

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 3 Tuesday, September 15, 1970 Price Ten Cents

Eligible Lists

See Page 10

## NEW PENSION PLANS BACKED



### Delegates Ask Legislature To Hike Benefits

BY PAUL KYER

BUFFALO—The growing pains of implementing the first State work contracts negotiated by the Civil Service Employees Assn. were very much in evidence when the organization held its 60th annual delegates' meeting here last week. The end result was that, contracts or no contracts, CSEA delegates mandated their leadership to go back to the Legislature when it convenes in January and fight for benefits to which they feel they are entitled right now.

Dominating the plan for legislative action were numerous proposals on retirement, particularly a three-part resolution submitted by Solomon Bendet, CSEA second vice-president. It calls for full pension pay after 40 years' service; half pay after 20 years' and the tying of retirees income to a percentage that would raise

(Continued on Page 9)



**THE CANDIDATES** — Candidates for top office in the State Administration were guest speakers during the 60th annual meeting of the Civil Service Employees Assn. in Buffalo last week. Governor Nelson Rockefeller is seen at left in top

photo along with fellow Republican, Attorney General Louis Lefkowitz, center, and Dr. Theodore Wenzl, CSEA president. In the bottom photo, Wenzl is flanked by Arthur Goldberg, Democratic candidate for governor and one of his running mates, State Comptroller Arthur Levitt.

*Don't Repeat This!*

To Civil Service

### Goldberg Stressing Strong Background Of Labor Experience

FORMER Secretary of Labor Arthur J. Goldberg, the Democratic-Liberal candidate for Governor, will be the most labor oriented and sophisticated tenant who

(Continued on Page 15)

### Inside The Leader

Rockefeller and Goldberg address convention.

See Page 3.

Mental Hygiene representatives map several moves to aid workers.

See Page 3.

CSEA Court action activates Erie County grievance board.

See Page 2.

**Many Cases Face Review**

**Activate Erie's Grievance Board Following CSEA Action In Court**

BUFFALO — A backlog of work-related complaints from Erie County employees are expected to be reviewed by a grievance board as a result of a Supreme Court ruling that stemmed from a Civil Service Employees Assn. lawsuit.

The case was brought to court on behalf of two CSEA members, Mrs. Doris R. Martin, employed at the Erie County Home & Infirmary, and Thomas M. Kothen, employed at the Buffalo and Erie County Library.

Both had complained through CSEA regional attorney Charles B. Sandler that the County "neglected and refused to carry out" grievance procedures outlined in the State's General Municipal Law.

The Supreme Court ruling sanctioned an out-of-court agreement between the County and the CSEA that the County activate its grievance board.

"We filed this law suit and got them (County officials) down to the wire," Sandler said after the judge's ruling.

Both Mrs. Martin and Kothen had fulfilled the first two requirements of a grievance, complaints to immediate supervisors and department heads.

The judge's decision to accept the agreement activates the grievance board, the third stage of the State-mandated grievance procedure for public employees.

Mrs. Martin's grievance involves her claim that the County "neglected to reimburse her for mileage and expenses" and "refused to allow her to handle rehabilitation services assigned to others not trained in the field."

Kothen charged he was kept on the second shift behind first-shift men with less seniority.

**Arbitrator Affirms CSEA On 'Unfair' Schedule Set For 2 Mamaroneck Aides**

MAMARONECK—The Civil Service Employees Assn. has scored a victory for two employees of the Westchester County Village of Mamaroneck.

Margaret D. Powers and Julia Sansone, parking enforcement guards for Mamaroneck, appealed to CSEA when their working schedules were changed to their disadvantage for the third time within three years. The new schedule was such that neither employee would ever have Saturday off, and they felt that this was unfair.

CSEA filed a grievance for the two, and with no settlement arrived at when the issue reached the fourth and final step of the local procedure, both sides agreed, as provided under the procedure, to select an impartial arbitrator to resolve the matter. Well-known retired jurist Gerald Nolan, formerly an Appellate Division justice in State Supreme Court, was designated and handed down a decision which provides that:

"The regular working hours of the grievants Margaret D. Powers and Julia Sansone, as parking enforcement guards, are governed by paragraph 'a' of Section VI of the Rules and Regulations for Employees of the Village of Mamaroneck, adopted by the Board of Trustees of said

**Unused Sick Leave Pay Obtained In Babylon As Town Backs CSEA Stand**

SMITHTOWN—Payment for unused sick leave has been gained in the Town of Babylon as a result of action by the Civil Service Employees Assn.

The Town had refused payments to employee George Kelly, but agreed to make payments after the CSEA protest brought a ruling from John S. Mauhs, counsel to the State Employees Retirement System.

"The Town has assured us that the payments will be made in the future," Long Island regional field supervisor Arnold Moses asserted. He added, "The Teamsters, who were at that time supposed to represent the employees, ignored the grievance

and we took it up." The Teamsters were ousted from representation of the Babylon white-collar force by a 4-1 vote in a representational election last week.

Officials noted that most CSEA contracts provide for the payments specifically, and that the Babylon ruling would be used in any case where employers balked.

**Watertown Patrolmen Win Sergeant Stripes**

WATERTOWN — Three police patrolmen, targets of a drawn-out delaying action by the local service commission which opposed their appointments, have been promoted by City Manager Ronald G. Forbes.

The three won their stripes within an hour after the disputed eligible list was handed to the city manager. They were sworn in at once and wore ser-

geant's uniforms the next day.

The local Civil Service Commission, with two new members, overruled the president of the municipal unit and voted to use the current detective sergeant list for naming patrol sergeants. Opposing the move was Glenn F. Palmer, head of the Commission.

Meanwhile, a new civil service rating list has been received by the Commission which decided to withhold announcement of standings pending a regular meeting later. Two more sergeants will be named from the new list. The competitive examination was held May 23.

**Health Appointees**

ALBANY—The State Health Dept. has announced two new promotions: Edward Strevy of Schenectady as assistant director of the Bureau of Hospital Construction Financing at \$18,362 a year; Edward Fischer of Albany as senior real estate appraiser at \$13,278 a year.

Village July 18, 1966, and are: 9:00 a.m. to 4:30 p.m. Monday through Friday, Lunch period—1 hour."

The Village had tried to justify its action by contending that the two parking guards were more a part of the police department than of the "office and administrative staff," but the arbitrator did not agree.

Stanley Mailman, CSEA regional attorney, presented the two women involved under the regular legal assistant program of the Employees Association. Field service assistant Ronald Mazzola served as CSEA staff consultant.

Arbitration costs including the arbitrator's fee and the hearing transcript were shared equally by the Mamaroneck unit of CSEA's Westchester chapter and the Village of Mamaroneck as provided by their contract.

Use Zip-Codes To Speed Your Mail

**Jewish State Aides Ready Fall Meeting**

Sylvia Miller, president of the Jewish State Employees Assn. of New York, has spent some of the Summer period with several committee members to arrange meetings for the coming term.

The first meeting after the Summer recess will be held on Wednesday, Sept. 23, at 6 p.m.

in the State Office Building (Room 1), at 80 Centre St., Manhattan. After the business session hostesses will serve coffee and cake.

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ROME AND FLORENCE — Christmas Pilgrimage to Rome — December 24 to January 3 only \$339.00 via World Airways Jet including first class hotels, transfers, Continental breakfast daily, sightseeing and excursion program, taxes and gratuities. Write to Edward Valder, 20 Bayview Avenue, East Setauket, N.Y. 11733. Tel 516 941-3713.

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Open only to members of Civil Service Education & Recreation Assn. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

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**INTERLUDE** — Earl W. Brydges, left, State Senate Majority Leader, is seen chatting with CSEA president Theodore C. Wenzl in Buffalo last week where Senator Brydges was the speaker for the dinner that concluded the 60th annual meeting for the Employees Association.

## Appear At CSEA Meeting Candidates Share Same Theme — Differently

**BUFFALO**—The 60th annual meeting of the Civil Service Employees Assn. became part of the campaign trail for a while last week as Governor Nelson A. Rockefeller, accompanied by Attorney General Louis Lefkowitz, and his Democratic opponent, Arthur J. Goldberg, in the company of Comptroller Arthur Levitt, made campaign pitches to the 1,000 delegates gathered here for a three-day session.

Making a brief solo appearance was Adam Walinsky, the Democratic nominee for Attorney General.

Rockefeller and Goldberg shared a common theme—the Taylor Law—but had diametrically opposed views. Calling the legislation “an effective bargaining instrument to improve your employment conditions,” the Governor declared that “... on all levels of government, the Taylor Laws has proved practical, workable and valuable.”

Goldberg disagreed and said that, if elected, he would replace the Taylor Law with legislation that would “remove the chains of inaction,” except in areas of employment critical to public health and safety; would provide arbitration with the arbiters being approved by both management and labor and would create the so-called agency shop whereby all employees would pay dues to the organization representing their unit whether they were members or not.

The Governor laid heavy emphasis on his record of accomplishments for employees during his 12 years in office. He pointed out that the average for all State employees went from \$4,535 in 1958 to \$8,400 today—

### Labor Aides At Parley

**ALBANY**—Two State Labor Dept. officials—Joseph H. Alleva and Dr. Albert J. Rosso—were featured speakers at the Western New York Safety Conference held recently and attended by 3,000 industrial, gov-

# Mental Hygiene Dept. Delegates Demand Halt To Pact Violations

By JOE DEASY, JR.

**BUFFALO**—Allegations of general and specific violations of the contracts between the State Administration and the Civil Service Employees Assn. were discussed with heat at a meeting of the Mental Hygiene Dept. representatives at the 60th annual meeting of the CSEA at the Hotel Statler-Hilton here last week.

Chairing the meeting was Mrs. Ann Bessette of Harlem Valley State Hospital, assisted by William McGowan of West Seneca State School; Salvatore Butero of New York Psychiatric Institute; and Julia Duffy of Pilgrim State Hospital. All are members of the CSEA Board of Directors. Robert Guild, a former Mental Hygiene Dept. chapter president, and now CSEA collective bargaining specialist, served as advisor to the panel.

Members of the panel advised the chapter representatives of their responsibility of bringing every violation to their attention—even the most minute violations. “We are now working under Taylor Law contract which is as strong as the law itself. But the upholding of the contract is the responsibility of each and every member of the department who is affected by the pact. The contract is only as good as its enforcement.” was the panel’s consensus.

Also discussed at the meeting was the establishment of various career ladders for all employees of the department the problems facing employees within each occupational group.

Action on the complaints was promised as soon as a meeting can be set up between CSEA and the Mental Hygiene Department administrators.

Specifically cited under the CSEA proposals were:

1. That adequate parking facilities with full lighting provisions be made available in all work locations on the institutional grounds. Example: Middletown State Hospital.
2. That sign-in and sign-out sheets will be made available in the buildings in which the employees work.
3. That all employees in the Department of Mental Hygiene be placed on a 37½ hour work week. Example: After Care Clinic in New York City work 37½ hours a week while all Social Workers outside New



**VIOLATIONS CITED** — Robert Guild, Civil Service Employees Assn. collective bargaining specialist, points out the importance of demanding strict obedience to all contract provisions by members of the Mental Hygiene Department. Guild, along with members of the CSEA Board of Directors from the department, — left to right; William McGowan, Julia Duffy and Ann Bessette, — stressed that the contracts negotiated by the Employees Association are excellent but only swift and strong action by CSEA chapter officers when violations occur, can assure employees that it will be observed by State officials to the letter of the law. Some 150 department members attended the meeting during the CSEA’s annual meeting in Buffalo last week.

York City are required to work 40 hours a week.

4. That all Psychiatric Social Workers who work in excess of 40 hours a week be granted time and one-half for overtime or the equivalent compensatory time off.

5. That control of temperature all laboratories not to exceed 80 degrees and no lower than 68 degrees.

6. Provide ward clerks on all wards where more than 50 percent of the patients are bed-ridden or confined to wheel chairs. These would be new items.

7. Reduce housekeeping chores presently performed by attendants.

8. All portal lifts that are now in existence be maintained and kept in good operable conditions.

9. A. Married personnel both working in the same institution be allowed the option of choosing the same shift.

B. Be granted same days off.

10. When employees are required to take Civil Service exams, they may be granted leave with pay regardless of what shift they work.

11. Wherever employees are granted educational leave, that vacancy that they create will be filled on a temporary basis.

12. All employees who require drugs that are prescribed by a State Hospital physician or their own physician be granted the opportunity to purchase said drugs from the State Hospital Pharmacy at the cost of the State.

13. The cleaning duties of the attendant shall not be limited to the day shift.

14. On wards with poor ventilation, additional fans should be available.

Hospital should be made available to it a vacuum cleaner.

16. In areas which are strictly confined to female employees, this employee shall not be required to lift patients.

17. Window cleaning to be completed through either contractual services or by the existing maintenance department.

18. Air-conditioning be installed in all populous areas.

19. Geriatrics ward where patients require complete bed care, additional staffing be provided from the housekeeping series.

20. Nursing personnel shall not be required to supplement the duties of the food service workers.

21. Senior clerks in the Office of Patient Resources shall be grandfathered in its positions as Junior Agents.

22. Those employees who are considered to be Ward Charge Seconds shall be compensated with the time off of their choice and also be given priority on any vacancies which they qualify for in a above title.

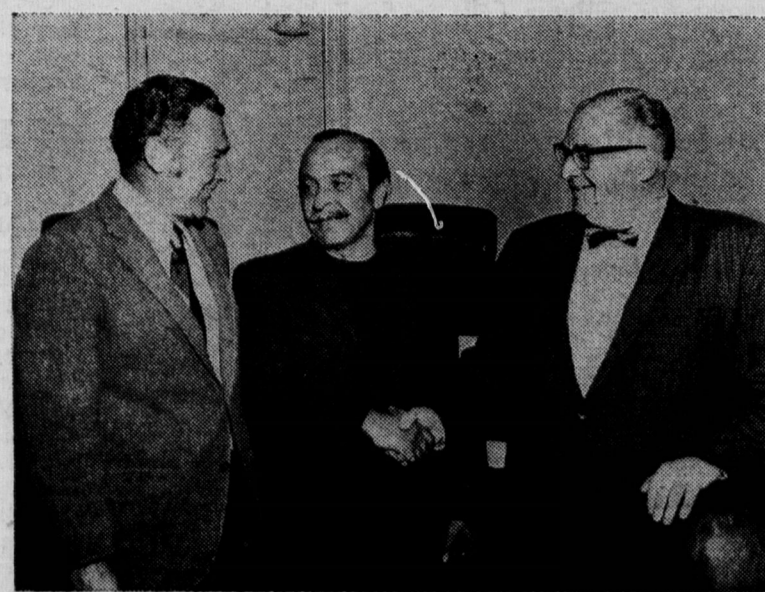
23. On all geriatrics wards where bed patients are located, the State shall provide two portable laundry hampers.

24. Where vacancies exist of like title, the employee shall be made aware of the work locations and be given an opportunity to bid on the location that he desires.

25. That all employees be granted a twenty minute coffee break in the morning and the afternoon.

26. That employees be granted and informed that they have the right of representation prior to any questioning which may result in disciplinary action.

27. All State Hospitals be credited with money as re-



**HELPING HANDS** — Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum, right, shakes hands with Alex Bozza, chairman of the North Hempstead Town unit, upon successful negotiation of contract bring boosts averaging \$700. CSEA field representative George Peak, who assisted, looks on

Entries End Sept. 18

# Parkway Police Applicants Wanted In Westchester Cty.

Applications are being received up through Sept. 18 for the position of parkway patrolman for service with Westchester County at a salary range of \$8,020-\$10,060.

The exam will be held on Oct. 24. Candidates must have been legal residents of Westchester, Orange, Dutchess, Suffolk, New York, Queens, Nassau, Rockland, Putnam, or Bronx County for at least four months immediately preceding the written test. Those who are not Westchester residents must establish residence in the County at the time of appointment. Preference in appointment may be given legal residents of Westchester.

The age requirement asks that you be not less than 19 and more than 29. Eligibility for appointment begins when a candidate reaches his 20th birthday. Applicants who have been in Military Service may deduct time spent in the service, not

to exceed six years, from their natural age to qualify for the maximum age limit.

The education requirement is graduation from high school; possession of an equivalency diploma issued by a state education authority; or USAFI GED Certificate (high school level).

### Sound Physical State

You'll also need to be physically strong and active; free from all mental and physical defects, deformities or diseases; well proportion within the range of accepted standards; and have satisfactory hearing and eyesight without corrective lenses, total vision corrected to 20/20; be between 5'10" and

6'6", and weigh at least 160 pounds stripped, with weight in proportion to height, and be males.

Also noted is that candidates must possess an appropriate State driver's license. Conviction of a felony will bar and conviction of a misdemeanor or other offense may bar examination and appointment. Candidates who pass the written test will be required to pass qualifying medical and physical agility test. Failure on a qual-

## To Head Research At Kidney Institute

ALBANY—Ruth Leverett of Watervliet has been named senior research scientist in the State Health Dept.'s Kidney Disease Institute at \$14,821 a year.

ifying test will bar candidates from appointment

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

## 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 Application 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 Application 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, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

### STATE

**STATE** — Department of Civil Service, 1350 Ave. of Americas, N.Y. 10036, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

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

### FEDERAL

**FEDERAL** — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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

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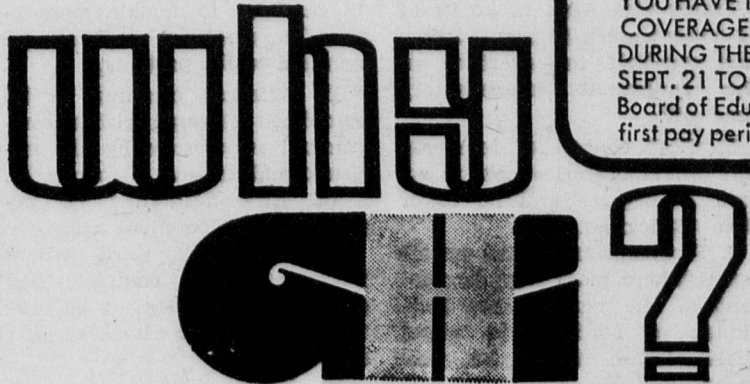
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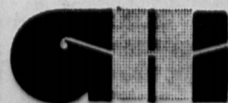
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# State Hospital Facilities Map Full-Fledged Drive For More X-Ray Techs

In response to an increasing crucial need plus an absence of adequate staffing, the 25 State hospital facilities which comprise health care centers under three separate departments have united their efforts to find available X-ray technicians.

Coordinating the joint campaign is the State Dept. of Civil Service, which reminds prospective technicians that filing will remain a continuous process, waiving the traditional deadline. Another item worthy of note: Entrants will have a voice in suggesting their preferences from among the many locations vying for candidates.

Pay rates vary: for instance, regular technicians start at \$5,775 while those who choose TB service units begin at \$6,115.

That salary is subject to a substantial boost, however, since a two-step pay raise of 14 percent is set to materialize in full as of April 1971. This boost also goes for the \$7,275 entrance salary offered in the promotional title of senior technician.

#### Training Outlined

Relevant coursework is re-

quired of all candidates, who must at minimum be 18 and hold a high school diploma or equivalency. The coursework calls for a two-year training program in X-ray technology, as administered in an official State-registered school. Appointees will also face physical exams to ascertain that they are in sound health themselves, in view of their public contact work.

Among potential facilities which utilize x-ray technology are hospitals under the the State Health Dept., Mental Hygiene Dept., and State University of New York. State hospitals are located in Binghamton, Bronx, Brooklyn Buffalo, Central Islip, Queens Village, Helms, Wingate, Poughkeepsie and Kings Park; also Marcy, Middletown, West Brentwood, Rochester, Rockland, Utica and Staten Island. Tuberculosis hospitals take in Homer Folks, Ray Brook, and Mt. Morris. There is also the Roswell Park Memorial Institute, Buffalo, and the Division of Labs and Research in Albany. Under the SUNY umbrella are the Downstate and Upstate Medical Centers, located in Brooklyn and Syracuse respectively.

It should be noted that the written exam will involve questions on: x-ray physics; radiographic techniques; darkroom chemistry; anatomy and physiology; radiation protection; radiation therapy; and ethics. Because candidates can be retested in six months, no formal appeal

## Seek Community College Grads To Fill Jobs Via Associate Careers Test

A vast panorama of job opportunities—some 34 titles in all—is presented to graduates of two-year community colleges by the State of New York. The Associate Careers Test is offered three times yearly: usually November, February and March.

Job offers cover a wide occupational terrain. They are subdivided into five distinct regions: engineering and related; agriculture and laboratory; accounting, business and clerical; data processing, and general. Virtually all titles specify a given subject area with the exception of the general job series.

Salaries are on the rise, due to the pact reached between the State Government and the Civil Service Employees Assn. Formerly, the range was \$5,600-7,970 to beginners; currently, another 6 percent is to be added on as of April, boosting the two-step increase by a total 14 percent. Fringes offered will feature 13-20 paid vacation; State-paid comprehensive health insurance and paid retirement plans, and promotional opportunities leading to titles which pay \$15,000 and higher.

Qualified applicants should be sure to acquire Exam Announcement No. 20-800 by writing: College Relations Unit, State Civil Service Dept., State Office Campus, Albany 12226. The booklet details job descriptions and lists the approximately 50 test centers Statewide where this exam is being conducted.

A complete listing of the titles making use of this test is provided below. Following the title name, the subject area specification appears.

#### Engineers and Related

Draftsman — Degree in any eng. or arch. tech incl. mech. drawing.

Electric Inspector Trainee — Degree in electronics, elec. or inst. tech.

Electronics Technician — Degree in eng. sci. or any civ. tech.

Engineering Materials Technician — Degree in eng. sci., civ. const., or eng. mat. tech.

Engineering Technician — Degree in eng. sci., civ. tech. geom. & trig.

Gas Tester — Degree in any eng. tech.

Junior Forest Surveyor — Degree in forestry or any eng. tech.

Gas Meter Tester — Degree in any eng. tech.

Automotive Safety Equipment

Analyst—Degree in auto. tech. or related.

Agriculture and Laboratory Milk Inspector Trainee — Degree in dairy tech. or ind.

Dairy Products Inspector Trainee—Degree in dairy tech. or ind.

Farm Products Inspector Trainee—Degree in ag. or food tech.

Food Inspector Trainee — degree in food tech. or related.

Laboratory Technician — Degree in med. lab. tech.

Meat Inspector Trainee—Degree in meat, food or dairy tech.

Dietitian Assistant—Degree in food svc. or hotel tech.

Horticultural Inspector Trainee—Degree in hort., agr., Forestry, ent. or plant path.

Laboratory Secretary—Degree in sec. science or related.

#### Accounting and Clerical

Milk Accounts Examiner Trainee—Degree in bus. ad. or agriculture.

Senior account clerk—Degree in bus. ad. or lib. arts.

Senior Audit Clerk—Degree in bus. ad. or lib. arts.

Tax Examiner Trainee — Degree in acctg.

U.I. Accounts Examiner—Degree in acctg.

Business Officer Trainee—Degree in bus. adm., acct., or related.

Purchasing Aide—Degree in bus. adm., acctg., or related.

Tax Collector — Any degree incl. bus. mgmt., finance, real est. or ins.

#### General

Rehabilitation Interviewer — Degree in any major.

Asst. Recreation Instructor Trainee—Degree in any major.

Occupation Therapy Trainee—Degree in any major.

Physical Therapy Trainee — Degree in any major.

Psychiatric Social Work Trainee—Degree in any major.

Psychology Trainee — Degree in any major.

#### Data Processing

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### Bklyn. Vets Hospital In Bid For Hygienist

A dental hygienist vacancy has been announced at the Veterans Administration Hospital, 800 Poly Place, Brooklyn, New York 11209, near the Verrazano-Narrows Bridge and adjacent to Ft. Hamilton. Starting salary is \$5,853 per annum (about \$112.00 a week). Applicants must have about 1½ years general experience which has provided some knowledge of nursing, hospital, medical, dental or scientific laboratory work, or knowledge of clinical routines and procedures plus six months experience in dental assistance to restorative, surgical or prosthetic dentistry. Fringe benefits include generous retirement program, life insurance and health benefits.

For further information call 886-6600, extension 389; or visit the hospital's personnel office.

### One-Way Route To Economy

ALBANY—When the State Thruway Authority joined with the State Bridge Authority and the Port of New York Authority in adopting a one-way toll-collection system, Thruway Chairman R. Burdell Bixby pledged that no Authority employees would lose his job, but the new system would result in operating economies.

or review is allowed. Further information is available in the appropriate exam announcement.

CIVIL SERVICE LEADER, Tuesday, September 15, 1970

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America's Largest Weekly for Public Employees

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

Tuesday, September 15, 1970

## Action On Pensions

**C**ONTRACTS worked out by the Civil Service Employees Assn. for the four biggest units of State government have proved of great benefit to State workers. An automatic raise is provided for next year, definite improvements have been made in working conditions that are now showing results, health insurance is now free, etc.

Some 1,000 delegates attending the 60th annual meeting of the Employees Association in Buffalo last week, however, don't want to wait until current contracts expire before getting some vast improvements in their retirement systems, both on the State and local level.

In order to eliminate the undesirable features of the so-called death gamble and to provide full pay after 40 years' service, half pay after 20 years service, and to tie retirees income to current salary grade levels, these CSEA delegates voted to ask the Legislature for these improvements as soon as possible.

The action was based on two thoughts—that the power of the Legislature is supreme and that Assemblymen and Senators should be willing to grant employees the same benefits they voted themselves in this field.

## Best Of Luck

**W**ELCOME back to New York City, Police Commissioner Patrick Murphy.

A product of the New York City civil service system and a former policeman, Commissioner Murphy returns from a similar position as Detroit Police Commissioner to head New York City's Finest.

Since he came from the ranks of the department, no one can know better the problems facing him and his men and we wish him the best of luck in his new endeavor.

### Governor Names Unit On Utility-Ecology Interrelationship

ALBANY—Governor Rockefeller has named State Senator Thomas F. McGowan of Buffalo as chairman of a nine-member Temporary State Commission on the Environmental Impact of Major Public Utility Facilities.

Other members include: Dr. John McHale, director of the Center of Integrative Studies, State University at Binghamton; Joseph C. Swidler, chairman of the State Public Service Commission; Henry L. Diamond, commissioner of the new State Dept. of Environmental Conservation.

State Senator John D. Caemerer of Mineola, Senator Jeremiah B. Bloom of New York

City, Assemblyman Joseph M. Margiotta of Uniondale, Assemblyman John T. Flack of Glendale and Assemblyman Peter A. Berle of New York City, will receive no salary as members.

### Rename Chief Waring To Coordinate State Police Training Unit

ALBANY — Lynbrook Police Chief Walter F. Waring has been reappointed chairman of the State Municipal Police Training Council.

Three other members, just reappointed, are: Schuyler County Sheriff Maurice F. Dean of Watkins Glen; State Police Superintendent William E. Kirwan Jr. of Cohoes and John F. Malone, assistant director of the FBI in New York City.

## Civil Service Television

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

Tuesday, Sept. 15

9:30 a.m. (color)—Around the Clock—NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 23, "Legal Aspect of Nursing." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—NYC Police Dept. training series.

Wednesday, Sept. 16

9:30 a.m. (color)—Around the Clock—NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 24, "Nurse & New Equipment." Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Direction of Streams." NYC Fire Dept. training program.

Thursday, Sept. 17

9:30 a.m. (color)—Around the Clock—NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 24, "Nurse & New Equipment." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—NYC Police Dept. training series.

Friday, Sept. 18

9:30 a.m. (color)—Around the Clock—NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—NYC Police Dept. training series.

Saturday, Sept. 19

7:00 p.m. (color)—On the Job—"Direction of Streams," New York City Fire Dept. training.

10:00 p.m. (color)—Urban Challenge — with Bronx Borough Pres. Robert Abrams.

Monday, Sept. 21

9:30 a.m. (color)—Around the Clock—NYC Police Dept. training series.

### All Is Fair In Training For Troopers

ALBANY—Ninety-one State Police recruits, now undergoing their basic training at the State Police Academy, were recruited to handle the biggest job of traffic supervision in the State recently — the State Fair at Syracuse.

The recruits were backed up by 88 regular troopers and ten counselors. Security and criminal matters were handled by a detail of 11 men from the Bureau of Criminal Investigation.

### Takes Another Hat

ALBANY — State Education Commissioner Ewald B. Nyquist has been named to the Board of Directors of the State Science and Technology Foundation.

## 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.

## Casualties Of Anarchy

**CIVIL SERVANTS** must not delude themselves into thinking they are not affected by the anarchy of violence exploding with more frequency than ever across the country.

**LIKE IT OR** not, the well-being of all civil servants is at stake whether they are in the line of fire or not.

**WHAT THE BOMBERS** and assassins are saying is this:

**"WE'RE OUT TO** destroy the Establishment and everyone who is part of that Establishment!"

**WELL, CIVIL SERVANTS** are a very important part of the Establishment. Civil servants comprise the human adhesive keeping orderly government viable and in one piece.

**THE ANARCHISTS** are thumbing their noses at everyone in the Establishment. Those in the front line of defense are catching the bullets, the bombs and the rocks.

**THAT IS WHY** civil service police officers are such frequent casualties.

**THE FACT THAT** most civil servants are in echelons further back from the firing line does not mean they are not targets.

**EACH TIME AN** incident of violence occurs, the anarchists are tearing down another support of government and striking another blow against general confidence in government and its ability to withstand their attacks.

**THIS INCREASING** violence erodes civil service public relations because people wonder whether government is capable of protecting them from these very clear and present dangers.

**THIS IS NOT** a happy picture we are painting. It is just as dark, somber and unpleasant as our first warning of this new anarchy in our column of Nov. 28, 1967.

**THERE HAVE BEEN** additional "alerts" in this column, including one on May 20, 1969, when we reported on the campus violence by the "college mafia" and the disturbing fact that these bands of depredators seemed to enjoy an immunity from prosecution.

**WE WANT TO** make certain that our readers, particularly those seemingly far from the scene of direct action, do not lapse into a false sense of security.

**EVERY CIVIL SERVANT** has a stake, including his job, in fighting against this new anarchy and preventing it from destroying all of us.

## SOCIAL SECURITY



Questions and Answers

More than seven million young Americans age 18 to 22 will return to classrooms this Fall. Social security benefit checks will be going along with more than 500,000 of these students, Hyman Slegel, social security district manager has declared.

These 500,000 students receive cash social security payments totaling some \$45 million each month. They are the dependent children of workers who have retired, died or become severely disabled. Their student benefits continue until they turn 22 if they remain unmarried and in school full-time.

As a matter of fact, Slegel added, social security benefits paid to students add up to more than the scholarships at all the colleges and universities in the country.

"Too often, many families look at social security as a program that provides money only for retirement. But, last year more than a quarter billion dollars a month was paid in benefits to

nearly four million children from pre-schoolers to college seniors," the district manager said.

If a student believes he may be eligible for benefits, he should apply at his nearest social security office. He will need to supply the following information: name and address of the school, date of attendance during the past year (for any retroactive benefits), any student identification card, number of credit hours carried (for college, junior college and university students), and date of return to school full-time.

**I'll be 18 soon, but I'll still be going to school. What must I do to keep getting social security payments?**

A questionnaire will be mailed to you some time during the five months before you're 18. This questionnaire asks if you plan to continue in school after 18, where you will go to school and if you'll be working while you're a student. To get your checks without interruption, complete the questionnaire as soon as your plans for attending school are definite. If you don't receive a questionnaire, visit your social security office and give them the necessary information about your school plans.

## Sawyer Selected As Regents Sec.

ALBANY—Richard J. Sawyer is the new Secretary to the State Board of Regents. He is a cum laude graduate of Brooklyn College with a doctorate from Columbia University.

Sawyer is administrator for the Regents and serves as the liaison between the Regents and the State education commissioner. Prior to the new \$22,740 appointment, he was chief of the Bureau of College Evaluation for the department and personally evaluated over 50 institutions of higher learning in 1966.

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To Attorney General of the State of  
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County of New York; and the heirs at  
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LAURA HILL JONES, deceased, if living,  
and if any of them be dead to their  
heirs at law, next of kin, distributees,  
legatees, executors, administrators, as-  
signees and successors in interest whose  
names are unknown and cannot be as-  
certained after due diligence.

YOU ARE HEREBY CITED TO  
SHOW CAUSE before the Surrogate's  
Court, New York County, at Room 504  
in the Hall of Records in the County of  
New York, New York, on September  
28, 1970 at 10:00 A.M., why a certain  
writing dated October 29, 1964 which  
has been offered for probate by John E.  
Duetsch, residing at 11 Pond Hill Road,  
Convent, New Jersey 07961, should not  
be probated as the last Will and Testa-  
ment, relating to real and personal prop-  
erty, of Laura Hill Jones, Deceased,  
who was at the time of her death a  
resident of 4960 Broadway, in the  
County of New York, New York.  
Dated, Attested and Sealed,  
August 10, 1970.

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

Name of Attorney Morris & McVeigh,  
Tel. No. 688-5321. Address of Attorney:  
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10022.

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object to the relief requested. You have  
a right to have an attorney-at-law ap-  
pear for you.

# H.I.P.'s

## AUTOMATED MULTIPHASIC HEALTH TESTING OPENS NEW ERA OF COMPREHENSIVE HEALTH CARE NEW ENROLLEES FIRST TO PARTICIPATE MPT CENTER WILL USE SPACEAGE COMPUTERS

H.I.P.'s MPT Center will open November 1970 on Fifth Avenue.

The MPT Center will be H.I.P.'s new facility for automated multiphasic health testing.

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Adults joining H.I.P. will have the first opportunity of participating in the MPT Tests at the Fifth Avenue Center so that your personal physician will have a detailed health record from the onset. Initially, participation will be limited to new enrollees.

More details on the MPT Center will follow in these pages, the press, radio and TV.

## HEALTH PLAN REOPENER:

Board of Education

Sept. 14 - Oct. 14, 1970

General City Employees

Sept. 21 - Oct. 16, 1970



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



**ATTENTIVE** — Seen here listening to one of the speech makers at the CSEA delegate session last week are, seated, Gov. Nelson A.

Rockefeller, Solomon Bendet, CSEA second vice-president, Dr. Theodore C. Wenzl, CSEA president, and, standing, Irving Flaumenbaum, CSEA first vice-president.

## Rockefeller And Goldberg Campaign At Convention

(Continued from Page 3)  
of the merit system."

Levitt and Lefkowitz left the spotlight to the top contenders but, nevertheless, drew warm applause from the delegates after brief speeches.

The CSEA maintained its traditional policy of not endorsing political candidates.

Following is the complete text of the Rockefeller and Goldberg addresses.

### Rockefeller

"When I step before this audience, I know I'm talking to one of the most important and effective public employee organizations in the United States;

"—and I'm proud that it's a New York State organization.

"I note, also, that at one time, men from other organizations came into the State from 17 other areas to try to win you over—but you prevailed.

"Your leading position grows out of the leadership represented here today;

"—from the delegates and officers of local chapters right on to the top—in your able and effective President Ted Wenzl and other State officers.

"You have weathered a terribly difficult period of transition, and you have come through with flying colors.

"I compliment everyone of you. For me, this is that season, every four years, when I kind of wish my job was in the classified service.

"I suppose the way to look at this coming election is something like your annual performance rating;

"—except that I get rated by about 7,000,000 supervisors.

"I understand another candidate for the job will be here to speak to you tomorrow — Arthur Goldberg.

"I like to think of Arthur as being on the open competitive list—and myself on the inter-departmental list.

"One of the points you'll cer-

incumbent has served the civil service.

"That's important because, ultimately, it's the quality of the civil service that decides the quality of public service.

"Since deeds are still more persuasive than words, let's compare for a moment, the person who came to work for the State in 1958 with the person who came to work in 1970.

"Compare the average salary of all State employees; \$4,535 in 1958—\$8,400 today, up 85 percent.

"Of course, the cost of living has gone up steadily during that period, too.

"But State salaries have not only kept pace; they have been raised further to bring them generally into line with salaries of your counterparts in the private sector.

"There have been State salary increases in eight of the 11 years this administration has been in office.

"And in 1958, if you left State service even one year from retirement—that was just too bad.

"Your retirement went down the drain.

"Today, your pension is vested after 10 years—and it's all contributed by State—the first major public pension system in the country to be made non-contributory.

"The list of gains since 1958 is long;

"—overtime pay, cost of living increases for retirees, the career retirement plan, free health insurance, with a major dental insurance plan beginning next year;

"—to mention some examples.

"What you have done is interesting, but let's face it, ladies and gentlemen, it's what you are going to do that counts.

"So, those of you with long careers in the service of the State can point to a different kind of career service today;

"—a service that respects the dignity and value of public employment;

that employment accordingly.

"I don't point out these impressive advances solely as achievements of this administration.

"These are advances that you have won.

"They have been won by employees willing to give their own time and their talents to go out and fight for a better deal for their fellow workers.

"And your presence here today is proof of the confidence that each of you has earned from your fellow employees.

So my hat is off to you—the delegates and officers of the Civil Service Employees Assn.

"I also congratulate you on your impressive victories in the State and many other local representational elections.

"Whoever wins them, these local elections dramatize the impact of the Taylor Law on local public employee and management relations.

"I know that almost half of you here today are delegates of local employee organizations.

"And I am pleased that the health and retirement gains I spoke of earlier benefit your members, too.

"But, I am especially pleased that the Taylor Law is giving you such an effective bargaining instrument to improve your employment conditions.

"As far as I'm concerned, the best government in this country is the government closest to the people and that is local government.

"And, on all levels of government, the Taylor Law has proved itself practical, workable and valuable.

"It has enabled us to work out contracts in which mandates are not handed down from on high;

"—but, rather, are worked out between us together.

"I think it's fair to say that in this administration you have found a sympathetic response.

"I think it's fair to say you've found elective leaders who share your own high opinion of the

career civil service.

"And I think it's fair to say you've found an administration willing to work with you to win the greatest advances for State employees in the State's 182-year history.

"And so I am happy to this chance to drop by today to offer my thanks for what you have done to make New York State government synonymous with good government.

"This is an example of government and government employees working together to find solutions to our problems.

"Take for example the important topic of ecology. New York was in the forefront some years ago when we passed a 'Pure Water Bond Issue.'

"Now we are in the field of pesticides. These chemicals find their way into our pure water supply and we have had to ban the taking of fish from certain bodies of water. We have found the sources of these pollutants and we have cut down the volume to a small percentage. And we will soon become completely successful in our endeavors.

"Civil service scientists, working together with State officials have recently discovered an alternative to pesticides which cause no pollution but yet solve the problems of farmers plagued with an abundance of moths.

"This, as I said, is government working with government employees for the common good.

"I have enjoyed working with you.

"And it's a pleasure I would gladly extend—through many more negotiating sessions.

**Goldberg**  
"As members of the Civil Service Employees Assn., you come from all parts of the state. Your skills and training differ, your ethnic backgrounds differ, your economic circumstances differ.

"But you have a great deal in common. We hear a lot today about the silent majority, yet the fact is that there is a very real majority in our state and in our country—the overwhelming number of Americans whose family incomes fall below \$10,000—which is having a very difficult time of it these days.

"This majority suffers from run-away inflation, which has not been curbed despite all the optimistic talk from Washington. The ravages of inflation have a special impact on public employees. You are a group of employees whose income has for decades lagged behind your counterparts in the private sector as much as 30 percent or 40 percent. To the present day, you have not achieved even the semblance of parity. And you are falling further behind in the current sharp spurt of inflation. We all know that six, seven, or even eight percent increases hardly keep up the loss of buying power and certainly provide no opportunity for the increased standard of living that you have a right to expect.

"It has always been my philosophy that government employees should have, as nearly as can be achieved, the same benefits and rights as employees in private industry.

"What is the most important factor in your failure to achieve parity? We all know that the only way you will achieve it is by having the substance and not just the form of collective bargaining. There is nothing in the idea of collective bargaining that

vice. That was our premise when President Kennedy in 1961 signed, on my recommendation, the first Executive Order permitting collective bargaining for federal employees.

"I do not believe that government employees can be treated like second-hand citizens. They too are entitled to the benefits of collective bargaining, which they have never been fully accorded.

"I am not willing to endorse a State law that encourages anti-labor injunctions, discourages collective bargaining, and sanctions the jailing of those who lead unions of government employees. If I am elected, the Taylor Law will be replaced by a law that mandates genuine collective bargaining for government employees while at the same time protecting the public interest when there is a real danger to the health and safety of the State, just as the public interest must be protected when a dispute in the private sector presents a real emergency. And in that law, when arbitration is agreed upon in a dispute between State and local government and government employees, the practice of private industry should be followed—the union should have a voice, along with the employer, in choosing the arbitrator. I cannot support the view that this choice should be made unilaterally by the employer.

"But you are part of a larger majority, too. And that majority is now threatened by a growing recession which is throwing millions out of work even as prices continue to rise.

"There are those who say that the Governor of New York should not concern himself with these problems. In fact, the Governor of New York himself says he should not concern himself with these problems. Inflation, recession, an overheated economy that is being cooled off at the expense of working people, unemployment rates that inch toward the brink of disaster, cost of living indexes that have reached the brink of disaster—these are national issues, we are told; the Governor can deal only with State issues, we are told.

"I do not believe the Governor of New York is incapable of affecting national policy. He can and should be a powerful voice for sane economic policies—for an end to tight money, to calculated slowdowns, to excessive military spending, and to a restoration of sensible priorities in our federal budget. The State of New York has a direct interest here—for we are now seeing that State revenues suffer in time of recession.

"And there are things the Governor can do in this State to ease the plight of the consumer and provide some relief from high prices. He can fight to keep State taxes in line, instead of promising not to raise them while imposing increases in non-election years. He can maintain adequate levels of State school aid, instead of sponsoring cutbacks that have fostered an average 17 percent increase in local property taxes. He can impose strong State regulation on the health care industry, which has been the greatest single source of increased prices. He can create a department of consumer affairs to regulate the repair business, the furniture store, and the landlord. He can establish a State unit pricing law, to help housewives find the hidden bargains



# Delegates Keep Their Cool Over Several Hot Issues

(Continued from Page 1)

automatically when the salary grade at which he retired was raised.

The latter section of the proposal would work this way. If an employee had retired five years ago with his pension based on a salary of \$8,000 and that title and salary grade increased to \$10,000 over the five years, the percentage of his pension would now be based on the higher figure. Thus, retired employees would have built in protection against inflation from the day they left public service.

Bendet first made his proposals at a meeting of the New York City chapter and they were later backed by the Metropolitan and Long Island CSEA Conferences. Delegates gave overwhelming approval to the resolution.

## Death Gamble

Numerous delegates demanded that State and local government employees be granted the same treatment on the so-called "death gamble" that members of the Legislature voted for themselves earlier this year. Dr. Theodore C. Wenzl, CSEA president, called for "an end to the double standard the Legislature imposes on public employees. We're not asking for more than they got; we just want the same benefits and we are entitled to them."

Also speaking out on retirement proposals was S. Samuel Borrelly, chairman of the CSEA County Executive Committee. Borrelly declared that strong action in the Legislature was necessary for pension improvements in political subdivisions. "More of this legislation must be mandated rather than made permissive," he said, "because too many local government agencies simply won't move in this area unless the law forces them to do so."

## Contract Violations

One of the hottest topics at the convention was alleged violations of the four work contracts negotiated by the CSEA in the biggest units of State government. Mrs. Julia Duffy, a Mental Hygiene Department representative, charged that violations were particularly heavy in her department. She cited numerous instances of hospital directors failing to deal

exclusively with the Employees Association on employee problems; of not following new rules on working conditions, and with failure, in some instances, to even discuss worker difficulties.

Payment for overtime work was another topic vigorously discussed. Delegates from several State departments complained either that overtime wasn't being paid or wasn't being allowed, as provided for in the contractual obligations.

## Welfare Fund

In another area, George Koch, president of the Long Island Conference, submitted an expanded proposal on the establishment of a welfare fund. Not only did he ask for a payment of \$500 for each State employee into a fund to be administered by the Employees Association but also asked that the Legislature mandate a similar fund for local government employees.

Koch noted that "this is the first year of our work contracts with the State and there were bound to be some holes in the agreements that could not be seen at first. That is no reason, however, for us not to plug those holes until 1972. The Legislature is still supreme and we have every right to go back to them for benefits that were overlooked the first time out."

At the end of the business part of the meeting, Dr. Wenzl praised the delegates for their unified approach to solving employee problems and mapping new goals for the future. "It is this kind of harmony that has put us on top and it is this kind of harmony that is going to keep us there."

The 60th annual meeting, held at the Statler Hilton Hotel, ended with a dinner at which State Senate Majority Leader Earl Brydges was the speaker. With his well-known mixture of solemnity and story telling, he ended the event for the delegates in a highly entertaining fashion.

## Roswell Expands

ALBANY—Roswell Park Memorial Institute in Buffalo is getting a new Research Studies Center, the first phase in a Roswell Park community project.

## A Stirring Moment

The piano player failed to show up at the dinner attended by delegates to the 60th annual meeting of the Civil Service Employees Assn. so Edward Joseph, toastmaster for the event, said he would lead in the singing of "The Star Spangled Banner" without accompaniment. He was soon joined by nearly a thousand other voices and the result was a very stirring moment for everybody.

## 9½% Pay Hike Set For Syosset S.D.; New Fringes Won

MINEOLA — A nine and one-half percent pay boost, fringe benefits and clarification of work rules has been won by the Syosset School District unit of the Nassau chapter, Civil Service Employees Assn.

The issue of salaries will be reopenable in the second year of the two-year pact.

The package also brings increased hospitalization contributions, sick time, call-back overtime and longevity payments of \$400 in the 10th year, \$700 in the 15th and \$1,000 in the 20th.

CSEA also won a complete revision of working rules. Three CSEA delegates participated in establishing a holiday schedule including 16 holidays and two conference days in the 1970-71 school year.

## For Jeff. Cty. Deputies

## Win Referendum On Right To CS Status

WATERTOWN—Jefferson County sheriff's office criminal deputies have finally gained a public hearing and a promise from the Board of Supervisors that a move to place them under the protective umbrella of civil service will be part of the November general election.

The deputies, about 35 of them, have tried unsuccessfully for years to win civil service status. Now they have the ear of County officials who have decreed that constitutional requirements be followed—meaning a public hearing and referendum of the voters.

The new program, if voted in November, would affect all Sheriff's Department personnel except Sheriff Robert B. Chaufy, Undersheriff Kenneth Carr and Arthur Sprague, civil deputy.

If and when the Board of Supervisors acts, those eligible for civil service recognition would not have to take competitive examinations.

The proposed amendment to County law has been introduced by Supervisor Grant B. Northrop, Antwerp, and seconded by Supervisors Edward E. Cobb, Jr., Hounsfield; W. Douglas Howland, ninth ward, and Richard L. Terrell, fourth ward.

## Marked By Medallion

ALBANY—Governor Rockefeller has received a medallion on the 50th anniversary of cooperative Federal-State vocational rehabilitation programs.



**ATTACK ORAL EXAMS** — Samuel Grossfeld, president of the Rochester chapter, is seen as he urged CSEA delegates to support a motion calling for an end to oral examinations in public employment. Grossfeld charged that the oral exams were used only to circumvent the merit system. The motion was overwhelmingly adopted.



**GREETINGS** — Arthur Goldberg, Democratic contender in this year's gubernatorial race, is welcomed to the 60th annual meeting of the Civil Service Employees Assn. by the organization's president, Dr. Theodore C. Wenzl.



**CONTENDER** — Adam Walinsky, at microphone, the Democratic contender for the office of State Attorney General, is seen as he spoke to delegates at the 60th annual CSEA meeting held last week in Buffalo.



**WELCOME** — Governor Rockefeller, right, is seen as he was welcomed to the delegate session of the Civil Service Employees Assn. by Richard Tarmey, CSEA fourth vice-president.

# Eligibles on State and County Lists

**OPTION — ASST CIVIL ENGR**

- 1 Edwards R Mechanicvil 92.7
- 2 Idzi R Oriskany Fls 92.3
- 3 Diococo J Schenectady 89.6
- 4 Bellmann N Bellmore 88.6
- 5 Cusumano J Lindenhurst 88.6
- 6 Ordway P Albany 98.5
- 7 Honey J Salamanca 88.1
- 8 Semprevio R Gloversville 87.4
- 9 Kuchark M Broadalbin 87.0
- 10 Marcucci R Rotterdam 86.7
- 11 Scalfari L Newburgh 85.8
- 12 Pilipezuk W Utica 85.7
- 13 Comins C Camden 85.3
- 14 Tolan J Canisted 84.8
- 15 Pasquale W Binghamton 84.7
- 16 Boone A Schoharie 84.7
- 17 Alexander F Buffalo 84.2
- 18 Degen K East Islip 83.8
- 19 Schlecht G Floral Pk 83.8
- 20 Morrock F Utica 83.5
- 21 Hollandt R Utica 83.4
- 22 Shillinglaw P Schenectady 83.4
- 23 Falcone D Huntington 82.9
- 24 Galiski J Florida 82.9
- 25 Gregor E Rochester 82.9
- 26 Drezelo P Poughkeepsie 82.7
- 27 Petrie G Clark Mills 82.5
- 28 Ladage L Middle Vill 82.5
- 29 Dodds D Schenectady 82.5
- 30 Leary R Cheektowaga 82.3
- 31 Renaud D Albany 82.3
- 32 Mellett T Bklyn 82.2
- 33 Tschampel R Orchard Pk 82.2
- 34 Galea A Elnora 82.1
- 35 Morrison K New Paltz 82.0
- 36 Tiemann K Frankfort 81.9
- 37 Weaver R Watertown 81.5
- 38 Iori W Poughkeepsie 81.5
- 39 Kapperman C Cheektowaga 81.4
- 40 Poirier P Watervliet 81.3
- 41 Smith S Albany 80.8

- 42 Lewis G Poughkeepsie 80.7
- 43 Ahrens L Johnson City 80.6
- 44 Pasquini J Nassau 80.5
- 45 Sorento C Gloversville 80.4
- 46 Bosco I Kingston 80.4
- 47 Fleischmann R Patchogue 80.1
- 48 Whitaker J Kingston 80.0
- 49 Tremper R Callicoon Ct 79.9
- 50 Cotton P Rensselaer 79.9
- 51 Elliott R Syracuse 79.7
- 52 Hawron M Cohoes 79.7
- 53 Henault P Watertown 79.3
- 54 Brakman R Bklyn 79.3
- 55 MacMillen J Cheektowaga 79.1
- 56 Pornbeck P Binghamton 78.9
- 57 Longwell C Hauppauge 78.5
- 58 Miller R Deruyter 78.4
- 59 Ekholm J Hancock 78.2
- 60 Walczak C Newburgh 78.0
- 61 Amsler D Albany 77.8
- 62 Sheridan J Rensselaer 77.8
- 63 Ofie L Albany 77.6
- 64 Bouchard G Glen Fls 77.5
- 65 Graham D Hornell 77.2
- 67 Young R Tonawanda 77.2
- 68 Connery J Albany 77.2
- 69 Wayman R Sayville 77.1
- 70 Zimmer F Poughkeepsie 76.8
- 71 Jenkins S Rochester 76.8
- 72 Vanderbunt C Greene 76.5
- 73 Wohlscheid T Glenmont 76.3
- 74 Metz D Cheektowaga 76.3
- 75 Dolgos F Norwich 76.2
- 76 O'Brien J Endwell 75.9
- 77 Tazuel D Burnt Hills 75.7
- 78 Shane S Cornwall 75.4
- 79 Clark B Johnsonburg 75.3
- 80 Ward E Holbrook 75.3
- 81 Chapman R Castile 75.2
- 82 Bowen S Rensselaer 75.2
- 83 Streeter M Canistota 75.1
- 84 Barrows V Schenectady 75.0
- 85 O'Donoghue P Watervliet 74.9
- 86 Jarolem M Flushing 74.7
- 87 Rubin J NY 74.7

- 22 Meyers H Rochester 80.0
- 23 Rowland D Latham 79.9
- 24 Downing P Roselle NJ 79.5
- 25 Fusco B Lancaster 79.0
- 26 McCarthy T Henrietta 79.0
- 27 Hess M Bklyn 78.9
- 28 Finer R Fairview NJ 78.8
- 29 Morabito S Allendale NJ 78.8
- 30 Dempsey T Fairport 78.7
- 31 Reilly C Bx 78.7
- 32 Osborne J Troy 78.7
- 33 Lipschitz M Bklyn 78.5
- 34 Tackaberry W Closter NJ 78.3
- 35 Peterson R Bklyn 78.2
- 36 Ashdawn J Hamburg 78.1
- 37 Adee R Briarcliff Mnr 78.1
- 38 Walpole J Hempstead 78.0
- 39 Tiedemann C Commack 77.8
- 40 Sardo A Spring Val 77.8
- 41 Martin A Bklyn 77.7
- 42 Kneissl W Castleton 77.5
- 43 Oneill E Emerson NJ 77.2
- 44 Stolt W Hicksville 77.0
- 45 Depaulis D Englishtown 76.8
- 46 Kayser J Jersey Ct NJ 76.8
- 47 Shapero H Arverne 76.7
- 48 Elkin S Bklyn 76.1

- 44 Foley I Albany 76.1
- 45 Harlop N Albany 75.7
- 46 Burns F Schenectady 75.2
- 47 Zimmerman G Bklyn 75.2
- 48 Cooke R Albany 75.2

### OPTION — DESK LIEUTENANT TONAWANDA, ERIE CO.

- 1 Lieder L Kenmore 97.8
- 2 Werner D Hiler 96.1
- 3 Thorp H Tonawanda 95.6
- 4 Laufer C Kenmore 94.3
- 5 Walters W Tonawanda 92.8
- 6 Keleher T Kenmore 92.8
- 7 Keleman J Tonawanda 92.2
- 8 Bedient N Tonawanda 92.0
- 9 Horwath P Kenmore 91.3
- 10 Casey W Tonawanda 89.8
- 11 Solleder J Kenmore 89.8
- 12 Preble W Kenmore 89.8
- 13 Berlinghoff Tonawanda 89.9
- 14 Strusa G Buffalo 88.8
- 15 Korodi A Tonawanda 88.8
- 16 Evans D Kenmore 88.1
- 17 Rowland R Kenmore 87.1
- 18 Zegger H Kenmore 85.5
- 19 Gerspach R Tonawanda 85.5
- 20 Berlinghoff R Tonawanda 84.0
- 21 Quinn L Kenmore 83.2
- 22 Loveric T Kenmore 82.7
- 23 Daley V Kenmore 82.3
- 24 Manzella C Kenmore 81.1
- 25 Smith E Tonawanda 80.8
- 26 Duscher R Kenmore 80.1
- 27 Hark R Kenmore 80.1
- 28 Ihle V Kenmore 80.0
- 29 Pawlak T Tonawanda 79.8
- 30 Miller D Kenmore 78.0
- 31 Klaus J Tonawanda 77.7
- 32 Mayer R Kenmore 77.2

### OPTION — SR CMPTR SYSTEMS ANALYST

- 1 Kelly D Schenectady 95.5
- 2 Konkol E Latham 93.9
- 3 Dunworth R Albany 92.5
- 4 McDermott J Delmar 91.1
- 5 Allen W Albany 90.9
- 6 Fuller R Delmar 90.0
- 7 Neeb J Tonawanda 90.0
- 8 Noonan B Valatie 88.5
- 9 Kenyon L Rome 87.9
- 10 Panichi B Wyncatskill 87.3
- 11 Zerdian J NY 87.2
- 12 Darrah J Albany 86.7
- 13 Trek C Albany 86.2
- 14 Helmes R Albany 86.1
- 15 Breslin C Albany 85.7
- 16 Keys L Albany 85.6
- 17 Northway J Scotia 85.3
- 18 Shalen L Cohoes 85.3
- 19 Olsen W Rexford 84.3
- 20 Seaman T Gilbertsvil 83.3
- 21 Dushman J Bklyn 82.2
- 22 Lymburner R Latham 82.1
- 23 Patzinger V Albany 80.9
- 24 Broadwater A Albany 80.5
- 25 Harrison C Troy 80.3
- 26 Syrett R Delmar 80.3
- 27 Walsler J Albany 80.1
- 28 Down J Latham 79.7
- 29 Roberts B Schenectady 78.9
- 30 Waldenmaier G Albany 78.3
- 31 Patterson J Rensselaer 78.3
- 32 Mahar O Albany 78.1
- 33 Wood P Latham 78.1
- 34 Booth P Schenectady 77.9
- 35 Dinon B Troy 77.8
- 36 Rooney M Mechanicvil 77.3
- 37 Noonan G Scotia 77.3
- 38 Frank M Albany 77.1
- 39 Bruno P Mechanicvil 76.9
- 40 Gancilla J Albany 76.6
- 41 Kane J Albany 76.6
- 42 Jones E Albany 76.6
- 43 Moon J Schenectady 76.3

### ASST DIST TAX SUPVR

**Option 1**

- 1 Reisman J Bklyn 94.0
- 2 Leffer B Mineola 92.2
- 3 Cahill J Grand Isl 90.5
- 4 Simon N Masspequa Pk 89.0
- 5 Raskin A Albany 87.2
- 6 Usberg B Rego Pk 86.0
- 7 Kern S Hartsdale 86.0
- 8 Connolly J Schenectady 84.5
- 9 Kogan M Bklyn 84.3
- 10 Meyers B Floral Pk 82.7
- 11 Newman L Albany 78.7

### OPTION — ASSOC CONSL MIN GRPS

- 1 Fettner D Queens Vill 92.0
- 2 Hershey P Bklyn 92.0
- 3 Novello N Peekskill 89.0
- 4 Rimberg E Syracuse 87.8
- 5 Gittens L St Albans 85.2
- 6 Murphy A Bx 83.0
- 7 Krashes H Bayside 83.0
- 8 Johnson E NYC 81.5
- 9 Lewin W Bx 80.0
- 10 Speiser M Mt Vernon 78.5

### OPTION — ASSOC EMPLOY CONSULTANT

- 1 Sayetta S NY 94.9
- 2 Rimberg E Syracuse 90.8
- 3 Krashes H Bayside 90.0
- 4 Smith J Albany 89.8
- 5 Altman A NY 83.0
- 6 Stein S Whitestone 81.4
- 7 Weiss A Bx 81.0
- 8 Horwitz A Albany 79.6
- 9 Rafferty W Ramsey NJ 79.0
- 10 Dolson K Mt Vernon 78.5

### OPTION — ASSOC PARI MUTL EXAM

- 1 Connelly A New Hyde Pk 97.0
- 2 Nugent C Seaford 92.1
- 3 Podmajersky G Fultonville 91.8
- 4 Dineen J East Meadow 81.0
- 5 Coffinas T Bklyn 78.9

### POLICE CAPTAIN — ERIE CO.

- 1 McDonough R Kenmore 89.9
- 2 Schultz N Tonawanda 88.7
- 3 Hirschbeck A Kenmore 86.5
- 4 Cornell G Kenmore 86.4
- 5 Haywood E Kenmore 85.3
- 6 Jewell T Tonawanda 80.7

### ASST DIST TAX SUPVR

**OPTION 2**

- 1 Kirk R Baldwinsvil 84.5
- 2 Blumenthal B Albany 82.0
- 3 Weishaar J Delmar 80.1
- 4 Mortman D Bklyn 79.7

### COURT CLERK I

**NEW YORK COUNTY CLERKS OFF**

- 1 Bitterbaum H Bayside 91.0
- 2 Davis P NY 88.0
- 3 Repole A NY 87.0
- 4 Young G NY 81.0
- 5 Caruso N Bklyn 79.0
- 6 Brennan J Bx 77.9

### COURT CLERK I

**BRONX COUNTY CLERKS OFFICE**

- 1 Fields L Bx 97.9
- 2 Lambert K Yonkers 94.8

### COURT CLERK I

**QUEENS COUNTY CLERKS OFFICE**

- 1 Rubin J Bayside 87.9

### OPTION — ASSOC OCCUPATNL ANALYST

- 1 Rosenzweig M Bayside 102.5
- 2 Carmichael L Dewitt 93.0
- 3 Lyon C Syracuse 90.3
- 4 Gordon M Bklyn 87.5
- 5 Levy E NY 85.7
- 6 Sachs S Bklyn 84.0
- 7 Jones C Auburn 82.5
- 8 Hershey P Bklyn 80.0
- 9 Witte H Bx 79.5
- 10 Byrnes H Sunnyside 78.4

### OPTION — ASSOC PLANNER

- 1 Cummings M Schenectady 86.2
- 2 McGowan T Altamont 85.0
- 3 Greenwald W Slingerlands 84.1
- 4 Swanson S Albany 80.1
- 5 Ludwig R Buffalo 80.1
- 6 Seibert D Delmar 76.3
- 7 Comfort K Latham 76.2
- 8 O'Dell D Albany 75.2

### CHIEF, BUREAU OF CONTINUING EDUCATION CURRICULUM DEVELOPMENT G-28

- 1 Bothamley H Schenectady 82.6

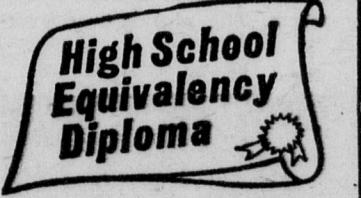
### OPTION — CHIEF MEAT INSP

- 1 Duane F Albany 79.8
- 2 White W Cowlesville 79.4
- 3 Richardson C Rochester 75.2

### DIRECTOR OF MOTOR VEHICLE PROGRAM DEVELOPMENT G-34

- 1 Weaver S Elnora 90.8
- 2 Banfi M Albany 90.0
- 4 Reppenhagen T Albany 78.5

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### Omit Qualifications For Switchboard Jobs Out On Long Island

To fill the gap for switchboard operators in Suffolk County, you won't be confronted with any education or experience requirements whatsoever. Living in that county, moreover, is not necessary either.

Continuous examinations are administered on the first and third Monday of each month by the Suffolk County Civil Service Dept. in Riverhead. Examination success depends on a written test, with questions on: reading comprehension; vocabulary; arithmetic; office practices; English, and general information. Applicants who fail this exam will be allowed a retest after a two-month interval.

The usual biweekly pay scale starts at \$194, varying according to town. Also, a special test is offered in the American Legion Hall in Bay Shore the second Monday of each month. For more information, acquaint yourself with the exam notice, which you can obtain by calling: (516) PA 7-4700. Ask for Ext. 249.

### Suffolk Suggests Pair Of Qualifying Options For Key Punch Posts

Those competing for the continuously open posts of key punch operator have two qualifying options, declares the Suffolk County Civil Service Dept. in Riverhead. First, however, you have to prove your skills on a five-part written test, incorporating items like reading comprehension, vocabulary, arithmetic, office practices and English.

In the aftermath, you can take

option A to be scheduled for the performance test as soon as possible. Those who pass this will be put on a continuous eligible list in order of grade. Option B permits successful written test candidates to be appointed and have up to ten weeks to take the performance test, calling for a speed of 53 strokes per minute. Written tests are given the first and third Mondays each month in Riverhead.

The usual starting salary for these jobs is a biweekly \$194. Pay does vary by jurisdiction, however. Legal residence is not required, nor is any minimum education or experience. Contact the Department at the County Center, Riverhead, for further details.

### Bid Budget Analyst For Syracuse Post File Before Sept. 23

Candidates keenly interested in becoming a budget analyst III with the City of Syracuse will have until Sept. 23 to apply for consideration on the Oct. 24 exam. The opening has indicated pay range of \$8,010-9,730.

Applicants, however, must show evidence of possessing a four-year college degree plus two years of backlog in budget preparation. Deemed acceptable, also, will be a master's in public administration, business administration or finance. The exam scope will be highly diversified; expect, therefore, questions on budgeting principles, administration; research and statistical methods, and preparation of written material.

Candidacy will be confined to Onondaga County residents, who should contact the County Personnel Dept. 204 Public Safety Bldg., Syracuse. In so filing, ask for Bulletin No. 62869.

### Onondaga Offering Account Clerk Job

Up through Sept. 23, filing continues to fill a sole vacancy for account clerk III with the Syracuse Bureau of Accounts, at the pay scale of \$5,590-\$6,880. Needed to qualify are high school graduation plus five years in the bookkeeping field or a satisfactory equivalent, as far as training and experience.

Duties assigned will focus on "difficult and specialized clerical work involving the keeping of a complex set of financial accounts and records." Accordingly, the Oct. 24 test will query you on elementary accounting; arithmetic; interpretation of written material, and general office practices.

Applicants should be legal residents of the County. In seeking further data, contact: Onondaga Cty. Department of Personnel, 204 Public Safety Bldg., Syracuse.

### Indus. Research Role

ALBANY—James G. Cline has been named a member of the State Advisory Council for the Advancement of Industrial Research and Development. He is chairman of the State Atomic and Space Development Authority.

### Health Personnel Post

ALBANY—Noel Bonacci of Albany is the new assistant director of the State Health Department's Office of Personnel Administration at \$14,821 a year.

### State Stresses Need For Health Service Nursing Personnel

Health service nurse is the job category being discussed, and those hired, according to the exam notice, will be "responsible for maintaining, and improving if possible, the health of State employees." It adds, "You provide skilled nursing care for both occupational and non-occupational illnesses as authorized by the physician in charge." New salaries will rise 14 percent above the current \$7,275 starting wage, effective in April. Metropolitan area employees receive an annual geographic differential. Prospective personnel should inquire at the nearest office of the State Dept. of Civil Service.

### Prof. Eric Patterson

A professor and expert in the fields of farming and agricultural education, Eric (Patty) Patterson, died recently at his home at the State University at Farmingdale. Prof. Patterson was hired at the college in September 1926, and was a member of the Civil Service Employees Assn. In addition to his faculty duties, Prof. Patterson served as commissioner of the East Farmingdale Fire Dept. for two years. He is survived by his wife, Geraldine; a son, Robert a veterinarian, and a daughter, Mrs. Dorothy Murtha.

To Keep Informed, Follow The Leader.

**"Black Friday" will be Cheery Sunday**  
**Sunday, Sept. 20.**  
 Win a Share of Stock —  
**Westchester ARTS AND ANTIQUES**  
  
**FLEA MARKET**  
 The Mall in New Rochelle  
**1-7 P.M. Adm. \$1 Kiddies Free**  
 Next Sunday: Rye Ridge Shopping Cr, Portchester

**L. I. Arts & Antiques**  
**FLEA MARKET**  
 COMING SUNDAYS  
*Sept. 20 Oct. 11*  
 NORTH SHORE MART SHOPPING CENTER  
 GREAT NECK  
**1-7 P.M. Admission: \$1.00**

## GOURMET'S GUIDE

• MANHATTAN • AMERICAN •

**JACK DEMPSEY'S** 1619 BROADWAY (off 49th St.). FAMOUS THE WORLD OVER. OPEN DAILY. LUNCHEON — DINNER — AFTER THEATRE. CI 7-3620.

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NASSAU

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## SUNDAY, SEPTEMBER 20th

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## Many Vacancies Mentioned For Clerks & Typists At SSA Queens Payment Ctr.

In excess of 100 openings for clerks and typists—both beginners and those with experience—have been reported at the New York Payment Center of the Social Security Administration. Their offices are situated in suburban Queens, at Junction Blvd. and the Long Island Expressway, near the Rego Park station.

The posts mentioned exist at several entrance levels, depending upon degree of experience. Typing tests are held each Saturday to determine the proficiency of applicants. However, test takers will require advance appointments.

In basics, the SSA asks candidates to be high school graduates and have the appropriate experience in clerical work or

typing. The next step is passing the open-competitive exam. Immediate hiring is the policy pursued.

If you would like to receive additional information, call Mrs. Chapple at the SSA offices at 699-3652. The Center's address is 96-05 Horace Harding Exwy., Rego Park 11368.

**BUY  
U. S.  
BONDS**

# Set October Recruiting Campaign For 16 City Promotional Exams; Police, HA Sergeant Tests Ready

Among the 30 City titles with October filing deadlines are 12 titles for promotional exams. The Department of Personnel expects an extensive response, particularly for the posts of police sergeant and housing authority sergeant.

Besides the jobs for promotion, listed below, there will also be 12 in the open-competitive class. Foremost among these are correction officer, correction officer trainee and housing patrolman, which will provide an eligibility list via a combined exam. Approximately 10,000 applicants are expected to compete for the positions.

Also in the offing: an exam for parking enforcement agent and one for Transit Authority cashier. Current outlook foresees

500 competitors for the former while 300 is the forecasted number of candidates for the latter.

**Seek Shorthand Reporters**  
Others coming under the competitive series, with the turnout estimate figures also listed, are as follows: principal chemist/sanitary, 30; piano tuner/regulator, 25; quantitative analyst, 50; senior economist, 25;

shorthand reporter, 125; senior shorthand reporter, 30, and television director, 20.

**Police Sgt. Pending**  
Supplementing these are over a dozen promotional titles, the largest draw being the 2,800 candidates forecast to become sergeants in the Police Dept. Another 1,400 applicants are expected to vie for sergeant's rank in the Housing Authority.

Others on the promotion horizon include: chemist, 60; microbiologist, 70; principal chemist, 30; school custodian engineer; senior deputy sheriff, 25; senior foreman of housing exterminators, 20; senior statistician; senior tabulator operator; supervising deputy sheriff, 30, and supervisor of motor transport, 300. For those titles on which there is no number following, no estimate was supplied on the departmental schedule.

Special one-day filing during October will affect some six individual titles. Oct. 9 will mark the date to apply for master electrician, refrigeration machine operator and special electrician, while an October 15 filing date has been tagged for installer/underground storage tanks, master rigger and master sign hanger.

### Obtain The Bulletin

Only the official job bulletin, including the notice of examination, tells you the updated requirements and salary range. Typical job tasks and prospective exam content are also delineated therein. These bulletins are issued by the City Personnel Dept., 49 Thomas St., New York 10013. All applicants are urged to write that address, enclosing a large pre-addressed, stamped envelope for return postage. This will enable the application section staff to process your request mailing you a job bulletin plus an entry blank to apply in person.

Persons having further questions on any of the aforementioned titles are advised to phone the department at 566-8700. Mail inquiries will also be answered.

### Ambling For Funds To Get Ambulances

ALBANY—Where there's a need, there's a way. And in a village that needs ambulance service there's a way to provide it, says State Comptroller Arthur Levitt, even if an ambulance corps' original idea wouldn't be feasible.

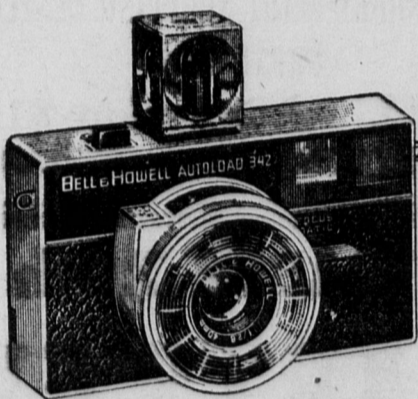
The ambulance unit, anxious to serve but short on funds, asked Levitt if a tax could be levied on its behalf by the village it served.

No, said Comptroller Levitt, because a municipality can't impose a tax for the direct benefit of any private organization. But he suggested, the village could, as the corps suggested, buy an ambulance and contract with the volunteers to run it.

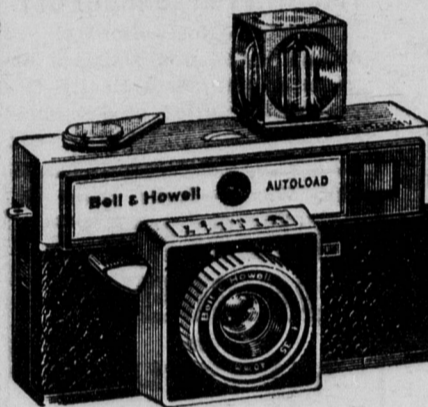
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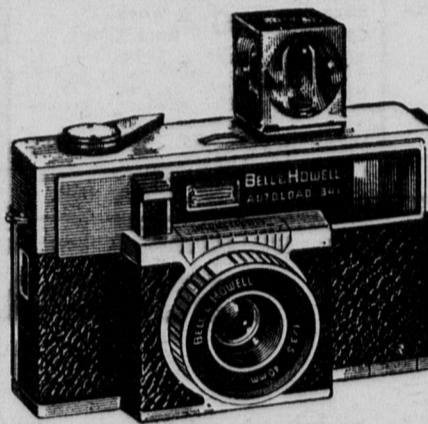
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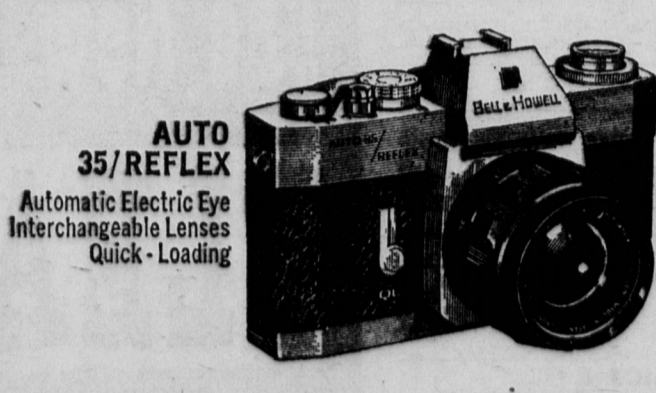
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# Upstate Cty. Residents Require HS Graduation For Account Clerkships

Open-competitive exams are to close down Sept. 25 for numerous jobs of account clerk, distributed about the State and falling under the administration of the New York State Judicial Conference. A mere high school diploma is sufficient to qualify, as far as education goes.

Alternately, candidates will be considered who have an equivalency diploma plus a year "in the compilation and maintenance of financial accounts and records." Candidates must also be residents of their County of application.

Duties are devoted to tasks like performing routine clerical work, applying standardized account keeping practices in checking financial records and handling related work. Salaries vary greatly geographically. Here are some representative starting salaries, specified according to County:

Cayuga, \$5,178; Dutchess, \$4,557; Green, \$4,326; Jefferson, \$4,066; Madison, \$4,007; Montgomery, \$3,800; Orleans, \$4,787; Oswego, \$4,298; Suffolk, \$5,710; Sullivan, \$4,400; Ulster, \$4,192, and Wayne, \$4,200.

Examination date will arrive Oct. 24 and candidates will be quizzed on: account keeping, arithmetic, interpretation of written material and office practices.

For more details, drop a postcard to: Examinations Unit, Ad-

ministrative Bd. of Judicial Conference 270 Broadway, New York 10007. The Conference will apply the passing grade of 70, as set forth by the State Civil Service Commission.

## Lead Poisoning Unit Asks For Volunteers Among Employees

The City Department of Health's bureau of lead poisoning control has asked City employees to volunteer as drivers of the bureau's mobile lead testing units. The units are used as blood testing centers in the fight against lead poisoning which frequently strikes young children who live in dilapidated housing. Drivers will be asked to pick up the units, drive them to a designated location, stay with the trucks during the testing and then return them to a central lot.

Volunteers may sign up for a single three-hour session or on a weekly basis. A driver's license and classification as a City employee are required. Interested persons may contact the Bureau of Lead Poisoning Control at 566-7130.

## Postal Request Filing

Both Federal and State civil service agencies permit mail requests for applications and send back same without charge. The City Personnel Dept., however, requires a stamped, self-addressed envelope for all test applications requested. Check The Leader column, "Where to Apply for Public Jobs," to be more familiar with this procedure.

## Help Wanted - M/F

**SUPERVISOR OF NURSES, Millbrook, Dutchess County, New York Area.** Graduation from professional nursing school plus 4 year related experience. Starting salary \$7,260. Call 914-485-9865. Dutchess County Personnel Department, County Office Building, Room 323, Poughkeepsie.

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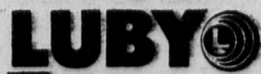
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- '69 FORD SALE PRICE \$2,195 Falc C. Mutura, 2 Dr, Vinyl Rf, 6 Cyl, Auto, P-S, R&H, WW, Reg. \$2,395.
- '69 IMPALA SALE PRICE \$2,695 2-Dr, Ht, A-C, V-8, P-S, R&H, WW, Reg. \$2,995.
- '69 CAMARO SALE PRICE \$2,795 2-Dr, HT, A-C, Vinyl Rf, Auto, P-S, R&H, WW, Reg. \$2,995.
- '68 CHEVY SALE PRICE \$2,095 Custom Coupe, Vinyl Rf, Radio, Heater, P-S, Reg. \$2,295.
- '68 IMPALA SALE PRICE \$2,195 4-Dr, Ht, A-C, Auto, P-S, R&H, WW, Reg. \$2,395.
- '68 OLDS SALE PRICE \$2,395 Cutlass Supreme, 2-Dr, Ht, Vinyl Rf, V-8, P-S, R&H, WW, Reg. \$2,795.
- '68 FIREBIRD SALE PRICE \$1,795 GTO, Conv, Radio, P-S, New Top, Reg. \$1,995.
- '67 CHEVY SALE PRICE \$1,695 Super Sport, R&H, A-C, Reg. \$1,895.
- '65 RAMBLER SALE PRICE \$795 Classic 660, Auto R&H, Reg. \$995.

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## CAMBRIA HTS \$38,990 THREE INCOMES

This det legal 2-fam brick with 5 & 3 rms plus nice club finished bsmt apt. Gar., all modern. In A-1 neighborhood. Beautifully landscaped grounds.

## CAMBRIA HTS \$25,990 DETACHED COLONIAL

This beautiful house is clean as a whistle and is completely equipped. 7 rooms, 4 bedrooms, 1 1/2 baths, exceptional basement, 2-car garage, oil heat, FHA-VA low down payment. Near subways, shopping centers and all schools.

## LAURELTON \$29,990 BRICK DETACHED

Beautiful landscaped plot 40x100. 7 rooms, 3 bedrooms, 20 ft. living room, full-sized dining room, 2 baths, finished basement, wall-to-wall carpeting, oil heat, dishwasher, refrigerator. Everything goes including beautiful patio. GI-FHA mortgages available with low down payment.

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**SUFFOLK LEADERSHIP** — The recently installed executive committee of the Suffolk chapter, Civil Service Employees Assn., gather in Smithtown to chart plans to gain new benefits for their membership. They are, left to right: (seated) Frank Imholz, president; Peter D'Albert, first vice-president; Lillian Tully, cor-

responding secretary; Thomas Corridan, Andrew Freeman, third vice-president, (standing) E. Ben Porter, fourth vice-president; Arthur Pond, fifth vice-president; Tom Kennedy, executive representative; Arthur G. Wegman, treasurer; Norman Flynn, sergeant-at-arms, and Joseph Benedetto.

## Candidates At Buffalo Meet

(Continued from Page 8)

on supermarket shelves. He can establish a State advocate to speak for the consumer in proceedings before all State agencies. He can use his appointive power to insure that those who regulate serve the interests of the consumer. He can do these things if he truly cares about the needs of the real majority in our State.

"The real majority in this State is anxious, concerned, and —yes—frightened by rising crime rates that have made an after-dark stroll unthinkable in many of our cities and suburbs.

"The Governor can do something about this. He can provide direct State aid to local law enforcement officials. He can fight for a more equitable distribution of federal anti-crime funds, and see that those funds are used creatively. He can equip our courts with the added manpower and facilities necessary to cope with the oppressive case loads which delay justice, and contribute to a decay in respect for law.

"The real majority in this State is appalled by the breakdown in mass transportation that makes the simple task of getting to work a monumental struggle. Wherever you live, congested highways, bankrupt bus systems, unsafe subways, or filthy and unreliable commuter railroads.

"The real majority in this State is bewildered and threatened by the drug epidemic that is no longer confined to one segment of our population or one region of our State.

"The real majority suffers from polluted air and filthy water, and littered streets that can no longer be shrugged off as other people's problems.

"These problems are common to all of us. Your interest in resolving them is no different than the interest of those less fortunate or younger than yourselves. My interest in resolving them is

why I run for Governor.

"There are also some special matters of concern to civil servants which are also reasons why I run.

"Government employees are lumped together by some as bureaucrats and subjected to criticism. I am not for bureaucracy. Red tape can too often be engulfing. But I have found from experience that career people, given proper leadership, are the first to cooperate. It all depends on leadership.

"I think it is time to stop the practice of subverting the merit civil service system by bypassing career employees and appointing favored provisional employees.

"It is time to end the procedure which permits an appointing officer to bypass the civil servant standing highest on a promotion list and to reach down for a favored person lower on the list. The 'one-in-three' rule permits scandalous abuse of the merit system and we all know it.

"I believe that the civil service department should stop acting as if it were afraid that the employees will know too much about how decisions are made and examinations are marked.

"Elementary fairness dictates that a candidate for a civil service position, upon completion of his examination, should have the right to retain the question papers and to have access to all materials necessary to an informed and documented appeal when he thinks that he has been unfairly marked.

"And finally, I believe that it is unconscionable to deny to exclusive bargaining representatives the right to an agency shop or agency fee. This needs no lengthy exposition. The bargaining representative has the duty and responsibility to represent all employees in your bargaining unit whether or not they choose to be members. As

bargaining representatives, you have to maintain all the services necessary for such representation, including research facilities, legal services, negotiating personnel, legislative representatives, and many others. I think you will agree that I know something about the cost of these matters and of course, you have to maintain the quarters and equipment in order to provide such services.

"All the employees you represent, whether they are members or not, benefit from these services and expenditures. It is only elementary fairness to require that all employees, not just members, shoulder an equitable share in the enormous cost of such representation.

"We need a new day in New York in the 1970's. We need change which affects civil servants and change for the vast majority of New Yorkers—including yourselves—who suffer from the problems where the past twelve years have accumulated in our State.

"Change is especially long overdue to recognize that government employees are entitled to the same rights as others. This is my philosophy. I have long held it. I hold it today. Whether elected or not, I shall not depart from it."

### Blumenthal Assumes Accounting Post

ALBANY—Harold Blumenthal of Rockville Centre, L.I., has been named principal accountant with the State Health Dept. at \$16,510 a year. A former Gruman Aerospace Engineering employee, he is a certified public accountant and holds a master of business administration degree from New York University.

Blumenthal will direct the auditing and accounting activities of the department's operations regarding all construction projects.



**LEARNING THE ROPES** — Irving Flaumenbaum, left, first State vice-president of the Civil Service Employees Assn., and Robert Villa, right, outgoing head of CSEA's Suffolk chapter, flank new chapter president Frank Imholz as he checks through a work book to become better acquainted with ongoing programs conducted by the chapter.

## Mental Hygiene

(Continued from Page 3)

turned to the State by the State Insurance Fund, this refund should be returned to the institutional account and those monies to be used to hire temporary help to fill positions that are vacated through compensation cases.

28. In each institution, one CSEA representative be granted the full leave with pay at his present title to provide organizational services to the employees of that State Hospital.

29. Employees who are required to fill in on pass days, sick leave, vacation days and holidays be paid at the higher grade at the same increment level.

30. The hospital set aside sufficient funds to allow employee's money equivalent to their check in the event that the State is responsible for not submitting his or her check at the proper time.

31. Establish rules and guidelines so that all employees may be granted equal opportunity in acquiring the necessary training programs, stipends or scholarships.

32. All competing organizations not be permitted to have meetings of the organizations on the Institutional grounds, nor be permitted to meet with any employee.

33. CSEA chapter officials be granted fifteen minutes to see

each new member within his first 30 days of employment, this to be retroactive to April 1, 1970.

34. CSEA be granted, as in the past, access to employees during working hours on an individual basis, for the sole purpose of insurance solicitation for life insurance as well as accident and health insurance.

35. That all Institutional chapters be granted office space:

- A. At least 200 square feet
- B. Properly ventilated
- C. One operable desk
- D. One operable chair
- E. One telephone with an outside extension
- F. One operable typewriter
- G. One five drawer filing cabinet
- H. Article 4.4-Meeting space

## Retirement Party Set To Pay Honor To Mrs. Melba Binn

The Rochester chapter of the Civil Service Employees Assn. will pay tribute to its former president, Mrs. Melba Binn, upon her retirement from State



service. The affair will take place on Oct. 5 at Logan's, 1420 Scottsville Rd. in Rochester.

Those wishing to attend the event honoring Mrs. Binn, who also once headed CSEA's Western Conference, should contact Jo Ahrens at 716-663-2272. Tickets are \$5.25 per person,

### Next Week

At Leader press time, revisions of resolutions approved by delegates had not yet been completed and these will be printed in full in next week's edition of The Leader.

A comprehensive picture report will also appear at that time.

### Smile's No Barricade

ALBANY—One of the recent compliments received by the State Thruway Authority comes from Erie County Legislator Albert N. Abgott, who had high praise for Thruway collectors who have a "cheery greeting or a smile" for even the most lowly

# Don't Repeat This!

(Continued from Page 1)

ever occupied the State's Executive Chambers, should he be elected this November. Goldberg had already an established and enviable reputation as a skilled labor negotiator when he first made the scene in the complexities of civil service employee relations in New York way back in 1955, when he was retained by the Transport Workers Union to settle the first subway strike in the City's history.

That strike was precipitated by a splinter, dissident group within the T.W.U., known as the Motorman's Benevolent Association who were engaged in an intra-union dispute with T.W.U. leadership. With the consummate bargaining skills that he subsequently once again demonstrated when, as the American U.N. Ambassador he steered the proposed nuclear nonproliferation treaty through to a successful conclusion, Goldberg settled the subway strike and resolved the internal union conflicts that initially gave birth to the M.B.A.

Goldberg's career in the labor movement has always been as a representative of labor, and civil service employees will find him sympathetic to their needs and aspirations. In outlining his views at the Buffalo CSEA Convention last week, Goldberg said: "The ravages of inflation have a special impact on public employees. You are a group of employees whose income has for decades lagged behind your counterparts in the private sector as much as 30 to 40 percent. To the present day, you have not achieved a semblance of parity. And you are falling further behind in the current sharp spirit of inflation."

## Collective Bargaining

Goldberg ascribes this lag to his conviction that civil service employees have the form but not the substance of collective bargaining. To achieve the substance of collective bargaining, Goldberg would repeal the Taylor Law and replace it with a law that "mandates genuine collective bargaining for government employees while at the same time protecting the public

interest when there is a real danger to the health and safety of the State, just as the public sector must be protected when a dispute in the private sector presents a real emergency."

In essence this means that Goldberg is opposed to present Taylor Law provisions that provide for injunctions against strike threats of public employees, for jailing of public employee union leaders, for fines imposed upon union leaders, and for fines levied against union treasuries.

## Agency Shop

Goldberg also favors the "union agency shop," under which non-union members who benefit from the collective bargaining skills and preparation of recognized union representatives should be required to pay to the union an "agency fee," the equivalent of dues to offset union costs incurred in collective bargaining. This has been a part of the CSEA program. However, legislation authorizing the agency shop has been killed in legislative committees during the last two sessions of the State Legislature.

Goldberg has a "total commitment to free collective bargaining as the major means of wage determination." This commitment made him the author of the Executive Order signed by President John F. Kennedy in 1961, which for the first time granted collective bargaining rights to federal employees.

(This is the second of a series of three columns on the views of gubernatorial candidates on civil service employees. Next week, Don't Repeat This, will analyze the record and program of Governor Nelson A. Rockefeller.)

## Duncan's Service Hailed By Co-Workers

ALBANY — The retirement party for Spencer Duncan, director of marketing for the State Department of Agriculture and Markets, recently drew a huge crowd of friends and department associates. Commissioner Don Wickham was the principal speaker.

# Issue Call For College Graduates To Consider Fed. Entrance Test

The capstone for eligibility is a college degree, insofar as the Federal Service Entrance Exams are concerned. Uncle Sam has just renewed his call for more talent to step forward and consider the 200 individual job titles among which to choose.

Virtually all majors are covered by the job situations available. Many titles exist in more than one agency, and your area of prime concern will help determine the ultimate post. Testing takes place frequently, and follow-up appointment occurs a short time later.

The range of options is extensive. In addition to management analysis work, there are jobs for those bent on investigatory or personnel relations programs. Each of these entails personal qualities to deal with people sensitively.

Editorial service assistants are drawn from this exam to perform vital duties in handling both public information and internal communications. Data processing has assumed top-priority importance as more and more governmental records become computerized for storage or verification purposes. Another fertile field is general administration, where the functions of planning and reviewing ongoing policy must be periodically regenerated. Thus, the call for recent college grads is the means to bring new perceptions to the fore.

## Seek Research Skills

Additional areas drawing heavily upon FSEE applicants are budget administration, social services, and quasi-legal

work involving the researching of legislation. Another busy arena of activity is contract procurement. The aforementioned are typical of what to expect, although the scope of choices is even wider. For fullest information, college graduates—regardless of major—are urged to get the green-and-blue booklet describing the FSEE from the Federal Job Information Center at 26 Federal Plaza, New York 10013 — near the City Hall.

This test, given at frequent intervals, goes under the name of "Federal Service Entrance Exam." From its substantial eligibility list comes the reservoir of recruits to be placed in over 200 highly diversified titles. From that pool of available skills, moreover, in excess of 50 agencies frequently draw to staff their operations in keeping pace

with the fast-moving operations of the U.S. Government.

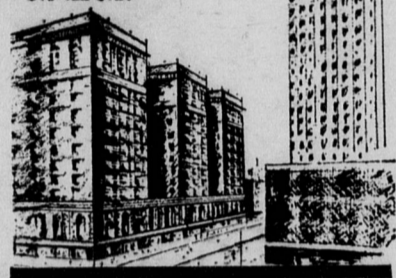
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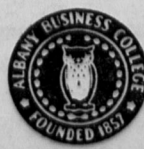
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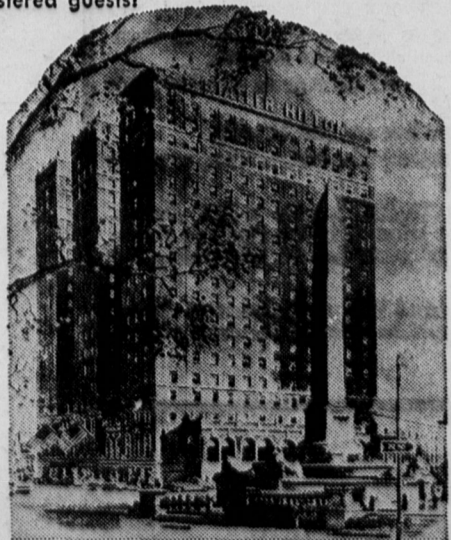


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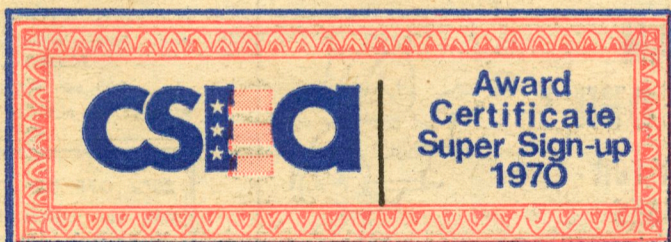


# MEMBERSHIP DRIVE

# SUPER SIGN-UP SEASON

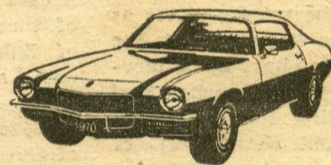
**OCT. 1 - NOV. 27, 1970**

For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S&H redemption center — **Plus a chance in the \$10,000 Super Prize Jackpot.**

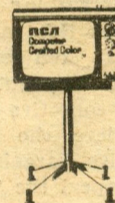


## **\$10,000 SUPER-PRIZE JACKPOT**

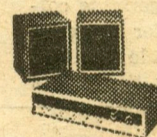
**1st Prize**  
1971 Camaro



**2nd-11th Prizes**  
RCA Color T.V. Sets



**12th-16th Prizes**  
Panasonic Stereo Receivers



**17th-40th Prizes** Ladies' or Men's Helbros Wristwatches

### RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter.

- If you do not know who he or she is, call your chapter or unit head.
- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
  - (7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
  - (8) No one person is eligible to win more than one jackpot prize.
  - (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
  - (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16, 24 ladies' or men's Helbros wristwatches for prizes 17-40.
  - (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.