fair Employment Act) to cause the Adminis-

tration to stop its extreme provocation of refusing to negotiate with the organization it has recognized as the sole negotiating agent for State employees, and to put such steps into effect, if by April 1, 1968 the Salary Resolution of the Association, and the other matters mentioned, have not been

negotiated and put into effect in the State budget. As part of this motion, I move, that the delegates empower the County Executive Committee of this Association to take similar steps in the local subdivisions of the State government to support fully, State employees in their justifiable acts."

Yops To End 40 Years In Conservative Dept.

ALBANY—Conservation Commissioner R. Stewart Kilborne has announced the retirement of a long-time veteran of the Department and the provisional appointment of his successor. Chester J. Yops, superintendent of Forest Pest Control, Division of Lands and Forests, retires tomorrow (Jan. 17), ending a career which began with the Department more than 40 years ago. The 62-year-old conservationist started his service on May 3, 1927 when he was employed as a campsite caretaker and fire patrolman.

Charles H. Frommer, senior forester, will succeed Yops, on Thursday (Jan. 18). The 32-year-old forester joined the Department as a research associate in 1959, following his graduation from the State University College of Forestry, Syracuse. He later took a leave of absence to work on his master's degree at the same school, majoring in silviculture and forest tree improvement.

Two Promoted

ALBANY—Conservation Commissioner R. Stewart Kilborne has announced the promotion of two top management executives of the Conservation Department. Leighton A. Hope, present secretary of the department has been appointed deputy commissioner. Irwin H. King, public relations officer, has been appointed secretary of the Department, succeeding Hope.

Report Favorable Reaction On Teachers Retirement Plan

ALBANY—The State Teachers Retirement Board is receiving an initial favorable reaction from legislators on its plan to establish a variable annuity program to combat the effects of inflation on fixed pensions of its retired members.

The legislation was prefiled in the Legislature by Senator John H. Hughes, Syracuse Republican, and Assemblyman Harvey M. Lifset, Albany Democrat.

Bipartisan backing for the measure assures its serious consideration at the 1968 session.

Under the bill, a member of the system could choose to have part of his or her retirement allowance paid in the form of a variable annuity, which is adjusted periodically to reflect value changes. The remainder would consist of a fixed-dollar pension.

A similar program was approved by the Legislature for members of the New York City Teachers Retirement System, which began this year.

Harold N. Langlitz, executive director of the system, noted that the program would be "wholly voluntary" and had "received enthusiastic endorsement."

Mooney Is Named To State C. S. Post

ALBANY—Mrs. Ersa Poston, president of the State Civil Service Commission has announced the appointment of John J. Mooney as assistant administrative director and counsel for the Department of Civil Service.

Mooney replaces Garson Zausmer who retired after 36 years of State service. Zausmer held the post of assistant administrative director.



On the legal staff of the Department of Civil Service since 1948, Mooney progressed steadily through the ranks by promotion examinations from law assistant, principal law clerk, attorney, senior attorney and associate attorney to Department counsel.

A native of Cohoes, Mooney graduated from Rensselaer Polytechnic Institute with the degree of bachelor of business administration. He also was graduated cum laude from Albany Law School and admitted to the bar of the State of New York.

During World War II, Mooney served with the Navy as a lieutenant aboard the battleship USS New York.

Mrs. Poston Assailed

(Continued from Page 1)

WHEREAS delegates and representatives of the Civil Service Employees Association have always been allowed time off to attend meetings effecting the welfare of State employees and the people of the State of New York, and

WHEREAS there has been issued an order signed by the President of the Civil Service Commission dated January 5, 1968 stating that this practice will be discontinued and delegates will be required to charge their time to accumulated leave credits, excluding sick leave

BE IT THEREBY resolved that the delegates of this special meeting hereby assembled condemn the discontinuance of this procedure as an unfair labor practice

BE IT FURTHER resolved that all delegates whose time is charged against accruals enter a protest and

BE IT FURTHER resolved that the President of the Civil Service Employees Association, Inc., on behalf of all members affected, be requested to file an immediate grievance against the order and the President of the Civil Service Commission.

Pass your Leader on to a non-member.



INSTALLATION — Irving Flaumenbaum, second vice-president of the Statewide Civil Service Employees Assn., recently installed officers and directors of the Creedmore chapter, CSEA. Being installed by Flaumenbaum, left, are left to right

Joseph Bucaria, president; John Fencik, first vice-president; Edward Thiele, second vice-president; Erika Harbecke, treasurer; Grace Garside, recording secretary; Terry Dawson, corresponding secretary and Frank Gormely, delegate. Looking on at right, is Arnold Moses, CSEA field representative.

Physical Medicine Rehabilitation Jobs

The Interagency Board of U.S. Civil Service Examiners for the Greater New York City Area is seeking physical medicine and rehabilitation therapy assistants for positions with Veterans Administration Hospitals in New York City and Suffolk, Dutchess and Westchester Counties.

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Your Public Relations IQ

By LEO J. MARGOLIN



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

Tow-Away Profits-To Whom?

WE WONDER HOW often top government executives, both elected and appointed, consult the experts among the civil servants on their staffs before setting a policy which will affect millions of citizens, including the civil servants themselves:

STAFF CONSULTATION on policy-in-the-making is basic to good management — and good public relations. No well-managed corporation would dare implement a policy without first "trying it on for size" or "running it up the flagpole to see which way the wind is blowing."

ORGANIZATIONS BOTH in the public and private sectors have learned by bitter experience that untested unilateral decisions spell "trouble." Policies affect too many publics to be bulled through by executives overwhelmed by their importance and/or genius, or moved by whim rather than wisdom.

WHAT SOME executive seem to forget is that policies are carried out by the staff. In government, policy implementation is the job of the civil service corps. If civil servants are saddled with carrying out a policy in which they had no voice and which they know is wrong, there is a strong likelihood that that policy will never become a reality.

THERE IS ALSO a good chance that the policy will present a staff public relations problem. No civil servant likes the idea of being a whipping-boy for someone else's mistakes. This resentment can build into negative public relations, which will hurt everyone in a specific government agency.

THESE ARE AMONG the many reasons, which make us question the wisdom of a recent policy of the City of New York to crack down on the presence of automobiles in the City's midtown area.

WE ARE TOLD that the steep increase in fines for traffic violations, particularly for illegal parking, and the stepped-up ticketing is aimed at reducing traffic congestion in the City.

IT WOULD BE difficult to find fault with such a laudable objective. But one wonders whether the experienced career civil servants who deal with the City's traffic problems were really consulted? Or was the consultation something like telling them 48 hours before the crackdown that this is what is planned—and isn't it an absolutely brilliant idea?

THE CIVIL SERVANT whose

judgment has been honed to expert sharpness by years of experience, will tell you that you can't sweep the cars off the street with traffic tickets unless you give motorists some alternatives. These could be municipal parking garages for short-term parking so that people can do their business and move on.

BUT ALONG comes a policy as tough as a bludgeon with steel knobs, offering no substitute or no other moves which would ease the blow. Thus, the policy begins with bad public relations and undoubtedly will end with worse public relations.

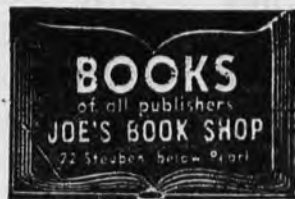
THERE ARE definite signs of this already. So far, the greatest benefit has not been the relief of midtown traffic congestion, but the substantial enrichment of private garage and parking lot owners, many of whom promptly announced fat increases in their charges.

WE KNOW OF no civil servant with experience in this field, who could not have warned the Administration of what really would happen.

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ACHROMATIC W30D TWO-WAY COMPACT SPEAKER SYSTEM WITH ACOUSTIC SUSPENSION. The new Model W30D, suitable for any amplifier with an output of 4 to 8 ohms embodies an enlightened technical approach to the problems met by modern speaker systems. Heavy woofer magnet assembly provides over, insures excellent transient response... all desirable when a bass speaker employs a high compliance, low resonance suspension, such as Wharfedale's exclusive new Flexiprene cone surround. The acoustically isolated mylar-domed omni-directional tweeter performs effortlessly and smoothly throughout its range, and insures full range response throughout the listening area. The acoustic suspension cabinet uses heavy, airtight construction, with removable grille to facilitate changes in the cloth.



Despite its modest size and price, the W30D may be used as a high performance main system, or as a gratifying "second" system.

OTHER SPECIFICATIONS: Frequency response, 40 to 18,500 Hz. Input power (IHF, per channel); min., 10 W; max., 85 W. System impedance 4 to 8 ohm. Acoustic control, treble continuously variable. LCR 2-section crossover network. Crossover point 2000 Hz (electrical). 10"x19"x9 1/4" deep. Scuff resistant, oiled walnut-vinyl finish.

CARSTON Studios 1686 SECOND AVE. TO 87TH STREET NEW YORK, N.Y. EN 9-6212



East Hudson Pkwy. CSEA's Long Battle On Work Week Is Won

PLEASANTVILLE—The East Hudson Parkway Authority chapter of the Civil Service Employees Assn. has won a five-month battle with the Authority which will result in the return to the shorter week for toll collection personnel.

James J. Lennon, president of the CSEA chapter, has been notified by the Authority's director of administrative services and toll operations, John L. Beers, that the "increase in the daily working hours of the toll collection personnel as established in my memorandum of Aug. 2, 1967, is contrary to the policy of the Authority regarding the basic work week of authority employees."

The memorandum Beers refers to apparently was issued to allow off-going toll collectors to deposit their cash, tickets, reports, etc., with the off-going supervising toll collector and to clean up before leaving at the end of their workday.

The action sparked the CSEA chapter into filing a grievance complaining that the Authority's action increases the basic work week of the employees in question which is contrary to the Attendance Rules of the Authority. Lennon pointed out that the change increased the work week from 38 and 3/4 hours to 40 hours.

In a letter to Lennon, Donald Thorn, assistant director of administrative services and toll operations, said the grievance was denied and that that hours set

Miami Beach Tour Will Leave From Buffalo March 17

Upstate members of the Civil Service Employees Assn. will be able to fly directly to Miami Beach from Buffalo for a week's stay at the San Souci Hotel, departing March 17 and returning March 24.

The low price includes round trip jet transportation, room at the hotel, ALL meals, free use of chaise lounge and cabana, nightly entertainment and other features—all for only \$269.

Immediate application should be made to Mrs. Mary Gormley, 1833 Seneca St., Buffalo, telephone (716) TA 2-6069, or Claude E. Rowell, 64 Langslow St., Rochester, telephone (716) 473-5657.

forth in the memorandum would remain in effect. Thorn stated that he did not have the authority to alter the working hours of any employees of Authority which prompted Lennon to ask for a meeting with Beers on the issue.

Beers told Lennon that as of 12:01 a.m. Monday, January 8, the toll collection personnel working hours would revert to the working hours established prior to last August 2.

27 State Promotion Exams Set For March 16; File Now

Applications will be received until Feb. 5 for competitive promotion exams in several State departments. The tests will be given March 16 and will be open only to permanent employees of the department concerned.

The department, job title, exam number and pay grade of each of the tests are as follows:

INTERDEPARTMENTAL

Associate building construction engineer, 32-925, G-27.

Chief clerk, 32-928, G-20.

Head clerk, 32-929, G-15.

Head mail and supply clerk, 32-930, G-15.

Head stores clerk, 32-931, G-15.

Head clerk (personnel), 32-932, G-15.

Head clerk (property control), 32-933, G-15.

Head clerk (purchase), 32-934, G-15.

Head file clerk, 32-935, G-15.

Head statistics clerk, 32-936, G-16.

Head janitor, 33-023, G-12.

AUDIT AND CONTROL

Senior abandoned property accounts auditor, 32-993, G-18.

Associate abandoned property accounts auditor, 32-994, G-23.

CIVIL SERVICE

Training aide, 32-923, G-8.

CORRECTION

Prison industries consultant, 32-971, G-23.

EDUCATION

Assistant in educational research, 32-991, G-20.

Dr. Wenzl Tells Kelly:

Any Pay Increase Does Not Affect Resolution Of Clericals' Problem

ALBANY—A State study of clerical salaries in private employment which was to be made available by Dec. 15 for the purposes of determining the reallocation of various clerical classes in State Service is not ready, apparently because it was not given top priority, according to the Civil Service Employees Assn.

J. Earl Kelly, director of the State Division of Classification and Compensation, in a long-overdue response to repeated requests by CSEA to release the data, said, "Unfortunately, because of the many top priority demands which have been made upon our Special Studies Section, we were not able to meet that timetable."

CSEA was told at a meeting with officials of the State Civil Service Commission last August that the latter unit would direct Kelly to expand the State's General Salary Study to include the clerical data and that it would be available in early December.

Deadline Past

Kelly, in his letter to Dr. Theodore C. Wenzl, CSEA president, said the Division files indicated "that we had hoped that outside pay data which we requested this year for an increased number of clerical classes would have been analyzed and refined to some useable state for comparative purposes by December 15."

Dr. Wenzl, in his answer to Kelly, said, "I can appreciate the fact that your Special Studies Section has many top priority demands placed upon it since our Association has many top priority items in need of resolution—not the least of which is the reallocation of clerical personnel in State service. Since we view present clerical class allocations as being seriously inadequate, I am asking that you do your utmost to place this matter in your top priority category and provide us with the data at the earliest possible date."

CSEA Takes Exception

CSEA also took exception to Kelly's linking the proposed State pay raise to whatever reallocation, if any, might be determined. Kelly said: "From a consideration of the data even in its present form, we know that an important element in whatever adjustment program may come out of the study is going to be the amount of general pay increase which the 1968 Legislature may provide."

Dr. Wenzl countered: "The problem of the present clerical class allocations cannot be tied to any general pay increases which

the 1968 Legislature may provide to all State employees. If such were the case, left unresolved would be the inequities which we feel presently exist by virtue of the relationship of one class of positions to another in the State salary structure."

Collection Dates For Blood Donors

ALBANY — Collection of blood for the State Employees Blood Program has been scheduled at several locations throughout the State this month and during February.

The sponsors will either send bloodmobiles to the various locations or will collect the blood at hospitals close to the employees' place of work. The visits are conducted under the auspices of the State Blood Program and the Community Blood Council of Greater New York. The program is strongly endorsed by the Civil Service Employees Assn.

Tomorrow (Jan. 17), donors from New Rochelle City schools will be asked to donate at the local hospital. Bloodmobile visits scheduled for the remainder of January and in February will be at the State Department of Taxation and Finance, Building 9, State Campus, Albany, on Jan. 18; Community Services Bureau, State Department of Social Services, 270 Broadway, New York City on January 19; State University at Stony Brook, January 29, and Sullivan County Community College, South Fallsburgh, Feb. 21.

9 Days—Only \$279

Easter In Rome Offered 1st Time

A tour to Rome at Easter time will be offered for the first time to members of the Civil Service Employees Assn., it was announced last week. Dates for the Spring vacation are from April 13 to 21, departing from New York City.

The round trip, direct jet flight via Pan American Airways will be only \$279. A Rome vacation package which will include deluxe rooms at the Hilton Hotel, sightseeing tours, an evening dinner with entertainment, transfers, guide service, etc., is only \$110 additional.

Space is severely limited in Rome at that time of year and immediate application should be made by writing to Irving Flaumenbaum, 711 Eighth Ave., New York, N.Y., 10036, or telephone (212) Circle 7-7780.

EXECUTIVE

Associate building structural engineer (Division of Housing and Community Renewal), 32-926, G-27.

Associate building structural engineer (Office of General Services), 32-927, G-27.

HEALTH

Supervising medical social worker, 32-998, G-21.

SOCIAL SERVICES

Head stenographer, 32-937, G-14.

STATE UNIVERSITY

Training aide, 33-000, G-8.

Chief janitor, 33-028, G-16.

TAX AND FINANCE

Senior clerk (surrogate), 33-025, G-7.

TRANSPORTATION

Senior draftsman (cartographic), 32-996, G-11.

Principal draftsman (cartographic), 32-997, G-15.

NARCOTIC ADDICTION

CONTROL COMMISSION

Training aide, 32-924, G-8.

STATE THRUWAY AUTHORITY

Assistant director of thruway purchasing, 32-929, \$12,140-\$14,505.

Only \$275

New March Date For Sea & Air Caribbean Cruise

Members of the Civil Service Employees Assn. can book space now for another cruise to the Caribbean, jetting to the sun via KLM Royal Dutch Airlines and then spending a week cruising in the warm waters aboard the S.S. Regina.

Prices start at only \$275, which includes round trip jet transportation, cabin space, all meals on board, airport transfers, etc. Departure date is March 9 from New York City, returning March 16.

Space is already selling fast and immediate application should be made by writing immediately to Deloras Fussell, 111 Winthrop Ave., Albany, New York, or calling (518) IV 2-3597.



PRESENTATION — A. J. Langenstein, business officer at Craig Colony School and Hospital, is pictured presenting to Ronald Lombardo, community store manager, a certificate of Satisfactory Completion of a course in community store management which he recently attended.