

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 33 Tuesday, April 18, 1967 Price Ten Cents

Counties Move

See Pages 3 & 14

CSEA, Narcotics Comm. Discuss Ground Rules For New Department

ALBANY—The Civil Service Employees Assn. met last week with officials of the State's new Narcotics Addiction Control Commission to seek answers to specific questions on how the Commission's new facilities will be run.

CSEA's primary purpose in requesting the meeting was to determine what, if any, adverse effects the program might ultimately have on incumbent Correction and Mental Hygiene personnel, particularly employees in Department of Correction Institutions at Woodbourne, Green Haven, Albion and Matteawan. CSEA members at these institutions, where the Commission is planning facilities, had exhibited considerable concern as to present and future job security, according to a spokesman for the Employees Association.

Lawrence W. Pierce, chairman of the Commission, who outlined basic plans of his agency at each of the four institutions, admitted that numerous details remained to be worked out, but gave reassurance that whatever adjustments might be necessary in implementing the general program, incumbent employees need not be concerned with the possibility of los-

ing their jobs or having to relocate. In the case of correction officers, particularly, Pierce added, indications are that the program will open up additional promotion opportunities.

Pierce reiterated general information on the program released earlier, noting that incumbent staffs at Green Haven, Albion and Matteawan will be supplemented by NACC personnel and the facilities given over in part to the rehabilitation of narcotic cases. Woodbourne, however, will be phased out completely as a correction institution and eventually function only as a narcotic rehabilitation center, he said.

Following the meeting, a CSEA spokesman expressed satisfaction with the degree of communication thus far established with the Commission and indicated the Employees Assn. will take all necessary steps to keep informed on subsequent progress of the new

(Continued on Page 16)

Explanation Of Effects Of New State Health Plan

ALBANY — Figures showing actual take-home-pay increases covered State employees will get as a result of paid health insurance legislation negotiated by the Civil Service Employees Assn. have been released by CSEA, based on information obtained from the State Civil Service Department's administrator of the insurance program.

Under the new amendment, passed in the recent legislative session through the exclusive efforts of the Employees Association, the State will pay the full cost of the basic Statewide plan coverage for individual State employees beginning this June 1. This means the State will take over payment of that part of the premium now paid by the employee — currently \$1.83 — leaving that much more in the employee's bi-weekly pay check.

The same additional dollar

amount, a dollar and eighty-three cents, will be contributed for employees covered by the slightly more expensive GHI and HIP options. These subscribers will continue to contribute a small amount for individual coverage following June 1 — but they also will take home an additional \$1.83 each pay day after that date.

Subscribers with dependent coverage will enjoy a second cost reduction — or take-home-pay increase — beginning next January 1, when the State will take over an additional 15% of this total premium cost under the basic

(Continued on Page 16)

Special Delegates Meeting

May 13 Meeting Set For Action On No-Strike Clause

ALBANY—A special meeting of delegates representing the 147,000-membership of the Civil Service Employees Assn. has been scheduled for May 13 here, it was announced last week.

The special meeting, called for by delegates at the organization's convention in New York City last month, will be to consider taking final action in removing from CSEA's constitution a 19-year-old no-strike pledge.

Approval by two consecutive meetings of delegates is necessary to amend CSEA's constitution.

At the March meeting, some 1,000 delegates, aroused by the failure of the State to grant salary increases this year and to replace—until that time—the Condon-Wadlin anti-strike law with workable employee relations procedures, approved the first step in removing the no-strike pledge.

The May meeting will convene

at 1 p.m. at Chancellors Hall.

Other items on the agenda for the meeting include consideration of an adjustment of CSEA mem-

bership dues and action on pending changes in the constitution which were approved at the March delegate's meeting.

Assn. Hits Reform Bid To Weaken Merit System

ALBANY — An apparent attempt by a one-time advocate of strong Civil Service Merit System to weaken constitutional guarantees of appointments through competitive examinations was attacked last week by the Civil Service Em-

ployees Assn. as an action "... aimed at delivering to the politicians the outright control of civil service and a return to the 'Spoils System'."

CSEA's charges were leveled at the New York City-based Civil Service Reform Assn. They were based on a Gannett News Service story which related that the group is attempting to line up support from other groups for the deletion from the State Constitution of the phrase that guarantees State and municipal employees shall, wherever practical, be appointed on the basis of competitive examinations.

In a letter to the Reform Association, CSEA said "If this press report is accurate, it appears that such action is traitorous to the history and tradition of your organization. It is an action aimed at delivering to the politicians the outright control of civil service, and a return to the 'Spoils System,'" CSEA charged.

CSEA said the deletion of the competitive examination phrase from the Constitution "... would be a death blow to the Civil Service Merit System, under which all citizens are given the right and

(Continued on Page 16)

Wilcox To Chair Lottery Comm.

ALBANY—Orin S. Wilcox, former member of the State Civil Service Commission, will be named chairman of the State Lottery Commission, Governor Rockefeller has indicated.

Rockefeller had asked Commissioner Wilcox to formulate plans for implementing a State lottery and he resigned his civil service post to accept the assignment. Wilcox will receive \$24,500 a year in his lottery job.

MetroConference Meets April 29

Revision of the constitution of the Metropolitan Conference, Civil Service Employees Assn., will be the main topic of business when that group meets April 29 at 12:30 p.m. in Psychiatric Institute, 722 West 168th St., New York City.

Randolph V. Jacobs, Conference president, said the meeting would also deal with final arrangements for the tri-conference workshop, in which the Metropolitan unit will participate on May 21 at The Pines, South Fallsburg.

CSEA Charges State Accounting Exam Is Tainted With "Spoils"

ALBANY—An examination for accounting positions with the State of New York, which does not require a written or oral test and which waives New York State residency requirements, is a backward step towards the "Spoils System" of job patronage, the Civil Service Employees Assn. told the State Civil Service Commission last week.

CSEA made its "spoils system" charges to the Commission in a strong letter of protest from its first vice president, Theodore Wenzl, over a Civil Service De-

partment announcement of an examination for "Accounting Careers" with the State government. Positions offered under the Civil

Service Department announcement includes assistant accountant, assistant state accounts aud-

(Continued on Page 16)

CSEA Asks State To Cancel Steward's Test

ALBANY — The Civil Service Employees Assn. has called on the State Civil Service Commission to cancel an open-competitive examination for the position of institution steward on the grounds that an adequate supply of candidates is currently available within State service.

Triggered by widespread protests from the Statewide CSEA membership, the demand was voiced in a strong letter to Ersa H. Poston, president of the Commission.

Theodore C. Wenzl, first vice president of the Employees Association, noting that the eligible list to be produced by the examination would apparently "be used to man institutions under the control of the Narcotics Addiction Control Commission," pointed out that "we agree with our members who work in our State institutions that there are many State employees already qualified to take promotional examination for the position of institution steward and

we urge that this open competitive examination be post-

(Continued on Page 16)

Don't Repeat This!

In Civil Service:

Leadership Lack May Be Costly To Lindsay Ambitions

MAYOR John V. Lindsay may have lost a golden opportunity by not getting a labor relations bill for New

(Continued on Page 3)

Don't Repeat This!

(Continued from Page 1)

York City employees passed in City Council before the State Legislature voted new legislation to replace the Condon-Wadlin anti-strike law. Lindsay will now have to follow instead of lead the way in this field, because the State measure mandates that local governments either adopt the rules of the new law or enact similar legislation.

Basically, Lindsay's goal for a City labor relations plan contained much that is in the new State law but in one area—the anti-strike pledge—it would have left him room for maneuvering on this delicate subject. The new measure requires that all public employee unions must accept the no-strike pledge before being recognized as a bargaining unit and City employee groups are—in many cases—dead set against such a restriction. As of this writing, some legal experts—for the unions and the City, too—feel the new legislation on the no-strike pledge does not apply where unions are already recognized as the bargaining agent for various units of City employment. Others feel, however, that the law is specific in requiring all organizations to take the pledge again.

At any rate, the new law is the law that counts now and it could have been that had Lindsay successfully steered his own measures through City Council the State legislation might have been based on the Mayor's proposals. Lind-

say's looser approach, it is felt, would have accomplished the same goals as the State legislation but without being as restrictive. He will now have to act on along the State lines, however, and the free-wheeling aspect of dealing with City strikes is dead, at least technically.

Has Stayed Aloof

This leads back to the observation that, generally speaking, Lindsay has been curiously aloof from being involved in the City's labor problems as far as getting personally and deeply involved in them, except for the most dramatic moments. What is puzzling to many observers is the fact that, like any newly-elected official, Lindsay enjoyed a honey-moon period with City labor, despite the disastrous subway strike. For reasons unknown, he never capitalized on this, although many of his advisors urged him to take a direct lead in this field. Instead, he has turned the labor relations problem over almost entirely to his Deputy Mayor and City Administrator, Timothy Costello, and to Herbert Haber, who has handled most of the actual negotiations and not always with happy results, as witness the recent police and fire rebellions.

The point of all this is that Lindsay is having some serious problems right now with Republican leaders throughout the City and this, coupled with a large labor force that is growing more and more unsympathetic to him,

may mean that any intentions for a second term in City Hall are in great danger of not being realized.

Non-Competitive

P.A. Cops Continue Salary Protests With Demonstrations

Continuing their programmed demonstrations against "inadequate salary increases," the Port Authority Police Benevolent Assn. were scheduled to demonstrate last Sunday at the Hotel Pierre, where commissioners of the bi-state Authority were listed as dinner speakers.

The PBA had earlier demonstrated at the Port Authority bus terminal calling attention to the fact that the authority pays executive salaries that are the highest in the nation for a governmental institution while Police salaries are far below those of the New York City Police Department.

Al Sgaglione, president of the 1,100 member PBA, noted that the salary injustice was in addition to a retirement plan, "far inferior to that of the New York City Police and those of the City's other police forces in the Housing and Transit Authority.

Four On Police Council Reappointed

ALBANY—Four members of the State Municipal Police Training Council have been reappointed to new terms, ending March 31, 1969.

They are: Howard R. Leary, New York City police commissioner; Mayor William F. Walsh of Syracuse; Sheriff John M. Perhach of Broome County and John L. Martin Jr., chief of police for Poughkeepsie.

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.

Narrowing The Gap

standing gap" between government and its civil service corps on the one hand, and the people they serve on the other.

WHAT WE ARE asking is an acceleration of public relations efforts by government and the people who make government work. Even if only to keep the "understanding gap" from getting wider, we'll all have to work harder.

OUR OBJECTIVE is to make the gap disappear entirely. But perhaps that's asking too much because the task is gargantuan.

THE FACT IS that there seems to be less and less understanding about government and its role in the lives of all the people. For the civil service corps this is not a happy situation. It makes the corps' work more difficult.

OUR READERS know that public relations is "a two-way street," meaning that understanding must work in both directions—government must understand the people it serves and their needs, and the people must understand the role of government in their lives.

SOUNDS SIMPLE? It would be if the world we live in were not so complex and fraught with problems—population explosions, pollution of air and water, food production, urban blight, mammoth budgets, automobile proliferation and highway slaughter, etc. etc. etc. and then some.

FOR EXAMPLE, how many citizens and taxpayers know the rea-

sons behind the State lottery, scheduled to begin next July 1st? Where is the money going? And why was the lottery necessary in the first place?

OF COURSE the story has been told both in print and on television and radio. But how much of the story has really sunk in? How many of the taxpayers have really taken time off from their own personal problems to give the lottery any thought?

THE TRUTH is that the story has not been told effectively by the various media. Most newspapers, radio and television stations will not repeat the story every day, or even once a week.

THE BASIC principle for telling a story with impact is this: First you tell them, then tell them again and again, and then you tell them that you told them.

THIS SIMPLY means that government and the civil service corps must take over the job of "telling the story." And, in the process, narrowing "the understanding gap" as much as possible.

ONE METHOD of "telling them again and again" is to search out all media, even what seems to be obscure and off-beat.

SEARCHING OUT these media is no simple job. There are many many sources for this information, but one of the best is the second edition of "The Standard Periodical Directory" (Oxbridge Publishing, New York: \$2).

THIS DIRECTORY has 40,000 publications, classified under 200 major subject headings, listed in 1,024 pages.

OF COURSE, it is perfectly possible that one citizen-taxpayer may read a group of several of the publications listed in the directory.

BUT THAT IS precisely what we had in mind when we wrote:

FIRST YOU TELL them, then tell them again and again, and then you tell them that you told them.

Two Promoted

ALBANY—Two promotions in the Department of State have been announced by Secretary of State John P. Lomenzo.

Promoted: Maurice Flasterstein of Albany, who is the new administrative officer for the department and Mrs. Helen L. Hauptman of Delmar, named director of personnel.

Application Now Open — Men & Women — 17 Yrs. Up
POST OFFICE CLERK-CARRIER
Thousands of Career Jobs — All 5 Boroughs
\$105 to \$144 for 40-Hour Week
Plus 10% extra for night work

Our Home Study Book, specially prepared by Post Office experts for this type of exam. 122 pages of Study Material, Practice Drills and Sample Questions.
Only **\$4.75** Postpaid Book Mark
Send Mail Order (NO C.O.D.'s) to our Manhattan Office only — Or buy in person at our Manhattan or Jamaica offices. Book may be returned within 5 days of receipt for

FULL CASH REFUND if not satisfied

THE DELEHANTY INSTITUTE
MANHATTAN: 115 EAST 15th STREET, NEW YORK 10003
JAMAICA: 91-01 MERRICK BLVD.
(Bet. Jamaica & Hillside)

Memorial Weekend Holidays

at luxurious hotels in THE CARIBBEAN

May 26 - May 30

Choice of:

Tour 1 San Juan & St. Thomas all incl. \$199

Tour 2 Grand Bahamas★ all incl. \$157

*Charter—open only to members of CSEA and their immediate family.

BOTH TOURS SELLING FAST . . . for detailed itinerary, apply to Chairman:

Mr. Sam Emmett, Chairman
1060 East 28th Street
Brooklyn, N.Y. 11210
Tel: (212) 253-4488

Auto Insurance Going UP?
Now 20% Savings Save More!

SAVE 20% OFF BUREAU RATES ON LIABILITY COVERAGE

AUTO INSURANCE

Now you'll save even more on State-Wide's low, low, direct-to-you auto liability insurance! Convince yourself! Compare our low rates with what you pay now! Do it!—It makes sense!

SAVE 10% MORE! because State-Wide subscribes to the safe driver plan. Chances are 8 out of 10 you qualify. You get an additional 10% from State-Wide if your present company does not subscribe.

WHY PAY MORE? YOU CAN'T BUY BETTER INSURANCE.

STATE-WIDE INSURANCE COMPANY

QUEENS—90-16 Sutphin Boulevard, Jamaica 11435
BROOKLYN—CL 8-9100 MANHATTAN—RE 2-0100

CALL AX 1-3000

State-Wide Insurance Company
90-16 Sutphin Boulevard, Jamaica 35, N. Y. QSL 418
Without obligation rush full information on your money-saving insurance
Name _____
Address _____
City _____ Zone _____
Phone No. _____

BE SMART MAIL TODAY FOR EXACT RATES ON YOUR CAR!

CIVIL SERVICE LEADER
America's Leading Weekly for Public Employees
97 Duane St., New York, N.Y. 10007
Telephone: 212 BECKMAN 3-6610
Published Each Tuesday at 299 Lafayette St. Bridgeport, Conn.
Business and Editorial Office: 97 Duane St., New York, N.Y. 10007
Entered as second-class matter and second-class postage paid, October 5, 1939 at the post office at Bridgeport, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$5.00 Per Year Individual Copies, 10c

Broome County CSEA Requests Professional Study As Pay Talks Open

(From Leader Correspondent)

BINGHAMTON—The Broome County chapter of the Civil Service Employees Assn. has opened 1967 salary negotiations with a request for a professional study of all County jobs and salaries.

Chapter officials told members of the Board of Supervisors the study could be completed before this year's September budget deadline.

In response to a letter from John E. Herrick, chapter president, a Virginia firm of personnel and management consultants has offered to do the study for \$11,000.

Members of the board's Employees Committee, headed by Earle D. Ridley, were cool to the proposal.

However, Edwin L. Crawford, board chairman, said he believed the County would soon need such a job survey, either by an outside firm or by a County personnel director.

County CSEA officials also are requesting creation of a personnel director post. The job would do away with the County Civil Service Commission. The director would take on the duties of the three commissioners, who now make \$1,500 a year apiece.

Herrick and John Tangi, chairman of the chapter's Employees Committee, told the Ridley committee that many County jobs have salaries too low for the responsibilities involved. Also, many workers are regularly doing tasks that are not included in their job descriptions, they said.

"Job studies done by the Board of Supervisors in past years have resulted in salary schedules inadequate to eliminate the problems and inequities in grades and salaries," a statement to the supervisors said.

"Job classifications made years ago are still being used to determine salaries despite the fact that the duties and responsibilities of the jobs have constantly expanded.

"A consultant firm without any personal ties to anyone connected with Broome County would be able to grade all County jobs fairly and only on a basis of duties and responsibilities.

"We believe the problems begin

with the department heads who are the highest paid employees of their departments. Because their jobs have not been properly upgraded, their low salaries act like a lid in holding down salaries of those who work under them.

"This situation has caused a number of key personnel to leave County employment because they could see no hope of any substantial increase in the maximum of their salary ranges.

"The large turnover in County personnel is a clear indication that the employees are dissatisfied with their jobs—or more to the point, dissatisfied with their pay."

Herrick told the Ridley committee that County officials do not have the time to do an adequate comprehensive job evaluation.

He reminded the supervisors that the CSEA asked for a salary and job study last year, but that the board instead approved a revised pay schedule without a study. "This schedule increased the yearly increments, and we regard these increases as a sincere effort on the part of the supervisors to bring County employees' salaries up to a more competitive level," he said.

"However, the new schedule has not eliminated any of the problems in job classifications which result in unfair salaries.

"In keeping with the County's new reapportionment plan and the possibility of a new County charter, we feel it is only fitting that the job classifications also be brought up to date."

Board Chairman Crawford, a Republican from Vestal, said the County Employees Committee has done a "yeoman's job" in salary and job classification in past years.

"I don't think we can go on each year calling on our committee for such studies in view of the increasing demands on the

committee."

If a personnel director is hired, Crawford said, he probably would do job evaluation work on a continuing basis and be a liaison man between the employees and the board committee.

A special charter study committee headed by Crawford is expected to seek the creation of the new job this year.

Crawford has made it clear he believes the Ridley committee should have final say in virtually all salary matters this year. He does not intend to ignore any committee recommendations when he compiles the 1968 budget in his role as budget officer, he said earlier this year.

Ridley said a "long, hard look" is necessary "before we go so far as to have an outside firm come in and do a professional study.

"In my mind it is very questionable that we would get a comprehensive and meaningful study for that amount of money (\$11,000).

"A very good evaluation of jobs was done in 1961, regardless of what some County employees think."

Ridley, Sixth Ward Binghamton Republican, said he does not believe a professional job study would recommend widespread raises.

"I think our salaries currently are very representative of government employees when you consider the fringe benefits we offer and the number of working hours. (Many of the 1,200 County employees work a 35-hour week).

"I don't think we need be embarrassed or apologetic in any respect over the salaries we pay. For that reason I'm not too concerned about the results of such a survey."

Ridley already has expressed his displeasure over the new salary schedule, saying it has too few steps and combines both regular and professional jobs. A new schedule is needed, he said.

The Ridley committee made no decision on the CSEA request. It will discuss the matter at a future meeting.

Waggoner Promoted On Bulletin Staff

ALBANY—Donald E. Waggoner of Hudson has been promoted to managing editor of the State Labor Department's monthly magazine, the Industrial Bulletin. He has been serving as assistant managing editor since 1963 and joined the department after 30 years of newspaper work, including the city editorship of the Hudson Register-Star.

of the State Association.

The submission of the new retirement benefit proposal, provided by the State law at the option of local governments, came after a mass meeting of chapter members in the City hall.

Pacific said the retirement program would be submitted to the County board of supervisors in October.

CSEA Bargaining Campaign In Nassau Adds Two More Units

Two more units of the Nassau chapter, Civil Service Employees Assn., have secured exclusive representation and bargaining right after negotiations by local leaders, Nassau chapter president Irving Flaumenbaum and Field Representative Arnold Moses.

The chapter's campaign has added the Villages of Williston Park and Sea Cliff.

The Williston Park agreement also gives village workers a 10 percent across-the-board salary increase and a package of improvements in fringe benefits.

Flaumenbaum and Moses along with Williston Park Unit president William Huff hammered out a new package April 10 in conference with Mayor Roger Fay, Trustees Peter Nozella, Carl DelVecchio, John Lehmkul and Thomas Pickering, Village Clerk Clude Perro and Village Attorney John Caemmerer.

In addition to the formal, exclusive recognition and payroll deduction of dues, village workers

are to get:

- Time and one-half for overtime.
- Accumulated sick leave to 75 days.
- Three personal days per year.
- Additional three percent payment by the village for retirement benefits.
- Graded salary plan with longevity increments.
- Four weeks vacation after 15 years.
- And the flat, 10 percent salary boost.

The Williston Park program takes effect June 1.

Sea Cliff Village Mayor L. Edward Stiles pledged exclusive recognition of CSEA and negotiations are continuing concerning employees benefits.

Rochester Police Find \$50 A Plate 'Touching'

(From Leader Correspondent)

ROCHESTER—Some detectives and other members of the Rochester Police Bureau last week were reported "touched" after receipt of \$50 invitation letters from the City's Democratic regime.

The bids are to the annual fund-raising dinner scheduled April 19 at the Community War Memorial.

Those detectives who are enrolled Democrats and perhaps owe promotion from the uniformed ranks in part to political affiliations grumbled that \$50 is too tough.

But these are long-time political facts of life, and virtually all police brass received letters.

Republicans, on the other hand outdid Democrats at a recent fund-raising affair. At that dinner the charge was \$100 per plate. More than 1,000 dinners were served.

It was noted that there were at least 50 members of the Rochester Police Bureau in attendance at the Republican dinner, plus the usual turnout of office-holders, political appointees, party workers, financial supporters from the business community and other of the party faithful.

The Democratic "invitations" contained one sentence to the ef-

fect that they "are not intended for Civil Service employees."

In any event, the regulations, which are traditionally ignored, are clear regarding the matter of asking police personnel to pay for any fund-raising dinners or similar affairs.

On page eight of the Police Manual prepared and published by the New York State Police, under a section concerning prohibited activities, it states:

"It is a misdemeanor for any police commissioner or any other officer or member of any police force in New York to do any of the following," the third point of which reads:

"... Contribute any money, directly or indirectly, to, or solicit, collect or receive any money for any political fund, or join or become a member of any political club, association, society or committee."

Stupp President Of Barge Unit

ROCHESTER—Harold A. Stupp of Cayuga has been elected president of the Barge Canal Employees Central Chapter of the Civil Service Employees Assn. He succeeds Wray Kunzweiler of Oswego.

Others elected at a recent meeting at the Baldwinsville Moose Club are: John Evangelist of Lyons, vice president; Harold Bastian of Lyons, secretary; Clare Judd of Waterloo, treasurer, and Stupp and Chester Palega of Auburn, delegates.

Other out-going officers are J. A. Czerwinski of Baldwinsville, vice president; Stupp, secretary, and Clair Conroy of Martville, treasurer.

Jefferson Co. Chapter Asks Benefits Program For Watertown Employees

The president of the Jefferson County chapter, Civil Service Employees Assn., has asked Watertown city officials for consideration of a four-point employee benefit program in the 1967-68 city budget, due for presentation to the city council soon.

Raymond C. Pacific, in a letter directed to the council and City Manager Ronald G. Forbes, proposed that there be a five percent across-the-board pay increase for Watertown workers in the new budget.

He also said that his chapter feels consideration should be given to "additional monetary recognition for stability to be given employees each year following the final step of their pay plan.

The CSEA chapter president, asked for a meeting with City of-

ficials to "discuss the proposals in detail."

He made two other points in a four-pronged program submitted to Forbes and the council. They were:

1. That the 1/60th non-contributory retirement plan be made available to City employees.

2. That any three employees, duly appointed by the Jefferson chapter, be allowed up to twelve days annually for the purpose of attending State conventions, special meetings and/or conferences

City Stenos & Typist Jobs Are Now Open On Continuous Basis

The New York State Employment Service is accepting applications on a continuous basis for the positions of stenographer and typist in a variety of City agencies. Typists start at a salary of \$3,750 a year. Stenographers receive a starting salary of \$4,000 per year.

Stenographers must be able to take shorthand at 80 words a minute. Typist must pass a typing test at 40 words per minute on a non-portable typewriter. In addition to the practical examinations, applicants must take a written examination covering vocabulary and spelling. There are no formal requirements for the written test.

Those interested in filing applications are advised to brush up their spelling and to practice their shorthand and typing skills. Applicants for typist jobs should practice on a non-portable typewriter to insure maintaining the necessary speed on the practical examination.

Appointments for taking the above-mentioned tests may be made at anytime by phoning PL

9-1020 in Manhattan, JA 2-2428 in Brooklyn, or GI 7-2931 on Staten Island.

Librarian Jobs Open Here And Abroad

Positions for librarians, at GS-7 (\$6,451) through GS-15 (\$17,550) are open with various Federal agencies located in Washington, D.C., and vicinity, and in foreign countries.

Cost of travel to the first duty station for persons appointed to these positions may, in some instances, be paid by the Government. This includes movement of immediate families and household goods.

Details on how to file are contained in the announcement (librarians, WA-7-04) which may be obtained from the Inter-Agency Board of Civil Service Examiners for Washington, D.C., 1900 E Street NW., Washington, D.C. 20415, Area Code 202, phone 343-7341.

Veterans Admin. Seeking Medical Rating Specialists

The Adjudication Division of the Veterans Administration Regional Office has vacancies for medical rating specialists, GS-12. The starting salary is \$13,201 with raises at intervals to a top of \$16,612 per year.

The medical rating specialist serves as one of the three members of a rating board which evaluates disabilities as a basis for entitlement to compensation, pension and other benefits to veterans, their dependents and beneficiaries. The position does not involve treatment or examination of patients.

An applicant must be a citizen of the United States and a graduate of a medical school of recognized standing with the degree of Doctor of Medicine; and licensed to practice in any State or in the District of Columbia. In addition, he must have completed one year of residency or one year of general practice.

Applicants should report for an interview to the Veterans Administration Regional Office, Personnel Division, 16th floor, 252 Seventh Ave., New York City, or telephone 620-6535.

Use Zip Codes—It's faster

Civil Service Television

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

Sunday, April 23

6:00 p.m.—Human Rights Forum—"Youth, Race, and Crime". William Booth, City Human Rights Commissioner, moderates discussion.

Monday, April 24

3:30 p.m.—Teaching Training—Math—Grades 5 and 6.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—United Nations Special Session (when held).
4:30 p.m.—Profile—Paul Manacher interviews people in the news.
6:00 p.m.—Community Action—"How to be a successful Foster Parent". Ted Thackrey moderates program.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Tuesday, April 25

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—United Nations Special Session (when held).
4:30 p.m.—Community Action (live)—"The Constitutional Convention Thus Far". Ted Thackrey moderates discussion.
7:30 p.m.—Human Rights Forum—Open Housing: Property vs. Human Rights.

Wednesday, April 26

3:30 p.m.—Teacher Training—Classroom Techniques in Inter-group Education.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
6:00 p.m.—Lee Graham Interviews (live)—"New Ways to Teach Retarded Children".
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Thursday, April 27

3:30 p.m.—Human Relations Skills for the Hospital Manager—United Hospital Fund presents this training series.
4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
7:30 p.m.—On the Job—N.Y.C. Fire Department training program.
8:30 p.m.—City Government in Transition—Solomon Hoberman hosts discussion series.
9:30 p.m.—School News and Interviews—Information concerning varied services of the Board of Education.
10:30 p.m.—Community Action—"The Constitutional Convention Thus Far". Ted Thackrey moderates.

Friday, April 28

3:30 p.m.—Teacher Training—Challenges in Foreign Language Teaching.
4:30 p.m.—Profile (live)—Paul Manacher interviews people in the news.
4:30 p.m.—United Nations Special Session (when held).
7:00 p.m.—Community Action—"The Constitutional Convention Thus Far".

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period—Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Room 600, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

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

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

■ ■ ■ If You Dropped Out Of ■ ■ ■

HIGH SCHOOL

You can earn a Diploma at home in your spare time. If you are 17 or over and have left school, write for Free Booklet—tells how.

AMERICAN SCHOOL, Dept. 9AP-7
130 W. 42nd St., New York, N.Y. 10036. Phone BR 9-2604. Day or Night
Send me your free 55-page High School Booklet.

Name _____ Age _____
Address _____ Apt. _____
City _____ State _____ Zip _____

■ ■ ■ OUR 70th YEAR ■ ■ ■

THE EXCITEMENT SHOW OF THE YEAR!

COLUMBIA PICTURES presents

GEORGY GIRL

James Mason · Alan Bates
Lynn Redgrave

SUGGESTED FOR MATURE AUDIENCES

BURT LANCASTER
LEE MARVIN · ROBERT RYAN
JACK PALANCE · RALPH BELLAMY
CLAUDIA CARDINALE

The PROFESSIONALS
A COLUMBIA PICTURES RELEASE
PANAVISION · TECHNICOLOR

NOW at COLUMBIA Showcase Presentation Destine

MANHATTAN AMERICAN LUXOR	BRONX AMERICAN LUXOR	BROOKLYN ALPINE AVALON	QUEENS ELMWOOD MEADOWS FREE MEADOWS	NASSAU CALDERONE FREEPORT SQUIRE
ORPHEUM MARBLE HILL	SUFFOLK SHORE SMITHTOWN	WESTCHESTER KINGS COLONY	GREEN ACRES TRIBORO ASTORIA	WESTBURY DRIVE-IN WESTBURY
STATEN ISLAND ST. GEORGE	BRONXVILLE CINEMA	NEW JERSEY BRANFORD STANLEY	WESTBURY DRIVE-IN WESTBURY	NEW JERSEY BRANFORD STANLEY

OPEN APRIL 23rd & EVERY SUNDAY

Outdoor Antiques Show

The New York ARTS AND ANTIQUES FLEA MARKET

AT 6th AVE. & 25th ST.

TAKE A TRIP INTO THE PAST FOR
SOUVENIRS OF EVERY AGE & CIVILIZATION

ADMISSION 75c OPEN 1 P.M.-7 P.M. PHONE: BE 3-6010

U.S. Service News Items

By JAMES F. O'HANLON

4.5 Pay Raise Is Popular With Congress At Least

The proposed 4.5 percent raise for Federal employees spawned by President Johnson may not have pleased many of the workers it is supposed to benefit but it has, indications allow, been met with signs of strong approval on Capitol Hill. Reports have it that in Congress the President should not get to much trouble on this piece of legislation.

One of the reasons for this, it is reported, is the inclusion in the President's salary offer of a promise of parity with private industry on all civil service levels by Oct. 1, 1969. Another is the graduated nature of the pay raise, rather than the across-the-board raise, which allows for those grades furthest behind in the struggle for comparability to do a little catching up. All even at the starting line for the final dash toward the finish line? Maybe, but there are those who say that by the time the Administration is ready to run the final lap the finish line will have been moved another forty years or so toward the horizon.

Congress, on the other hand, would like to wrap this up succinctly this time around but with the many hands reaching into the breadbasket in this year of economic squeeze the kind of raise

necessary to register a win in the comparability column is considered unrealistic.

Therefore, when the President outlines a pattern to be followed in the next two years he offers the Congressmen something to put their fingers on when they are questioned about the elusive goal of equal salary standards with private industry.

Now if private industry will only play its part and not raise salaries for three years . . .

U.S. Government Needs Estate Tax Examiners;

The Board of U.S. Civil Service Examiners is offering an examination for estate tax examiner, with filing open on a continuous basis. The grade GS-7, GS-9, and GS-11 positions pay salaries starting at \$6,451, \$7,696 and \$9,221, respectively.

The positions are located in Internal Revenue Service District offices in Manhattan, Brooklyn, Albany and Buffalo.

Estate tax examiners conduct field examinations of Federal estate and gift tax returns, directed primarily at the determination of the value, ownership of interests, and taxability of estates and gifts.

Applicants who have an LL.B. degree or four years of pertinent legal experience may qualify for the grade GS-7 level. In addition to meeting the grade GS-7 requirements, applicants with one year of professional accounting and auditing experience may qualify for grade GS-9. Applicants for grade GS-11 must have a combination of six years of the above experience and/or education which included a minimum of one year of accounting and auditing experience. For grade GS-11, a minimum of four years of legal experience is required.

Interested applicants may ob-

Internal Auditor And Revenue Jobs Offered

Applications for the positions of internal revenue agent and internal auditor are being accepted on a continuous basis by the U.S. Civil Service Commission. Both positions are GS-5 and GS-7 which have a salary of \$5,000 to \$6,000 a year. Candidates will take a study course including on-the-job training and ten weeks of classroom instruction. Jobs are located in Albany, Brooklyn, Buffalo and Manhattan, N.Y.

Trainees for internal revenue agents primarily investigate tax returns of corporations, partnerships, fiduciaries, other business enterprises, and individuals to determine Federal income tax liability.

Internal auditors review and evaluate all operating policies and practices of the Service; systematically verify and analyze accounts and financial transactions; review and appraise protective

measures and controls established at all operational levels; and review closed civil and criminal tax cases.

Requirements

To qualify for grade GS-5, applicants must meet one of the following:

Completion of one year of graduate study in accounting or related fields; one year of experience in profession accounting or auditing work, or in the teaching of accountancy in a residence school above the high school level; any time-equivalent combination of the above two requirements. For college graduates, other requirements may be substituted.

For further information, contact the Executive Secretary, Board of U.S. Civil Service Examiners, Internal Revenue Service, 90 Church Street, Room 1107, New York, N.Y. 10007 and ask for Announcement No. 188.

Applications will be received until further notice.

Two Top State Police Promotions

ALBANY—Captain Robert E. Sweeney of the State Police, now of Troop K in Hawthorne, is being promoted to the rank of inspector and will be assigned to Division Headquarters in Albany.

The State Police promotion was announced by Superintendent Arthur Cornelius Jr.

In a second promotion, Lieutenant John F. Harrison of Brunswick Zone Station of Troop G is being promoted to captain at Troop K.

Captain Sweeney will receive \$14,555 in his new post. He is a graduate of the Federal Bureau of Investigation National Academy.

Lieutenant Harrison will receive \$13,415 a year in his new post. He joined the State Police in 1948 and is a graduate of Northwestern University Traffic Institute.

Dental Hygienists Sought in D.C.

Dental hygienists are needed in the metropolitan Washington area, primarily at military posts and hospitals. Starting pay ranges from \$4,776 to \$5,331 per year, depending upon experience. Application, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Washington, D.C.

Foreign Language Experts Sought As Editors & Writers

The United States Government is in need of specialists in foreign languages to fill positions as writers, editors, radio adapters, announcers and producers in the Government's extensive broadcasting and publications departments.

Writers and editors (grades GS-7 to GS-13) earn from \$4,980 to \$9,890 a year. Radio adapters (grades GS-5 to GS-11) receive \$4,040 to \$7,030 per year. Radio announcers (grades GS-5 to GS-9) have a salary of \$4,040 to \$5,985 a year. Radio producers (grades GS-7 to GS-12) have a salary range of \$4,980 to \$8,330 per year.

Many language specialists are needed to fill these positions. Jobs are open for Spanish, French, Italian, and German (group I languages). Other languages include Eastern European and Mediterranean languages (group II) and Middle Eastern and Oriental languages (group III).

Experience Requirements

Applicants for writer, editor, radio adapter and radio announcer must have had professional foreign language experience in the field for which they are applying. Also, applicants must have a good knowledge of American customs, history, economics, and culture, as well as those of the countries in which their foreign language is spoken, and a good knowledge of the English language.

For further information and applications, contact the U.S. Civil Service Commission, Washington, 25, D.C. or the Board of U.S. Civil Service Examiners, U.S. Information Agency, Washington, D.C.

tain applications and pertinent announcements from the nearest Internal Revenue Service District Office, any post office where this announcement is displayed or at the Board of U.S. Civil Service Examiners, Internal Revenue Service, 90 Church Street, 11th floor, New York, N.Y. 10007.

Editorial Positions Open In Wash., D.C.

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

Copies of the announcement (No. WA-7-09, writing and editing positions, Printed Media, Radio Television, Motion Pictures) and other related information may be obtained from the Inter-Agency Board of U.S. Civil Service Examiners for Washington, D.C., 1900 E Street NW., Washington, D.C. 20415, Area Code 202, phone 343-7341.

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

FOLLOW THE LEADER REGULARLY!

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

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

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

CIVIL SERVICE LEADER
97 Duane Street
New York 10007, New York

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

NAME _____

ADDRESS _____ Zip Code _____

The DELEHANTY INSTITUTE

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

More Than 50 Years of Successful Experience
In Specialized Education

Be Our Guest at a Class Session of Any Delehanty Course or Phone or Write for Class Schedules and FREE GUEST CARD.

PATROLMAN POLICE TRAINEE

IN MANHATTAN—MONDAYS, 1:15, 5:30 or 7:30 P.M.
IN JAMAICA—WEDNESDAYS at 7 P.M.

CLASSES NOW MEETING
IN MANHATTAN & JAMAICA

• HIGH SCHOOL EQUIVALENCY DIPLOMA
BUS DRIVER — CONDUCTOR

Physical Preparation for all Civil Service Tests available at our Jamaica Branch — 89-25 Merrick Blvd. on MONDAYS, 6-7-8 P.M.

• CLASSES FORMING

FIREMAN
MASTER ELECTRICIANS LICENSE
STATIONARY ENGINEERS LICENSE
REFRIGERATION MACHINE OPERATORS LICENSE

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

AUTO MECHANICS SCHOOL

5-01 46 Road at 5 St., Long Island City
Complete Shop Training on "Live" Cars
with Specialization on Automatic Transmissions

DRAFTING SCHOOLS

Manhattan: 123 East 12 St. nr. 4 Ave.
Jamaica: 89-25 Merrick Blvd. at 90 Ave.
Architectural—Mechanical—Structural Drafting
Piping, Electrical and Machine Drawing.

RADIO, TV & ELECTRONICS SCHOOL

117 East 11 St. nr. 4 Ave., Manhattan
Radio and TV Service & Repair.

• DELEHANTY HIGH SCHOOL

Accredited by Board of Regents
91-01 Merrick Boulevard, Jamaica
A College Preparatory Co-Educational Academic
High School. Secretarial Training Available
for Girls as an Elective Supplement. Special
Preparation in Science and Mathematics for
Students Who Wish to Qualify for Technological
and Engineering Colleges, Driver Education Courses.

For information on All Courses Phone GR 3-6900

Civil Service LEADER



America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

212-BEekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

James F. O'Hanlon, Executive Editor

Joe Deasy, Jr., City Editor

Carol F. Smith, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

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

TUESDAY, APRIL 18, 1967



Shadow And Substance

NOW you see it, now you don't. That is shaping up as the name of the game in the well choreographed if not concerted effort to bring the Federal employee up to comparability with the salary level of his counterpart in private industry. In the latest attempt to assume a pose of real attack on this problem, the Administration appears primed to catch flies with a butterfly net. It was announced by the President that the over-all 7 percent raise his advisors allowed would bridge the comparability gap this year was, also according to their advice, unrealistic. (Federal employee spokesmen and some Congressmen have insisted all along that a 10 percent raise was necessary to do this job, and they profess to have done their homework with the same figures which the Administration poured over.)

The President then spelled out, step by step, but more startlingly, dollar by dollar, how the quest would be won by 1969. This accomplished a number of objectives including the establishment of a good enough pat answer for anyone who might be wondering what ever happened to comparability in the next few years (of no little value at election time) and a sinecure to smooth the passage of the 4.5 percent raise that everyone knew would be the extent of the Federal salary hike this year anyway.

Fine. However, it should be pointed out that the figures on which the Budget Bureau based its projection for the marathon with the 1969 finish line are curiously lacking in any resolute determination of where private industry will have gone with its pay standards by that time. So when the President says we will spend so many billions by 1969 and therefore find comparability we wonder if he isn't being a little overenthusiastic and/or myopic.

Further, when the President intones the words of John F. Kennedy on the subject of pay raises we wonder if it's not in the nature of laying the blame on him for getting the current Administration into such a semantical morass in the first place. For if you closely examine the words and then the action on comparability since the late Pres. Kennedy first brought it up, the whole concept does seem to be more of a problem, with each year, for the speech writers rather than the Bureau of the Budget. So, while we are on the subject of semantics, if comparability is as impossible as the Administration seems to think it is why don't they at least change the name of the game. Possibly a cue could be taken from that auto-renting company—the idea of being pridefully second might be promoted without any depreciable loss in prose value.

Salt Into The Wound

THE New York City Police and Firemen settled their salary differences with the City Administration because they respected the public trust that they command.

They did not want to be forced into any action as foreign and repulsive to them as the threatened strike. They balked at the thought of its severe consequences; with the public they serve as the only victim.

So, when they settled their contract negotiations, it was not because they liked the package but because of this respect.

Why, then, did one of the City Administration spokesman "leak" the opinion in the daily press that they had been had by the City—to rub salt into an open wound?

There were enough hard feelings because of this situation. When the announcement was made that the contract was settled, the entire matter should have closed—at least until the Fall of 1968 when the present contract expires.

LETTERS TO THE EDITOR

Letters to the editor must be from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader.

Any Upgrading For Recreation Jobs In Mental Hygiene?

Editor, The Leader:

We keep reading articles and letters from various departments of Mental Hygiene. We belong to the Recreation Department of one of our State Schools and we would like to know if there is any hope for a grade reallocation for the Recreation Department of Mental Hygiene.

The janitors just received a pay grade raise making some of them the same grade as we are. To be a janitor or psychiatric attendant you need no formal education. To work in Recreation you need a High School Diploma and two years of college or work in related fields for a certain number of years. This does not seem fair to us, according to our job requirements and responsibilities. Thank you for airing our views.

CURIOUS EMPLOYEES
State Mental Hygiene

Asks Support For His Appeals Bill

Editor, The Leader:

I thought it would be of interest to your readers to know that a bill which I sponsored in the Senate, Int. 952, and co-sponsored in the Assembly by Assemblyman Greco passed both the Senate and the Assembly unanimously the last week of the session.

The bill amends Subdivision 3 of Section 76 of the Civil Service Law in relation to appeals from determinations in disciplinary proceedings. It will provide a review of the determination of the State or Municipal Civil Service Commission by the courts. At the present time a determination by such Commission is final and conclusive and not subject to judicial review.

It was my thought that substantial rights of public employees were being adjudicated by an administrative body just as if that body was a court of last resort. Many of those who are sitting as hearing officers in disciplinary proceedings initially or on appeal to the Commission are not attorneys and accordingly not sufficiently equipped to adjudicate what in many cases substantially affect the rights of public employees.

I do hope that you will alert your readers to this bill which is now before the Governor for his action.

WILLIAM J. FERRALL,
N.Y. State Assemblyman,
22nd District.

On Removal Of Competitive Exams

Editor, The Leader:

The Civil Service Reform Assn. is pushing for the removal of competitive examinations on the ground that this system fails to attract the best people. If the Association succeeds, the stigma of political influence will be stamped on every civil service worker, no matter how qualified he may be. The ironical aspect is that the Association is urging selection on a private business basis, yet if we

(Continued on Page 11)

Civil Service Law & You

By WILLIAM GOFFEN



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

Right To Review Exam Questions

SIMPLE JUSTICE would seem to dictate the examinee's right to review examination questions for which he was denied credit, the official answers and the answers he gave. Otherwise, he could not seek meaningful administrative or judicial review of the merits. While this proposition is self-evident, the State Department of Civil Service has managed to frustrate review by denial of this necessary prerequisite.

THROUGH APPEALS regulations adopted in September 1959, the Department of Civil Service provides either a pre-rating review procedure or a post-rating appeal. Neither procedure permits copying of the questions which it is desired to protest.

UNDER THE pre-rating review procedure, the candidate appears at a designated review center at which he is provided with copies of the examination and tentative key answers. At this time, he has no copy of his own answers, but he is nevertheless invited to make an on the spot criticism of the tentative answers. After the list is established he may see his own answer sheets and the approved key answers to make sure that the rating of his examination is mathematically correct, but he may not see the examination questions.

THE POST-RATING appeal procedure requires the candidate to request review of the questions within ten days of the actual notice of rating of the examination. He is not permitted to take with him a copy of the questions, so that any meaningful administrative or judicial review is frustrated as in the pre-rating review.

JUSTICE SAMUEL M. Gold scrutinized the review procedures insisted upon by the Department of Civil Service in the recent case of Francis Paonessa v. Department of Civil Service. Paonessa, a detective with the grade of patrolman on the police force of the Village of Mamaroneck, took two promotional examinations for the positions of Sergeant and Lieutenant. The passing mark on each of the examinations was 74.5%. His mark on the sergeant examination was 87%, but he failed the lieutenant examination with a rating of 74%.

AS HE WAS within one-half a point of a passing grade on the lieutenant examination, Detective Paonessa requested permission to see the examination questions on which he was denied credit. It was then that the Department of Civil Service informed him of the pre-rating review procedure and that his opportunity to review the test questions before the promulgation of the final answers had expired.

PAONESSA APPEARED at the offices of the Department of Civil Service where he was permitted to compare his answers with the official answers. His protest that he could not make a meaningful review of the examination without being permitted to see and copy the examination questions was denied.

JUSTICE JOSEPH A. Brust granted an order requiring the Department of Civil Service to show cause why it should not permit Detective Paonessa to review the questions given on the examinations for Sergeant and Lieutenant.

JUSTICE ABRAHAM A. Gellinoff enjoined the Department of Civil Service and the Village of Mamaroneck from making any promotions pending the determination of the proceedings.

IN HIS argument of the merits before Justice Gold, Paonessa pointed out through his attorney that in order to conduct a meaningful review of the examination, it is necessary to peruse the questions he failed, the official answers and his own answers. He demonstrated that such perusal was deliberately thwarted by the Department's review procedure. Even if he had been extended the opportunity to follow such procedure, it would not have helped him, because the pre-rating review procedure premitted the candidate to compare the test questions with the official answers, but did not allow him to see his own answers. Consequently, the candidate could not tell whether he was aggrieved by the proposed answers.

FORTUNATELY FOR the cause of justice, Justice Gold granted Paonessa's application so as to direct the Department of Civil Service to permit him and those similarly situated to make copies of the examination questions on which they were marked incorrect, as well as the official answers and of their own answers. The relief granted by the learned Jurist will facilitate judicial review of the rating of the examinations if deemed warranted.

On Constitutional Convention Civil Service Council Meets In NYC April 19

The associations affiliated with the Civil Service Council on Constitutional Convention are being called to a general council meeting by Battalion Chief Henry J. Fehling, the council's chairman, at the Penn-Garden Hotel in Manhattan on Wednesday evening, April 19 at 6:15 p.m.

Now that the State Constitutional Convention has been officially organized, the Council's officers elected and committees appointed, the planned activities of the Civil Service group are becoming more direct.

The goals of the Civil Service Council are to unite every Civil Service organization within the State in order to protect the fundamental rights upon which Civil Service is based and which are presently contained in the State Constitution. To achieve these goals, the positive cooperation of every union and its entire membership is being sought. The loss of the Merit System and or decrease of pension benefits are the possibilities at the current Convention which the Council is designed to guard against.

crease of the degree of protection now provided by the Constitution would undermine the security and destroy the morale of all the conscientious and dedicated civil employees.

A spokesman for the Council, reiterating the group's motives, stated, "The danger is real and unless a determined and militant effort is made at this time, it may be too late. It is essential that, under the guidance of the Council, all programs be coordinated for maximum impact."

The forthcoming meeting of the executive members of the affiliated associations is expected to engender enthusiasm for a big effort to make every Delegate to the Constitutional Convention aware of the wants and needs of the civil service employees of the State, counties, cities and political subdivisions.

The Council feels that any de-

Frequent Exams Set Albany Walk-In Test

Walk-in tests are continuing to be held for beginning office worker positions which exist in State agencies in the Albany area. The next two exam dates are April 24 and 26. Testing will begin no later than 6:30 p.m.

Candidates will be tested at 6:30 p.m. in the Cafeteria, Building Number 3, at the State Campus at 1220 Washington Ave.

Candidates may take the test on any of the scheduled nights. They need no special background U.S. citizenship and New York or education to qualify, except State residence for at least one year. They should bring their social security number with them to the test. No prior applications are required.

Positions to be filled by these tests include clerks, file clerks, account clerks and statistics clerks, with salaries ranging from \$3,635 to \$4,755.

Clerical & Medical Assistant Positions Open In Westchester

Westchester County is accepting applications through April 28 for examinations for the position of intermediate stock clerk with a salary range of \$4,070 to \$5,190; warehouse clerk and laboratory stock clerk—both of these positions with a salary range of \$4,370 to \$5,610, and medical assistant with a salary range of \$4,790 to \$6,150.

The exam will be held on June 3. Candidates must have been legal residents of Westchester County for at least four months immediately preceding the date of the written test and must be residents at time of appointment.

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

Steno And Typist Jobs In Wash. D.C.

Stenographers and typists are needed by many Federal agencies in the Washington, D.C. area. Starting pay ranges from \$3,609 to \$4,776 per year. Qualified applicants should go directly to the Federal agency where they wish to seek employment for an interview.

For further information, contact the Interagency Board of Civil Service Examiners, 1900 E Street, N.W., Wash., D.C.

State Police Celebrate 50 Years Of Service

ALBANY—New York State Police are observing 50 years of service.

From the initial State Police force, created April 11, 1917, of 232 men, the organization has grown to 2,966 trooper and 422 civilian positions.

In noting the anniversary, Governor Rockefeller hailed the State Police as "one of the foremost law enforcement organizations in the nation."

Many events are being planned for the rest of 1967 to mark the State police force's progress through the years.

Two ceremonies will be held later this month. One will be the installation of a bronze plaque in the State Capitol, where the first headquarters of the State Police was located. A second plaque memorializing Colonel George Fletcher Chandler, the first superintendent, will be placed at Division Headquarters at the State Campus.

Starting in May and continuing through September, open houses will be held at 16 State Police installations. Locations have been selected to make visits by the public possible with a minimum of travel. Exhibits are being prepared for these to show the wide variety of services performed by troopers.

The open houses will be held at Liverpool, Loudonville, Oneida, Malone, Newburgh, Plattsburgh, Saranac Lake, Watertown, Peekskill, Sidney, Ferndale, Horseheads, Wellsville, Fredonia, Wrights Corners and Canandaigua. The open house at Canandaigua will be on the occasion of the opening of the headquarters for the new Troop E which is now under construction and is expected to be completed early this summer.

More than 4,000 square feet of space have been allocated to the State Police for its exhibit at the State Exposition at Syracuse from August 29 to September 4. The

themes will be "Fifty Years of Service." The exhibits will trace the progress of the State Police since its founding. The early days when a horse was assigned to every trooper will be recalled by a mounted detail at the entrance of the exhibit.

Passover Services To Be Held At Civic Center Synagogue

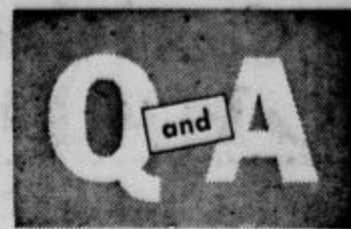
Passover Services will be held at the Civic Center Synagogue, 346 Broadway, Manhattan, starting on Monday April 24 at sundown and will continue through Tuesday, May 2, the eighth day of the Holiday. On that day Tuesday, May 2, Memorial (Yiskor) Prayers will be held between the hours of 8:00 a.m. and 2:00 p.m.

The Memorial Prayers Committee is headed by George Krieger, president of the Synagogue and Sidney Meyers, chairman of the Board of Directors.

All interested persons are cordially invited to attend. A large attendance is anticipated and all the facilities of the Synagogue will be available to facilitate the observance of the services by all who come to worship.

Three Appointed

ALANY—Three members of the State Local Government Advisory Board have been reappointed to new terms. They are: William K. Sanford of Albany, Raymond J. Cothran of Loudonville and Clarence L. Chamberlain of Broome County.



QUESTIONS AND ANSWERS . . .

. . . about health insurance

by
William G.
O'Brien

Blue Cross-
Blue Shield
Manager,

The
Statewide
Plan



This column will appear periodically. As a public service Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Avenue, Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. What is the maximum amount of coverage in any one year under the Major Medical portion of my Statewide Plan? I remember reading that these were changed recently.

A. You are correct. Benefits under the Major Medical portion of your Statewide Plan were increased last year. The maximum benefit during a calendar year was increased to \$10,000. The maximum benefit during a lifetime was increased to \$20,000. These increases along with other increased benefits make your Statewide Plan even more valuable than it was before.

Q. My doctor has advised that I have shots for my hay fever. Will the cost of these injections be covered by any portion of my Statewide Plan?

A. Yes. The cost of injections for hay fever will be covered by Major Medical (Part III) of your Statewide Plan, with deductible and co-insurance factors applying.

Q. I am over 65 and covered by both Medicare and the Statewide Plan. Now my wife will be 65 later this month. Will my Statewide Plan premium be reduced when my wife is covered by Medicare also? I have family coverage.

A. Yes. Your share of the Statewide Plan premium will be reduced by another \$3.00 when your wife becomes 65. You should inform your personnel or payroll officer of this fact because the change in premium must come from the department where you are employed. And remember, your wife should also be enrolled in Part B of Medicare.

SPECIAL DISCOUNTS

To All

City, State & Federal
Employees on

1967 RAMBLERS

INVESTIGATE!

TRIAD RAMBLER

1366 39th STREET
(Bet. 13th & 14th Aves.)
BROOKLYN UL 4-3100

Men, Women—Easily Learn to INVESTIGATE ACCIDENTS

ADJUST CLAIMS,
CREDITS & COLLECTIONS

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

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

Low cost course, 2 nights wky for 12 wks. (Sat. classes also). Exciting secure future. No age or education requirements. Free advisory placement service. Call now.

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

**YOU CAN'T BEAT
THIS OFFER!**



NEW!

**Swivel-Top
CLEANER**

with Big
Easy Roll Wheels
Model
C-166

Argus Radio

241 EAST 59TH STREET

(Corner 2nd Ave. — 1 Block East of Bloomingdale)

EL 5-1572

NEW YORK CITY

Certifications For New York City Jobs

Operator List Surface Line

A list of 365 persons certified for appointment to the position of surface line operator has been released by the New York City Department of Personnel. The names follow.

Raymond E. Maloney, Emanuel E. Pemberton, Stewart Wilson, Robert F. Monahan, Edgar Ford, Leonard A. Carkins, Anthony J. Acton, William Toledo, Ferdinand George Jr., James W. Hale, Murray Treitler, Thomas O. Wyatt, James B. Carter, Fred J. Alexander, Claude W. Spencer, Daniel R. Navatta, John A. Manning, Emilio J. Roman, Marshall L. Freeman, Patrick Pappacoda, Theodore Bright, William H. Grady, Robert E. Rogers, Thomas J. Corrigan, Dennis P. Madden, Joseph J. Karp, Thomas Garuccio, Dominick J. Calabrese, Manuel Rodriguez, Anthony P. Asaro.

Venice T. Gray, Reginald Dillard, James McNiff, Edward Mack, Edward H. Tatum, Jack Phillips, Bennie A. Trezevant, Ronald O. Smith, John F. Arroyo, Albert Duhart Jr., Anthony J. Frizalone, Lonnie K. Jones, Alfred L. Francioni, James E. Cromartie, Jose A. Soto, Nathaniel Boozer, Arthur

L. Hairston, Francisco Rodriguez, Marvin Hellwell, Odell Davis, Robert A. Trotman, John P. Delguidice, William Roshinsky, Joseph S. Gilmore, Otis Carpenter, Amos H. Lamar, Carl Schwartz, Donald E. Washington, John R. Kelch, Anthony J. Calendrillo.

Robert C. Blount, Leroy Nicholas, Morris S. Deshields, Frederick Goodson, Willis J. Stewart, Alfred Bowser, John A. Masullo, Sam Grudman, Clifton J. Derrick, James T. White, Carlos M. Rodriguez, William H. Hickenbottom, Charles N. Hurr, George M. Carney, Charles E. Green, William E. Glover, Wilfred Archie, Alton M. Norwood, Nelson J. Soto, Robert L. Rawls, James R. Gossman, Peter G. McKinzie, Frank E. Martin, Henry L. Clark, Edwin W. Kelly, Christophe Manigault, Ralph D. Sanders, John S. Williams, Eli S. Lewin, Robert B. Weber.

Bernard P. Conklin, Everett A. Foy, Willie L. Johnson, Robert G. Jones, Robert A. Kirton, Eustace E. Harewood, James F. Carbone, Roland Foster, Ernesto Rosado, Isaac Griffin, Ernest Hammiel, Linus Armstrong, Leon Breland Jr., Homer D. Lewis Jr., Robert E. Brown, Joseph Robertson, Harry L. McWhite, Purcell M. Holtz,

Raymond J. Boucher, John Hankerson, Onnie Lee Jr., Thomas F. Garcia, Lawrence K. Warner, Andrew J. Heck, Major E. Dedrick, Vincent A. Cammarata, Charles F. Starnes, Cirio L. Petrillo, Samuel D. Grazette, Mortimer E. King.

Jose A. Ramos, Frank E. Nelson, Cesar Ortiz, Allen L. Greene, Lewis M. Koss, Jesse Smith Jr., Charles W. Jackson, Miguel A. Figueroa, Leonard Neglia, George T. Wooden, Edmond Donohue Jr., Leonard Borowski, Abdal D. Alfinez, Willie Hardy, William J. McGarry, John V. Raschella, David R. Bishop, Joseph Block, Kermit M. Boatright, John G. Griffin, James H. Health, Earl R. Thomas, Raymond Hooper, Garnell E. Michael, Emilio P. Bachille, Ascher Gelfand, Lucas Bello, Govan Golson, Richard W. Kelley, Robert D. Waterman.

Harry Henry Jr., William C. Wyatt, Marcos A. Robles, Albert G. Pignataro Jr., Frederick Acherronti, Michael J. Notaroberta, Clarence W. Taylor, William C. Green, Eddie L. Dennis, James M. Evans, Garth M. Bullard, John Willis, Neil H. Harris, William C. Poore, Clarence L. Stuart Jr., William E. Roberts, Willie L. Sledge, Willis L. Griffin, Burnett A. Lingister, William E. Johnson, Robert

J. David, Joseph Smith, Melvin W. Jackson, John J. Greene, William J. Frage Jr., Anthony J. Campione, James A. Gerardes, Jasper Boyd Jr., Fernando Miranda Jr., Reginald A. Knight.

Peter A. Seda, Gerard J. Kelly, William F. Avella, Stanley S. Markson, William Sawyer, John F. Conroy, Alonzo Shepard, Richard H. Sears, Charles J. Coote, Theodore Hill Jr., Charles F. Duane, Salvador Rodriguez, Sam S. Zatz, John R. Cafarella, Theotis Brown, William C. Barnes, Willie A. Manning, Roosevelt Branich, Mtahew P. Fagan, James Ray Jr., Charles E. Crayton, Charles A. Mitchell, Rufino Reyes, Richard T. Halpin, James A. Keane, Julio L. Matta, William M. Goglas, Robert White, Paul S. Harper, William J. Hallisey.

Supervisor II Welfare Dept.

Some 301 persons were certified recently by the New York City Department of Personnel for promotion to the position of supervisor II in the Welfare Department. The names follow.

George Drew, Dorothy L. Ditzler, Charles S. Armstrong, Helga P. Sargent, Thomas B. Williams,

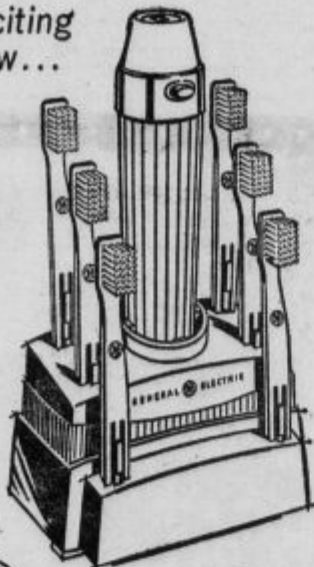
Martin Abramowitz, Louis C. Calozzo, Cortland H. Edwards 2nd, Rosalie Meltzer, Michael A. Coglianese, Leonard P. Pomerantz, John G. Sebyanics, David Bardin, Marie T. Bogaard, Carolyn J. Cabell, Richard S. Carn, Louis Nicoll, Raymond Kuspit, Harry Solomon, Carleton F. Reo, Ilene S. Waxler, Joseph A. Biggica, Irwin F. Goodman, Eugene M. Ziser, Joseph F. Taylor, Joseph Donini, Edward G. Wright, Melvin J. Lacy, Samuel E. Boyd.

Theodore Fitzpatrick, Albert V. Crawford, Milton H. Coulthurst, Elmus M. Thompson, Seymour Friedman, Sylvia Chalik, Phineas F. Yoshida, Anthony Basilio, Marguerite Smith, Doris M. Jones Arthur D. Miles, John E. Ensley, Elinor A. Fendall, Peter I. Wells, Cleveland Carter, Leslie I. Phillips, Leslie Allen, Harry W. Boatwain, Myrtle Vacirca, Fannie L. Spears, Rita M. Galvin, James Satterwhite, David Sanders, Bernard E. Lewis, Robert L. Watson, Sidney E. Jones, Hubert O. Francis, Warren W. Howard, Paul H. McFall, Donald H. Fields.

Sidney T. Brooks, Arlene S. Rosen, Laveria Melore, Henry C. Friedel, Lacey W. Carter, Betty L. Manning, Laurell E. Kelsick, Harold A. Burton, Lillian M. Anderson, James E. Proffit, Julia M. (Continued on Page 9)

We Carry All G.E. Automatic Toothbrushes

Exciting New...



Model TB-2



AUTOMATIC TOOTHBRUSH

Featuring Six Personal Brush Inserts

This great new brush from General Electric comes complete with 6 replacement brushes in assorted pastel colors.

The safe, cordless power handle with its convenient push-button switch has the short, precise back and forth motion. The attractively designed charger base features induction recharging and may be wall mounted with the included bracket.

This is truly the automatic toothbrush you've been waiting for—ideal for the entire family. So hurry down today and ask us for a demonstration of the new 6 brush unit, by General Electric.

"The General Electric Toothbrush (with the back and forth motion) has been accepted (Group A) as an effective cleansing device for use as part of a program for good oral hygiene to supplement the regular professional care required for oral health."
Council on Dental Therapeutics American Dental Association

NEW! GE AUTOMATIC TOOTHBRUSH



Model TB-1

complete with
6 personal
brush
inserts

with the safe,
effective Up and Down Motion

- Regular use provides cleaner teeth plus healthful care of the gums than ordinary handbrushing.
- Safe, cordless power handle with convenient, pushbutton switch.
- Highly designed charger base featuring induction recharging.
- May be wall mounted, bracket is included.
- Six personal snap-in brushes in assorted pastel colors.

"The General Electric Toothbrush (with the up and down motion) has been provisionally accepted as an effective cleansing device for use as part of a program for good oral hygiene to supplement the regular professional care required for oral health."
Council on Dental Therapeutics American Dental Association

We carry A Complete Line of G.E. Products.—See Us For Our Low, Low Prices.

C. O. BIGELOW INC.

414 - 6th AVE., N.Y.C.

GR 7-9200

Her Father's 'Love Of Good Food' Started Civil Service Career

WHAT is a cute young lady named Kam-wai Leung, born and raised in Hong Kong, whose father is a successful industrialist, and who has eight brothers and sisters in different parts of the world, doing as Head Dietitian at Brooklyn's Cumberland Hospital?

"Well," she said smiling behind her gamine-like features and looking for all the world like an oriental Leslie Caron, "I guess the answer to that question goes back to the fact that my father is a gourmet. His love of good food," she continued in a soft modest tone, "caused me to be interested in foods and nutrition."

Miss Leung, whose Anglican first name is Virginia, then went on to explain how her interest in proper dietetic habits was further sparked by the Science and Home Economics courses she took at the Heep Yunn School, a missionary high school in Hong Kong.

"There simply was not a place in Hong Kong to get a good college level education in food and nutrition," she said.

Her quest for professional training in this field brought her to the University of California at Los Angeles, where she was graduated with a major in foods and nutrition in 1963. She came East, took a job as a research technician at St. Lukes Hospital where she worked nine months, and then took time out to study at Columbia for her master's in nutrition. Then she came to the City as a dietitian at Francis Delafield Hospital

where she was employed for about a year and a half. She has been at Cumberland where she is head dietitian, since last August.

Cumberland, an acute general hospital with a capacity of 350 beds, is one of 21 City-operated hospitals with a total bed capacity of over 18,000. It is affiliated with nearby Brooklyn Hospital, and serves residents in Brooklyn's Ft. Greene and Williamsburg areas.

Miss Leung, who shares a Manhattan apartment with a sister who is a United Nations secretary, is part of a hospital staff of 11 professional dietetic workers, including six dietitians, four head dietitians, and a chief dietitian.

As one of the head dietitians, she is responsible for correlating the nutrition programs of Cumberland and its nearby affiliate Brooklyn Hospital. Medical staff members who are rotated through both hospitals thus do not find it necessary to adjust to differing nutrition programs.

Miss Leung is also in charge of developing therapeutic diets for Cumberland's patients.

She supervises the out-patient dietetic clinic, and gives two classes weekly to diabetics who must be instructed in proper dietetic habits. In order to better communicate with the patients she instructs, many of whom are Spanish speaking, Miss Leung has been informally learning conversational Spanish. The Chinese-Spanish-American accent is charming.

"Cumberland may not be quite as fancy as

some private or voluntary hospitals," she said, "and I don't always have the kind of teaching aides I would like. But I doubt if there is any place else I can get such great practical experience. People are admitted to a large City hospital like this with ailments I might not observe for years in another institution. This is a constant challenge to my ability as a dietitian."

You may join Miss Leung in a career as a dietitian with the New York City Department of Hospitals if you are a graduate of an accredited four-year college or university with a major in foods, nutrition, or institutional management, and have had at least one course in each of the fields of bacteriology or microbiology, organic chemistry, human physiology, nutrition, diet therapy, food selection and preparation, meal planning services, institutional management, and quantity cookery.

The current salary is \$6,050 a year to start, with increments to \$7,490.

New York City dietitians enjoy four weeks of annual vacation, paid holidays, free basic hospitalization and medical insurance, membership in a generous pension and retirement plan, and participation in a blood credit program. There are promotion opportunities to head dietitian with a yearly salary range of \$7,100 to \$8,900.

For further details, contact the City Personnel Department's Recruitment Division, Room M-4, 220 Church St., New York, N.Y. 10013 or telephone 566-8700.

City Certifications

(Continued from Page 8)

Collimore, Nathan Backstein, Gordon T. Olsen, Daniel Mehler, Carl Lee, Martin Marshall, Kachig J. Kacherian, Thelma T. Hanerfeld, Leo J. Kimmel, Anita Stanley, Albert B. Kesley, Juanita B. Fletcher, Paul J. Caruso, Albert E. Butts, Walter M. Lynn, Geneva Ellis, Diana H. Williams, Norman H. Trotsen, Jacqueline Pitts, Irving Farron.

Evelyn C. Kiner, Lionel A. Estwick, Gail Gordon, Evelyn W. Evans, Max Brenner, Stanley Bruh, Willis B. Donahue, Selma Sheinman, Sedenna A. Reed, Arthur Fields, Robert J. Goellnicht, Solomon K. Shapiro, Edward E. Wharton, Myrtle B. Horrington, Helen B. Goldenberg, Charles H. Gay, Lois J. Hamilton, Lorraine E. MaCon, Stanley E. Schoenfeld, Elias C. Zucker, Herbert A. English, Minna M. Baptiste, Carlos Curet, Saul Gutter, William C. Seubert, Zoroastro Birnel, Ruth G. Tull, Joseph A. Reid, Alan I. Baer, Norman H. Metzger.

Sandor L. Haines, Rosalind S. Ezratty, Verdell Bivins, Dorothy S. Arnold, Edward L. Warshaw, Robert M. Moll, Alice Goldberg, Quenter D. Hannah, Wilamae J. Washington, Lemuel Copeland, Theodore N. Collins, Myrtle B. Owens, Laura Muginis, Jack E. Zweiban, John A. Kirk, Iris E. Saunders, Ernest Young, Linwood V. Bulluck, Susie M. Banks, Mary Siegel, Jean E. Johansen, Jeanne B. Coleman, Cecil M. Parts, Martin A. Pasquale, Minnie L. Anthony, Masaline L. Davis, Roscoe C. Chesley, Luther Dogramajian, Greta Rubin, Burton Blaustein.

Harvey L. Small, Carl M. Greer, Wendell M. Bryant, Theodore R. Charity, H. Clifton Gray, Lawrence A. Zimble, Benjamin Solowitz, Georgianna McLeod, Ruth L. Lindenberger, Richard J. Machell, Elsie H. Hewitt, Patrick F. Devaney, Edward T. James, Ronnie W. Thomas, Florence L. Reed, Margaret S. McKinney, Joycelyn V. McFall, Regina Z. Koenig, Lorenzo Casanova, Seymour Finkelstein, Leon Kessler, Ervin Taussig, Richard J. Delaubenfels Jr., Rheta Y. Meredith, Audrey P. Pinket, Joseph L. Sola, Leonore M. Carter, Michael Hauer, Roger G. Carcia, Betty A. Davis.

Gilbert L. Ralford, Thomas J. Tortora, Harry L. Turner, Sheldon Sands, Tania Diamond, Albert Gerber, Billie A. White, Theodore

Threadgill Jr., Nellie R. Purefoy, Maxine J. Hirshorn, Samuel Kraushar, William L. Rivers, Nathan S. Orenbuch, Marvin T. Bloomberg, Louis M. Favre, Elton H. Golden, Barry B. Cohn, Ise White, Leonard M. Pitt Jr., Anthony L. Blackburn, George H. Gaton, Anna M. Wilkov, Stephens S. Rosenbloom, Julius B. Rutchinson, Irene M. Palermo, Joseph M. Malloy, Herbert N. Elmore, Barbara Carr, Hastings Hartt, Mildred L. Johnson.

Leonard T. Rosen, Izaak Sturm, Austin T. Clark, George A. Buffington, Victor A. Szabo, Herbert J. Brown, Reginald O. Johnson, Torben Prestholdt, Stephanie Mele, Manson A. Melton, Charles H. Ven-

able, Nils K. Brunner, Jelna G. Carr, James C. Rice, Effie K. Carter, Bernice W. Porter, James J. Doran, Halvor A. James, Franklin White Jr., Margaret C. Lindsay, Martin Dick, Esperance Walker, Reginald G. Smith, Tyrone C. Davis, Arthur Roundtree Jr., Georgette Mapp, Lonnie L. Adams, Herminio Cortes, Paul E. Harris, Martha Gordon.

Edythe L. Dimond, Israel H. Colon, Louis M. Griffin Jr., Wyona C. Holliday, Herbert Rosenblum, Mabel J. Brooks, William J. Pompey, Robert H. White, Jose T. Gownder, L. Harriett Henderson, Stella M. Giles, Jacob R. Wandner, William S. Shaughnessy, John L. Hughes Jr., Robert Hitt-

man, Edmund W. Carcone, William D. O'Sullivan, Sylvia Aronowitz, Ezra Privman, Joseph P. Sblendorio, Alston Pearlease, Lee C. Williams, Irving Link, George R. Moeller, Benjamin Schnitzer, John M. Mullarkey, Ronald F. Lindo, Vernon M. Smith, David Jackness, Theophilus Dewees.

Emanuel J. Burke, Lester Krupit, Nettie P. Phillips, John P. Hunt, Nathaniel Kramer, Alfred D. Sanders, Harold C. Smith, Joseph Rosenkranz, Allan P. Rosteing, Harry I. Moore, Daniel Bent, Vincent B. Davis, Nathaniel McCaslin, Robert C. Trotter, Aaron H. Reibman, Georgia Williams, Sarah A. Eady, Seymour L. Storch, George R. Cunningham, Thelma Taylor, Howard S. Zimmerman.

(Continued on Page 13)

AR-4^x



THE CRITICS' CHOICE

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

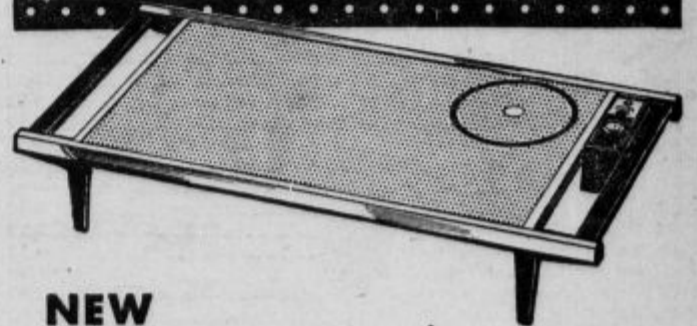
high fidelity "We have heard nothing better, so far at least, in this price class..."
"We liked the AR-4/We like the AR-4^x even more."

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

Bryce Audio

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

GREAT NEW IDEA FOR ENTERTAINING!



NEW
DELUXE WARMING TRAY Model WT1

The Perfect Gift for Any Hostess!

- Ideal for entertaining, buffets, patio living and everyday family needs.
- No need for dinner to get cold—keeps foods hot till Dad gets home.
- Special "HOT SPOT" for maintaining temperatures of hot liquids.
- Easy to use—dependable temperature control—just dial Lo, Medium or High.
- Completely portable—Easy to carry handles and detachable cordset.

SEE THEM TODAY AT...

Argus Radio

241 EAST 59TH STREET
(Corner 2nd Ave. — 1 Block East of Bloomingdale)
EL 5-1572 NEW YORK CITY

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant	5.00
Assessor Appraiser	4.00
Assistant & Jr. Accountant	4.00
Assistant Stockman	4.00
Attendant	3.00
Attorney Trainee	4.00
Auto Machinist	4.00
Beginning Office Work	3.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	3.00
Bridge & Tunnel Officer	4.00
Bus Maintainers — Group B	4.00
Bus Operator	4.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	4.00
Captain P.D.	4.00
Cashier	3.00
City Planner	4.00
Civil Engineer	4.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	3.00
Clerk Sr. & Supv.	4.00
Clerk G.S. 4-7	4.00
Complete Guide to C.S. Jobs	1.00
Const. Supv. & Inspec.	4.00
Correction Officer	4.00
Court Attendant	4.00
Court Reporter — Law Stenographer	4.00
Dietitian	4.00
Electrician	4.00
Electrical Engineer	4.00
Engineering Aide	4.00
Federal Entrance Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	5.00
Fireman In All States	4.00
Foreman	4.00
General Test Pract. for 92 U.S. Jobs	3.00
H.S. Diploma Tests	4.00
Homestudy Course for C.S.	4.00
How to Pass High on H.S. Scholarship Tests	2.50
How to get a job Overseas	3.00
Hospital Attendant	3.00
Housing Assistant	4.00
Housing Patrolman	4.00
Investigator Inspector	4.00
Inspector	4.00
Janitor Custodian	4.00
Jr. Attorney Asst. Attorney	4.00
Laboratory Aide	5.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	5.00
Librarian	4.00
Machinists Helper	4.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	4.00
Maintainer Helper Group E	4.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	4.00
Motor Vehicle Operator	4.00
Notary Public	2.50
Nurse (Practical & Public Health)	4.00
Parking Meter Attendant (Minute Maid)	3.00
Parole Officer	4.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	3.50
Playground Director — Recreation Leader	4.00
Policewoman	4.00
Postmaster	4.00
Post Office Clerk Carrier	3.00
Post Office Motor Vehicle Operator	4.00
Practice for Clerical Type. & Steno.	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	3.00
Principal Clerk (Sen)	5.00
Probation Officer	4.00
Professional Career Tests N.Y.S.	4.00
Professional Trainee Exams	4.00
Public Health Sanitarian	5.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	4.00
Social Case Worker	5.00
Social Investigator Trainee Recreation Leader	4.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00

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

ORDER DIRECT — MAIL COUPON

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

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

Please send me _____ copies of books checked above.

I enclose check or money order for \$ _____

Name

Address

City State

Be sure to include 5% Sales Tax

Narcotics Correction Officers Needed By State; Salary Starts At \$5,940; File By May 1

New York State is recruiting to fill positions as narcotics correction officers with the Narcotic Addiction Control Commission. These positions are open to men and women alike and are concerned with narcotic addiction rehabilitation. Most of the present vacancies are located in the Greater New York City area. There will be many later vacancies in the Mid-Hudson and Metropolitan Rochester areas, according to present expectation.

Narcotics correction officers work assigned shifts under supervision and are responsible for the welfare and continuing therapeutic program of the patients on the ward. They participate in individual and group counseling sessions, in recreational activity programs, and in vocational and educational training and retraining.

Candidate must be between the age of a standard senior high school or possess a high school equivalent diploma issued by the New York State Education Department before the date of the written examination.

Candidates must be between the ages of 20 and 46 for examination and between 21 and 46 for appointment. U.S. Citizenship is required and all candidates must have been legal residents of the State for one year immediately preceding the date of the written test. File before May 1, in order to be accepted for the June 3 test.

Salary of this position starts at \$5,940 and increases to \$7,280 after

five years.

For further information and applications, contact the State Department of Civil Service, The State Campus, Albany, N.Y. or the New York City office at 270 Broadway or at the State office buildings in Syracuse and Buffalo.

File This Week For 9 State Promotion Exams

Less than one week remains in which to file for nine State promotional examinations. April 24 is the deadline for filing applications. Each of these examinations, which will be held on June 3, is open only to permanent employees in the department or promotion unit for which it is announced.

Here are the exams.

Interdepartmental

CASHIER, exam number 32-566, \$4,725 to \$5,855.

ASSOCIATE INTERNAL AUDITOR, exam number 32-565, \$10,895 to \$13,080.

SENIOR INTERNAL AUDITOR, exam number 32-564, \$8,365 to \$10,125.

Education

SUPERVISOR OF OCCUPATIONAL EDUCATION, exam number 32-545 (oral test in June), \$12,790 to \$15,255.

Labor—Division of Employment

ASSOCIATE BUDGETING ANALYST, exam number 32-606, \$10,895 to \$13,080.

Motor Vehicle

ASSOCIATE BUDGETING ANALYST, exam number 32-609, \$10,895 to \$13,080.

DIRECTOR OF REAL TIME SYSTEMS DESIGN AND MAINTENANCE (oral test in June), exam number 32-603, \$14,990 to \$17,740.

Men, Women—Big Earnings— New Career CREDITS and COLLECTIONS

Low cost 13 wk eve course - (2 nights wkly). Prepares you quickly for lifetime opportunity in highly paid credit and collection work. Instruction given in interviewing, checking, collecting, supervising and department managing. No special education or age requirements. Free advisory placement service. **FREE BOOKLET: Write, phone UN 1-7300 — A. B. I. SCHOOL, 53 West 32nd St., N.Y. 1, N.Y.**

Public Works

ASSISTANT CIVIL ENGINEER (Physical Research), exam number 32-560, \$8,825 to \$10,670.

SENIOR CIVIL ENGINEER (Physical Research), exam number 32-561, \$10,895 to \$13,080.

Met. Division Of Employment Chap. To Meet May 9

Robert F. Dailey, president of the Metropolitan Division of Employment chapter of the Civil Service Employees Assn. has announced that the chapter will hold a general membership meeting on May 9, at 247 West 54th Street, New York City, in order to discuss and vote on the elimination of the No Strike clause in the CSEA's Statewide Constitution. This meeting has been prompted by the special delegates meeting of the CSEA to be held on Saturday, May 13, in order to take a vote on all of the Statewide CSEA chapters.

All members of the Division of Employment chapter are requested to attend this very urgent meeting. The topic discussed at this meeting will be the fore-mentioned.

MONEY

WE PAY \$10 hr for NOTHING but your opinions, written from home about our clients' products and publications, sent you free. Nothing to buy, sell, canvass, or learn. NO SKILL. NO GIMMICKS. Just honesty. Details from RESEARCH, No. CSL, Box 669, Mineola, N.Y. 11501.

◆ Shoppers Service Guide ◆

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



Adding Machines
Typewriters
Mimographs
Addressing Machines
Guaranteed, Also Rentals, Repairs
ALL LANGUAGES
TYPEWRITER CO.
Ottawa 3-8084
110 W. 32nd ST., NEW YORK 1, N.Y.

Cemetery Lots

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

Do You Have a Fortune In Your Pocket

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

Office Space To Rent

PSYCHOLOGIST or psychiatrist — office space, doctor's suite, 235 E. 23 Street; reasonable. Phone after 7 P.M. OR 4-757.

New York State Employees:



Unwind with
special room rates
(\$8.00 single) at
these Sheraton
Motor Inns

BINGHAMTON — Sheraton Motor Inn (call 462-6401)

BUFFALO — Sheraton Motor Inn, Sheraton-Camelot (call RA 3-8341)

IITHACA — Sheraton Motor Inn (call 273-8000)

ROCHESTER — Sheraton Motor Inn (call 232-1700)

SYRACUSE — Sheraton Motor Inn (call 463-6601)

(IN ALBANY CALL 462-6701 FOR RESERVATIONS. IN NEW YORK CITY, CALL CH 4-0700.)

**Sheraton Hotels &
Motor Inns**

CSEA Offering Job As Records Director At \$12,420 A Year

The Civil Service Employees Assn. is seeking a qualified individual to assume the position of Director of Records for its 147,000-member organization. The position offers a yearly salary ranging from \$10,330 to \$12,430 in five annual increments plus additional increments of \$420 at the end of ten and fifteen years service.

Applications for this position will be accepted until May 15.

The appointment will be made at the Employees Association's 8 Elk Street, Albany Headquarters in the near future. Upon appointment the new Director will serve a probationary period before he is permanently installed.

The Civil Service Employees Assn. is a non-profit membership corporation composed of employees of the State and political subdivisions throughout the State.

The minimum qualifications for this position include a high school or equivalency diploma and at least eight years of administrative experience or general management or office supervisory experience requiring the use of independent judgment in decision making.

This background should include at least three years experience in planning and supervising a data processing operation involving knowledge of the capacity and limitations of data processing equipment as well as punch card layout and design. Computer tabulating machine operation experi-

ence only will not meet the CSEA's requirements for this position.

Substitution of graduation from an accredited college or university may be granted for two years of the required experience.

Candidates must be residents of New York State. They must be of good moral character and be in good physical condition. Conviction of a felony or misdemeanor may bar appointment.

The work of the Director of Records includes supervision and direction of all CSEA operations pertaining to membership and insurance records and accounts. The incumbent will represent the Employees Association in matters pertaining to this area of the overall operation on many occasions and be directly responsible to the executive director of the CSEA. Personnel supervision of clerks and stenographers engaged in that area of the overall operation will also be included in the appointee's duties.

For further information and applications for this position write to the Civil Service Employees Assn., 8 Elk Street, Albany, New York.

LETTERS TO THE EDITOR

(Continued from Page 6)

observe the larger successful corporations, we will find that more and more of them are using tests patterned after our competitive civil service systems. In short, whom you know is out; what you know is in.

Few would deny that the tests do not weed out all unqualified candidates for a specific job, but we can be reasonably certain that the machine marking our papers does not harbor latent anti-ethnic, personal grudges or other subjective viewpoints.

If private industry has been taking away test-passing civil service employees, leaving government with a residue of mediocrity—and this point is open to heavy argument—the reason is based simply on the rule of supply and demand. If there is a crucial need for a specific skill, and if governments want to lure candidates who have such skill, it will simply have to offer competitive incentives. One of these incentives, according to a number of psyche scrutinizers on both sides of the government-industrial fence, is job satisfaction. Watering down the requirements of the job by letting candidates, in effect, invoke the fifth amendment on questions pertaining to a particular position not only reduces the job satisfaction aspect of those who pass the non-test examination, but will hurl all of us back into the dark ages of the spoils system faster than the second hand on a proctor's timepiece.

What the Civil Service Reform Assn. could do if it is dissatisfied with the calibre of personnel now in civil service is to check the validations of examinations, both

written and oral. A recent example of paucity in this area was shown in the New York State counsellor and senior counsellor tests. One would think that passing of the senior counsellor test would be contingent of getting by the subordinate hurdle, especially since the tests were conducted concurrently, but this requirement was not invoked; as a consequence the supervisor-subordinate relationship may already, in some instances, be impaired.

The counsellor case cited is but one small segment where remedial action can be taken. Again such action can only be equated with more stringent rules, not a relaxation of them.

If we permit the Civil Service Reform Assn's. thinking to trigger a pattern, we may ultimately eliminate the bar exams for lawyers, the insurance exam for agents and a string of other exams which were designed to safeguard the public's interests.

Perhaps in the years to come some computer will be able to analyze our skills, aptitudes, personality and maybe even character and produce the best candidate for a designated job, but even the computer cannot think in a vacuum; it will have to be fed information. How it will be able to do this and refrain from obstructing the Civil Service Reform Assn's. pursuits is quite another matter.

JOSEPH GREENBERGER
Mount Vernon, N.Y.

Kalman Mintz Named

ALBANY—Kalman Mintz of Albany has been named director of the new Bureau of Mental Health Affairs in the State Department of Social Welfare, a \$15,015-a-year post.

REAL ESTATE VALUES

IV 9-9320 CONCRETE CEMENT FINISH

Driveways • Sidewalks • Curbs
Patios • Walks • Garage Floors
Concrete Stoops • Brick Stoops
FRANK FODERA

Farms & Country Homes Orange County

Bulk Acreage • Retirement Homes, Businesses in the Tri State area.
GOLDMAN AGENCY
85 Pike, Port Jervis, NY (914) 856-5228

BKLYN. New 2 Fam. with tenants. \$125 income. No cash. Walk IRT. Exp. Hegemana Ave. corner Bradford St. Phone: CL 7-9796.

JAMAICA Est Tudor brk ste 6 rm side hall den 3 bdrm 2 1/2 bth gar ex con \$55,500 Agent Greenbaum AX 1-7575.

LAURELTON Cape Cod brick 4 bedrooms 2 baths. \$26,000.
Agent Greenbaum AX 1-7575

Farms & Country Homes — New Jersey

List of Retirement Homes
Farms — Estates — Acreage
Farm & Home Realty
Newton, NJ (Closed on Sundays)

Farms & Country Homes — New York State

RETIREMENT—Excellent 5 rooms, patio, Garage. Landscaped, all conveniences. Only \$10,500. Several to choose from. Bloodgood Realty, Hyndsville Rd., Cobleskill, NY 12043.

ALBANY, NEW YORK

- Albany's Most Progressive Real Estate Firm Covering The Entire Greater Albany Area Including All Suburbs.
- Photo Brochures Available.

Philip E. Roberts, Inc.
1525 Western Ave., Albany
Phone 489-3211

CAMBRIA HEIGHTS
Detached brick Ranch type bungalow. Exquisite condition. Large rms plus 3 rm finished basement apt. Easily rentable. 40x100 garden plot. Garage. Covered rear dining terrace, move right in. \$21,900.

LONG ISLAND HOMES
168-12 Hillside Ave., Jamaica
RE 9-7500

BRONX BLVD. GI SPECIAL \$500 CASH

Charming 3 bdrm Colonial overlooking Bronx River Bkway on large landscaped lot . . . VA Approved.

PRICE \$13,990
FIRST-MET REALTY
3525 BOSTON ROAD, BRONX
OL 4-5600

Career Development Jobs Are Expanded

ALBANY—Governor Rockefeller reports that the Civil Service Department's Career Development Program will be expanded soon to the Beacon-Newburgh-Poughkeepsie area. The program started in hard-core unemployment areas in New York City last August.

More than a thousand New York City career development graduates have been placed in jobs with State agencies under the program.

The upstate program is designed to fill jobs in area hospitals and State schools.

Persons interested in the program can apply to the New York State Division of Employment offices in Poughkeepsie at 39 Academy Street; in Newburgh at 459 Broadway and in Beacon at 451 Main Street.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

HEAD FOR THE GOOD LIFE . . .

Fabulous FLORIDA

Offers More...land of Growth and Opportunity. These leading brokers and realtors offer their choice estate listing. Consult them now.

FREE FLORIDA BOOKS ON AMERICA'S NO. 1* "LIVING CITY"

For your vacation or happier retirement on a moderate income, choose a winner! Come to St. Pete, famous sunshine resort, principal city of PINELAS COUNTY* — the WINNER of the 1967 LOOK MAGAZINE — NATIONAL MUNICIPAL LEAGUE "ALL-AMERICAN CITY" AWARD. Yes! an average of 360 days of sunshine each year. Purest air, healthiest climate. Swimming on clean, white beaches. Fishing, boating, golf, fine homes, hotels, motels and guest houses in all price ranges. Wide variety of Restaurants, Attractions, Spectator Sports, Churches, Hobbies and Retirement Activities. WRITE TODAY for our new 80-pg. "SUNSHINE ANNUAL" & "LIVING IN ST. PETERSBURG." They're FREE! Remember, too — Florida has NO STATE INCOME TAX!

C. I. Jenkins, Dept. 411, Chamber of Commerce, Box 1371, ST. PETERSBURG, FLA. 33731. Over 1,000,000 Visitors a Year Now Prefer St. Petersburg!

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

Stuart, Florida

RETIREMENT HOMES . . . \$6,500. UP EVERYTHING IN REAL ESTATE L. FULFORD, STUART, FLA. WRITE REQUIREMENTS, Ph. 287-1288

Fort Myers, Florida

FLA. — Opportunities — FAMOUS West Coast acreage, homes, groves, motels. Douglas Chambers, 1528-1 B'way, Fort Myers, Florida. Over 38 years in Florida Real Estate.

Cambria Heights. Solid brick, 1-family, fin. basement, garage, gas heat. On contract \$1,000. Full price \$17,500.

BETTER JA 3-3377

159-12 Hillside Ave. JAMAICA

HOLLYWOOD BEACH, FLORIDA

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

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

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

St. Petersburg, Florida

FREE FREE SEND FOR YOUR COPY ST. PETERSBURG AREA "HOME BUYER'S GUIDE"

JUST WRITE TODAY for this guide to the finest available listings in our area for residential, commercial and income properties. Beautifully illustrated indicating price & terms. Find YOUR home or business in our "Sunshine City" through

BRANNAN-WEAVER, INC.
3011 First Avenue South
St. Petersburg, Florida - 33712
Or Phone: 896-3631

Venice, Florida

VENICE FLA. — INTERESTED? SEE H. N. WIMMERS, REALTOR. ZIP CODE 33595

CAMBRIA HTS. \$22,900 RANCH - BUNGALOW

Brick all the way around and it has six huge rooms. Fin. basement with built-in bar, 3 airy bedrooms with deep walk-in wardrobe closet, 40x100 landscaped grounds. Patio and a veritable treasure chest of extras being left at no additional cost. This is a buy, only \$900 down needed by qualified buyers. VA & FHA mortgage available, only 12 min. to subway.

BUTTERLY & GREEN

168-25 Hillside Ave. Jamaica 6-6300

Farms & Country Homes Orange County RETIREMENT HOME

6 rooms & bath; gas heat, good area—taxes \$398. Price \$12,000.
85 Pike, Port Jervis, N.Y. (914) 856-5228
Listing, No. 1411

EXACTLY AS ADVERTISED

ST. ALBANS \$10,000 CORNER BRICK Modern 6 Room Brick Home with 3 Lge. Bedrooms, Streamline Kit., Bath, Finished Nite Club Bsmt. Garage, All Appliances.	QUEENS VILLAGE \$19,000 REDUCTION SALE Detached legs 12 Family Dutch Colonial consisting of a 5 Room (3 Bedroom Apt.) & Finished Bsmt. for owner plus large 4 Room Apt. for income.
CAMBRIA HEIGHTS \$23,990 4 BEDROOMS—2 BATHS This detached Cape Cod all brick 8 room home, 4 large bedrooms & 2 baths with mod. kitchen & baths, plus nite club fm. basement. Garage. Immaculate. Move right in!	HOLLIS \$29,900 3 FAMILY—8 & 4 Det. Stucco Tudor with 8 Rms. (4 Bedrooms) & Fin. Bsmt. for owner, plus 4 Rm. Apt. for income. Garage. Modern thruout.

\$590 DOWN GI & FHA MTGES AVAILABLE
Many other 1 & 2 Family homes available

QUEENS HOME SALES

170-18 Hillside Ave. — Jamaica
Call for Appt. **OL 8-7510** Open Every Day

**Revenue Officer,
Tax Technician Jobs**

The Brooklyn District, Internal Revenue Service, is administering federal service entrance examinations for revenue officer and tax technician positions, to college graduates or individuals with equivalent experience, 35 Tillary St., Brooklyn, until the needs of the service are met.

Examinations are for grades GS-5, with starting pay of \$5,331

and GS-7, with starting pay of \$6,451. The examination takes two and one half hours. Candidates who pass the written test and oral interview will be employed immediately.

Persons interested in a career opportunity with the Internal Revenue Service may arrange for a test date or obtain further information by telephoning Miss K. Halpin, Personnel Branch, 596-4024, or personally visiting the office at 35 Tillary St., Brooklyn,



HONORED — Three public employees were the recipients of the annual "Public Employees of The Year" award of the GEX Stores presented recently in Albany. Shown during the presentation are, left to right: A. Victor Costa, president of the

Capital District Conference, Civil Service Employees Assn.; Mrs. Margaret Willi, of the New York State Division of Employment Blood Bank; Walter Javorsky, GEX manager; Peter Magnetto, president of the Troy Patrolmen's Benevolent Assn. and Joseph Prezlo, public relations director of GEX.

**NEW NOVELTY KITCHEN CLOCK
FROM GENERAL ELECTRIC!
Low Introductory Price!**



BREADBOARD 2146 Early American design with fancy leaf pattern treatment enhances any kitchen decor. Attractive fruitwood color finish.

Argus Radio

241 EAST 59TH STREET
(Corner 2nd Ave. — 1 Block East of Bloomingdale)
EL 5-1572 NEW YORK CITY

**Sixth Year For
G-E-X Scholarship**

For the sixth successive year, the member's advisory council of the G-E-X store at Latham will award college scholarships to six outstanding high school seniors in the tri-city area, this spring. The scholarships, open only to sons and daughters of G-E-X members, have a value of \$300

each for use at any accredited college or university of the student's choice.

The Tri-City Area awards are part of a nationwide scholarship program instituted in 1960 by the G-E-X organization. This year 60 scholarships with a value of \$18,000 will be awarded in ten major U.S. cities. G-E-X has awarded a total of 230 college scholarships totalling \$69,000 since 1960.

G-E-X membership is restricted to families of federal, state, county, city and school employees, including members of the armed forces and employees of companies with a substantial portion of their production under government contract.

Deadline date for return of scholarship applications is April 30.

NEW



**DELUXE ELECTRIC
SLICING KNIFE** MODEL EK-7

The knife with 2 sets of blades
one for slicing—
one for paring and trimming



- New small handle easily fits your hand
- Two sets of blades for efficient carving
- New easy to use blade release
- Handsome storage case in woodtone and black design

Light • Compact
Powerful

WHITE ELECTRIC CO.

1694 - 2nd AVENUE
(Bet. E. 87th & 88th Sts.)
NEW YORK CITY SA 2-0771 - 2 - 3

Stops starch build up



**Spray, Steam
and Dry Iron**

*with double-coated non-stick
ironing surface*



MODEL F-81T

- Double Coated non-stick ironing surface stops starch build up.
- Automatic Power Spray provides a fine, warm mist.
- Water Window tells when to refill.
- Wash and Wear settings insure correct ironing.
- Comfort Handle eliminates ironing fatigue.

ABC Trading Company

31 CANAL STREET
NEW YORK CITY CA 8-5080

**Enjoy NEW YORK
TOGETHER!**

The family hotel
"no charge plan" for children
same room with parents.

**HOTEL
BRISTOL**
129 West 48th Street
New York

In the Heart of Times Square
SPECIAL RATES
TO THE
CIVIL SERVICE

SINGLES from \$7
DOUBLES from \$11

Write for Attractive
Booklet

Prepare For Your

**HIGH
SCHOOL
EQUIVALENCY
DIPLOMA**

- Accepted for Civil Service
- Job Promotion
- Other Purposes

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

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

Please send me FREE information.

Name _____
Address _____
City _____ Ph. _____

City Certifications

(Continued from Page 9)

Paul H. Wieland, William H. Peace 3rd, Nellie M. Johnson, Stephanie Miller, Robert E. Tutrone, Alice E. Knight, Louis G. Gaspari, Idella D. Hawkins, Josephine Rubin, Herbert R. Berk.

Railroad Clerk

The New York City Department of Personnel has just released a list of persons certified for appointment to the position of railroad clerk. The list, including some 202 names, follows.

Alex Pickus, Thomas I. Singleton, Peter J. Slane, Joseph A. Stella, Adelino Torres Jr., Murray Treitler, Dennis A. Tyrrell, Dorothy A. Unrath, Anthony J. Visco, Alvin B. Weiman, Edward J. Westemeier, Alexander Whitaker IV, William A. Willett, Marie A. Williams, Albert Wolinsky, Wilbur L. Wright, Anthony J. Abatemarco, Carole R. Allen, Kenneth L. Arma, Blanche E. Askins, Constance Belton, Ernest M. Belzaguy, Christine Benjamin, Joseph R. Brenner, Wendy E. Cameron, Michael R. Cascione, Martin Connolly, John H. Copeuand, Gervaise S. Cuberbatch, Joseph Davis.

Robert J. Davis, Philip Digiro-lamo, James W. Dooley, Nathan Drucker, Gary Eagle, Raymond C. Farquharson, Madeline R. Faulisi, Margaret Franklin, Frederick Friedman, Julia Gajzler, John P. Gallagher, John S. Garde, Mary L. Ghee, Patricia C. Gibbs, Alexander Glassman, Anthony C. Grant, Hugh J. Halpin, Walter A. Heckel, John A. Higgins, John H. Hobson, Pedro Hodge, Edward S. Hornidge, Samuel W. Hoyt, Joseph LaMassa, Victor Leader, James Lettiere, Michael Lombardi, Michael J. Lombardi, William T. Lyman, Anthony J. Manfredi.

Irving M. Matsil, Patrick A. McCallin, Francis McElroy, Herbert Meyer, Joseph H. Pedroll, Emanuel J. Perrott, Frank V. Pfister, Nicolo Ponzio Jr., William Reidy, Raymond R. Reilly, Charles V.

Rezoagli, Vincent J. Ricevuto, James P. Rohan, Quentin D. Rowe, Eli N. Sackeroff, Michael Sheehan, Cornelius Spierer, John L. Thomas, Bernard Tuller, Clovis D. Washington, George H. Wilson Jr., Eugene P. Young, Garland W. Adams, Frank Altieri, Malcolm O. Baptiste, Allen W. Brown, Alwin S. Burch, Philip Chipkin, John J. Cox, Michael A. DaMato.

Charles Dankert, Lonnie A. Davis 3rd, Charles W. Feltz, Richard A. Fischer, Joseph P. Fratoni, Isidore Friedman, Eugene D. Fulton, William L. Gilliard, Calvin E. Klinger, Edward A. Pinto, Kenneth B. Pittel, Vincent J. Arnone, Philip J. Flood, Marguerite Hanrette, Alonzo M. Harley, Judith M. Harvey, James R. Heelan, Ethel Hopkins, Bobbie J. Horne, Stuart Horowitz, Michael Horigan, Robert C. Hundertmark, Christian Hunterpfund, John A. Hurley, Bernt M. Husebo, Hyman Hutkin, Bette L. Jackson, Claudius E. Johnson Jr., Manuel A. Jurado, Catherine Kane.

Carlton W. Kerr, Irving A. King, Murray Klein, Joseph F. Konenkamp, Isidore Koser, John T. Koser Jr., Walter L. Lee, Edward Leveridge, Joseph F. LoFaso, Humphrey J. Lynch, Joseph H. MacKay Jr., Charles Mainer, Floyd T. Martin, Donato F. Maurino, William D. McLane, Dan McLaughlin, Daniel J. Mitchell, Norman A. Monsen, Leon J. Mosko, John I. Nelson, Mandy L. Nicholson, Melvin H. Notis, James P. O'Neill, Joseph V. Osti, George P. Owens, Mary V. Oxley, Benjamin Pecorino, Richard Pereira, Isidore Polackin, Bruno Puxant, Leon Rabinowitz.

Alma M. Rademaker, Mario A. Radioli, Louis Rizzo, John P. Rochford, Charles S. Roett, John S. Romaine, Charles F. Ryan, Harvey B. Salit, Nicomedes Sanchez, Irving Satler, Workonis O. Sawyer, Joseph Schoenfeld, Henry Schwartz, Herbert Sherman, Irving R. Shulman, Irving A. Siegel, Vernon L.

Simmons, Wilhelmina Smith, Robert L. Stalworth, Max Steinkohl, Thomas Steinline Jr., Dorothy L. Taylor, Richard J. Tonkin, Lorraine A. Townes, Otto J. Ulich, David Uritsky, Arnold Weiler, James K. White, Jacob Ziff, Arnold O. Abbott.

John F. Ahern, Robert Alderman, Michalen H. Alkiewicz, Daniel F. Angevine, Herbert L. Baker, Jacob Balkin, Cornelia B. Barber, Carl Barkan, Willie E. Barnes, Jesse J. Baum, Angelo W. Beltrone, Louis D. Bobby, Stanley A. Buskey, John L. Carroll, Stanley M. Chase, Errol A. Clarke, Leonard L. Cohen, Edward R. Conboy, Stanley D. Cook, Joseph E. Coyne, Solomon B. Cromwell, Luis Cruz, Leonard Curiale, Anthony A. Dalu.

Case Worker I, Gr. 24

Some 173 persons have been certified by the Department of Personnel for appointment to the position of case worker I, group 24, in the New York City Department of Welfare. The list of names follows.

Nancy Horwitt, Susan I. Saxein, Susan F. Denison, Dorothy G. Joidwasser, Margaret P. Le y, Michael W. McKain, Jack Rudin, Mary L. Schwartz, Carole A. Crayne, Paul B. Gallagher, Jonathan Grumette, Sandra T. Pak, Vincent Iacona, Christophe Quilter, Kenneth A. Ribeiro, Barbara Salamun, Walt Soffer, Milton A. Stein, Judy A. Appel, Robyn S. Bierman, Edward J. Hackney, Fran Hollander, Ira B. Katz, Donald A. Matheson, Frederick Naylor, Louise C. Oliva, Howard E. Pflanzler, Thomas A. Imperial, Denis G. Schiff, Norman C. Wack-er.

Lula M. White, Laurence R. Aronson, Mark Briggs, Toni S. Deutsch, Carol L. Dreas, Margaret F. Drobinske, Robert K. Harrington, Robert A. Hufford, Guy J. Onida, Fred Grobstein, Lance R. Sobel, Helen M. Stratemeyer, Ingrid S. Walker, Stephen Yagman, Lorna S. Asai, Grace Belvedere, Francis P. Cummings, Nathan Farb, William E. Knapp, Ellen M. Levine, Steven J. Meltzer,

Diane G. Mitchell, Arthur J. Sutton, Terry A. Rutherford, Frank Violi, Mary E. White, Augustus C. Agate, Arthur J. Anderson, Ronald W. Andrews, Richard H. Berg.

Yvette R. Block, Merle L. Bullock, Eugene J. Canavan, John J. Faulkner, Mary A. Jones, Joseph V. Murnane, Frank E. Nelson, Dick Whitlow, Calvin N. Mathes, Arthur C. Morrowitz, Malcolm D. Stern, Margaret E. Voss, Joan A. Weinstock, Harriet F. Begler, Helen Birnbach, Camilo A. Boasso, Odile M. Forbes, Alan M. Homel, Diane Levy, Louis F. Nagy, David H. Bierman, Henry Burnstein, Patricia A. Shields, Philip S. Silber, Courtney L. Sjostrom, Lisa A. Deitz, Gerard C. Fatica, Flora Freedman, Reginald Jackson, Joe R. Knock.

Anne C. White, Howard E. Riemer, Joan M. Teply, Joel F. Thompson, Sarah N. Thornton, Rosalind Elkin, Lois A. Ginobbi, Retha D. Heigele, Francis J. Heneghan, Jay Holzer, Marilyn E. Icove, Diane C. Irving, Matthew C. Link, Karin Lippert, Hector M. Martinez, Ronnie S. Meltzer, Grace R. Heimann, Hope L. Ruff, Louise A. Smith, Arnold Steurental, Robert J. Torra, David Walker, Elizabeth Wingert, Linda R. Zacks, Richard J. Beck, Gerald Gershman, Thomas K. Jacoby, Walter F. Kelly, William P. Mitchell, Sydney Natas.

Salvatore Raciti, Andrea M. Alberts, Joseph F. Conlon 3rd, David B. Finkelstein, Brenda J. Murrell,

(Continued on Page 15)

Buy Where Your Allowance Buys More"
NEW YORK STATE
CORRECTION & M. H. SAFETY
OFFICERS
NEW REG. UNIF. OUTER COAT
\$76.50
DEPT. APPROVED REG. UNIFORMS
\$68.75
POLICE REEFER COATS
30 oz. KERSEY \$64.75
REG. TROUSERS, CAPS & SHIRTS
Contact our Local Rep. or Write Direct
Quality SLOAN'S Uniform
CATSKILL, NEW YORK
"FOR QUALITY AT A DISCOUNT"

DEWITT CLINTON
STATE & EAGLE STS., ALBANY
A KNOTT HOTEL
A FAVORITE FOR OVER 30 YEARS WITH STATE TRAVELERS
SPECIAL RATES FOR N.Y.S. EMPLOYEES
BANQUET FACILITIES AVAILABLE
Call Albany HE 4-6111
THOMAS H. GORMAN, Gen. Mgr.

HEARTHSTONE LODGE & MOTEL
7 ACRES OVERLOOKING LAKE GEORGE
Located on Rt. 9N. HOTEL-MOTEL-LOG CABINS-HOUSEKEEPING COTTAGES. All Sports, Swimming Pool—Restaurant—Cocktail Lounge. Special accommodations for Families. Send for free color Brochure. Write Frank & Ann Doyle, Box 748 Lake George 10, N.Y. 518 608-2500
Our Rates \$8 Per Couple Start at Per Day

ARCO
CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

If I wanted Service with No Service Charges-- I'd contact...
The Keeseville National Bank
Keeseville, N.Y. 834-7331
Member F.D.I.C.

MAYFLOWER - ROYAL COURT APARTMENTS — Furnished, Unfurnished, and Rooms. Phone HE 4-1994. (Albany).

ALBANY BRANCH OFFICE
FOR INFORMATION regarding advertising. Please write or call
JOSEPH T. BELLEV
303 SO. MANNING BLVD.
ALBANY 8, N.Y. Phone IV 2-8476

BOOKS
of all publishers
JOE'S BOOK SHOP
22 Steuben below Pratt

ALBANY NEW YORK
CIVIL SERVICE BOOKS

HILTON MUSIC CENTER
Fender Gibson Guitars, YAMAHA PIANOS. New and used instruments sold and loaned. Lessons on all instruments. 52 COLUMBIA ST. A.T.S. #10 2-0945.

SPECIAL RATES
for Civil Service Employees
IN THE CENTER OF ALBANY
HOTEL
Wellington
DRIVE-IN GARAGE
AIR CONDITIONING • TV
No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.
136 STATE STREET
OPPOSITE STATE CAPITOL
See your friendly travel agent.
SPECIAL WEEKLY RATES
FOR EXTENDED STAYS

Garrard

Garrard has taken the magnificent Lab 80 and brought it to perfection. All the fabulous features remain plus the following new additions. A provision for automatic play of a single record. The new design also has safety rings which protect the stylus should the arm be lowered accidentally without a record on the turntable. A new anti-skating compensator with gram markings.

THE NEW LAB 80 MK II AUTOMATIC TRANSCRIPTION TURN TABLE



Lab 80 Mk II
2 SPEEDS - 33 1/3 and 45 RPM

- The Lab 80 MK II also features:
- Dynamically balanced, counterweight-adjusted tone arm, built of Afrormosia wood for lightweight, low resonance.
- Exclusive super-sensitive magnetic trip, with Dupont Delrin® to offset friction.
- Newly styled control center with fluted tab operating levers.
- Calibrated stylus pressure gauge with precision 1/4 gram click adjustments for accurate audible/-visible settings.
- Built-in hydraulic cueing control eliminates all danger of accidental damage to records or stylus through manual handling.
- Two spindles - one for manual play, the other for automatic operation. Convenient short spindle interchanges with revolutionary center drop spindle, which handles 8 records fully automatically when desired.
- New repeat adaptor fits over automatic spindle, repeats records as often as desired. Doubles as 45 rpm single spindle.
- Full 12" anti-magnetic turntable - dynamically balanced for perfect speed.
- New anti-static mat, featuring deep rins at 12", 10", and 7" positions, to protect the stylus against accidental damage.
- Silent Laboratory Series® 4 pole shaded motor with vibration-proof total isolation suspension.

PACKARD ELECTRONICS

NEW YORK CITY 33 UNION SQUARE WEST OR 4-4320

Pay Talks Begin In Expectation

Suffolk CSEA's Middle Co. Unit Sees Exclusion Bargaining Recognition

Suffolk County Civil Service Employees Assn. chapter's Middle Country School District unit is expected to gain exclusive recognition and is conducting formal bargaining for an eight percent across-the-board salary increase in expectation of the action by the School District.

Preliminary agreement to grant exclusive recognition for the unit, which represents the district's 150 non-teaching employees, was reached after negotiations between the school board and representatives of the unit and Suffolk chapter. A final vote will take place April 17.

The district will become the third municipal unit in Suffolk to gain exclusive recognition this year. Earlier, units in the Hauppauge and Smithtown School Districts won exclusive recognition.

Representatives are bargaining with school officials on a general salary adjustment, and expect action within about two weeks.

The negotiations are being shepherded by Anthony J. Commesso, unit president, and Jack Corcoran, Suffolk field representative of the State CSEA.

Suffolk chapter also inaugurated a new unit—in the Kings Park School District—approved constitutions and bylaws for two more new units, and formed another new unit.

Officers, headed by Harold Kremer, president, were installed in a dinner-dance April 1 and negotiations were opened April 2 with the Kings Park School Board on sal-

three-quarters of the district's 80 non-teaching employees as of the date of its formal formation. Officers were installed by Charles Every schedules.

The Kings Park unit represents Kopp, vice president of the school board, and District Principal Lloyd Spahr presented the constitution and bylaws. Suffolk field representative Jack Corcoran acted as master of ceremonies. The new officers are:

Kremer as president; Walter Mathews, vice president; Mrs. Emily Bollinger, secretary; Mrs. Josephine Parella, treasurer and Lawrence Shaughnessy, sergeant-at-arms.

The new unit presented evidence showing salary scales in the Kings Park district were significantly lower than those in other schools in the area. A spokesman said the negotiating team expects to meet with the school board within two weeks to reach a settlement.

The Suffolk chapter also, last week approved new units at the Suffolk County Community College and Suffolk Cooperative Library System. One chapter spokesman said: "We are pleased by the progress in these areas and charters will be issued shortly."

Mrs. Catherine Woolen heads way in both jurisdictions.

The college and library units are the 46th and 47th affiliated with the Suffolk County chapter. The college unit; Mrs. Grace Every heads the library unit. Membership canvasses are under

Yet another new unit has been formed by employees of Patchogue Village, which signed up 35 of the 40 village employees right off the bat. A slate of officers has been authorized to press a program calling for salary and fringe benefits comparable to those enjoyed by employees of Brookhaven Town and Suffolk County. Mayor Robert Waldbauer has been contacted to open negotiations.

Officers of the new Patchogue unit are: Peter Poulos, president; Ruth Padham, vice president; Fred Ward, secretary; Harry Farides, treasurer. Also named as directors were Al Gabarini of the Highway Department, Charles Grover of the Sanitation Department, Lucy Cutler of the Recreation Department, and Carol Luhrser of Village Hall Employees.

Bank Examiners Named From State Eligible Lists

ALBANY—The State Banking Department has named Bernard Gassman of New York City as supervising bank examiner at a salary of \$16,655 a year. The appointment is from a civil service eligible list.

The department also has named six new principal bank examiners at \$13,500, all from civil service lists. They are:

Ivor E. Simmons of Huntington Station; Wesley C. Carnrick, West Hempstead; Patrick J. Sweeney, Brooklyn; Kenneth C. Hewlig, Bronx, and George J. Rosmarin of East Norwich.

Institution Teachers' Reallocations Sought

ALBANY — Two and three additional grades have been requested for titles in the State's institution teacher series in reallocation applications filed through the Civil Service Employees Assn.

The appeal to the State's Division of Classification and Compensation—a joint effort on the part of CSEA, the New York State Teachers Association, the Mental Hygiene Association, and the New York State Institution Educators Association, Inc.—includes a general supporting brief, which pleads the case for reallocating the entire series, as well as separate statements substantiating requests for each affected title.

The main brief, termed "comprehensive and incisive" by a CSEA spokesman, seeks to establish the need for an economic boost in the general area of institutional education positions through an exposition citing:

- A continuing teacher short-

age which inhibits recruitment in general and, in particular, at the relatively low salaries offered by the institutions.

- The resulting high rate of turnover among institution teachers.
 - The increased relative importance of the institution teacher's contribution in preparing the disadvantaged to function in today's education-oriented society.
 - The extra work demands inherent in teaching the socially maladjusted.
- The new allocations would move institution teachers and vocational instructors to grade 14; the senior level of the latter, with a provisional certificate, to grade 17; and, with a permanent certificate, to grade 18. Institution education

Massapequa CSEA Unit Shuns Pay Offer

MASSAPEQUA—The Massapequa non-teaching unit of the Nassau County chapter of the Civil Service Employees Assn. voted unanimously last week to reject a 3.6 percent salary adjustment offered by the school board.

According to unit chairman Robert Woods the offer would leave the non-teaching staff in the lower half of wage scales in Nassau County school districts. Woods said the group is demanding a \$500 across-the-board adjustment and has called for a new round of conferences.

Implementation of the 1/60th retirement program is still under consideration, although the board offered only the 3.6 percent salary adjustment and rejected demands for night differential pay, increased vacation schedules and bereavement days. Sick leave of 10 days a year with accumulation to 50 days was agreed upon.

Custodians, groundsmen, bus drivers and helpers now get \$4,600 to \$6,250 in 12 steps, with other scales ranging up to \$5,350 to \$7,000 for head custodians and head groundsmen.

Judicial Conf. Tenure Rights Sought By CSEA

ALBANY—The Civil Service Employees Assn. last week called on the State Judicial Conference to adopt provisions of the Civil Service Law which gives non-competitive employees the same protection as competitive employees under Section 75 of the Civil Service Law.

In a letter to Thomas McCoy, director of the Administrative Board of the Conference, J.D. Lochner, executive director of the Employees Association, pointed out that all non-competitive class State employees, not designated by the Civil Service Commission as confidential or policy-influencing and who have completed at least five years of continuous service, were receiving the same tenure rights as competitive employees under a law achieved in 1965 by CSEA and effective March 30th of this year.

He asked the Judicial Conference to apply the provisions of the law to their own non-competitive class employees as early as possible.

38 Townships Join Blue Cross Statewide Plan

William G. O'Brien, Blue Cross-Blue Shield manager of the Statewide Plan, announced recently that 38 new townships joined the Statewide Plan during 1966.

"This makes a total of 191 townships which have joined the Statewide Plan since it was first offered in 1957," said O'Brien.

O'Brien pointed out that the Statewide Plan is designed to meet the specific needs of public service employees, combining hospitalization, surgical and major medical protection in one plan.

Pass your copy of The Leader on to a non-member.

Salary, Vacation

Nassau Chap. Makes Gains In Garden City

GARDEN CITY—The Village of Garden City, which recently agreed to exclusive recognition of the Civil Service Employees Assn., has granted selective salary adjustments, increased vacations and a more liberal time-and-on-half-for-overtime policy.

The agreement came after negotiations conducted by Garden City unit president Kenneth Darby and his committee, Nassau CSEA chapter president Irving Flaumenbaum and CSEA field representative Arnold Moses. They negotiated with Mayor James A. McKenna and the village trustees.

New benefits, include a formula that boosts pay for many workers. Vacation schedules will be two weeks after one year, three weeks after five years and four weeks after 15 years. Previously, it was two weeks until the 15th year, when it went to three weeks.

Time and one-half pay will be calculated for all time over the normal work week, whereas before premium pay was given only after 44 hours work in one week.

In a letter to Flaumenbaum, Village Clerk Earl P. Sandquist said: "Congratulations to you and your committee for your achievements. The Village looks forward to future meetings with you to discuss items of benefit to CSEA and to the village."



DISCUSSION — The annual membership committee meeting of the Middletown State Hospital chapter, Civil Service Employees Assn., was addressed this year by Theodore Wenzl, first vice-president of the State Assn. at the Star Light Restaurant in Middletown. Shown taking part in a pre-dinner discussion are, left to right: Wenzl; Mary O'Leary, chapter membership chairman and Felice Amodio, president of the chapter.

City Certifications

(Continued from Page 13)

Edward S. Lyons, Patricia J. Rauscher, Erica J. Stone, Barbara L. Barsch, Harold M. Bloomfield, Steven Hammer, Phyllis R. Hammond, Shirley Wichter, Benjamin A. Casal, Marlene C. David Benjamin Galvez, Carol A. Neves, Ansell G. Rose, Jane L. Schwarz, Barbara S. Sidel, Antonius Verlaan, Michael Wilson, Mary L. Balsler, Sylvia Levin, Eugenio R. Torres, Maryann W. Selassie, Rosalynne Bradham, Ida M. Cobb, Faulette Grossman, Michael A. Stevens.

Leslee E. Kovel, Luis Ortiz, Eugene Commander, Carmen M. Tapia, Florence Dove, Pearl J. Flemister, Joan B. Steward, Carmen Carr, Frank J. DeMeter, Lawrence Gressack, Frank P. Iu, David R. Lutwin, Eduardo B. Rodriguez, Beryl A. Wilson, Phyllis E. Levy, Pearlina W. McCory, Margarita Ortiz, James J. Wkoedemabla, Mabel E. Baron, Lucy A. Dolan, Louis J. Elle, Marriotte Greene, Antonio Martinez.

Senior Clerk

The New York City Department of Personnel has certified 613 persons for promotion to senior clerk in the Department of Welfare. Eight employees of the Department of Welfare have been certified. A general promotion list includes some 305 names, and 300 persons qualify for appointment from the open competitive list.

The eight employees qualified from the Department of Welfare are:

Seena L. Lane, Charlotte Kintisch, Rachel Melamed, Joanne Rotuunno, Gertrude Botwip, Ruth Janover, Elaine M. Walker, Mary S. Caldwell.

Here is the general list, including 305 names:

Florence Beer, Dorothy M. Hanna, Mavis I. Linton, Judith C. Nesbitt, Olga R. Wiles, James P. Flynn, Lorraine M. Terranova, Evelyn C. Muller, Belle Allwell, Jeanette L. Ballard, Pearl S. Mahler, Adelle L. Lawrence, Irene V. Specht, Vivianne F. Williams, Lucille Zucker, Agnes M. O'Brien, Wvonne V. Johnson, Ida I. Bynoe, Sylvia Rosansky, Blanche A. Berry, Rosella G. Douglas, Grace A. Berry, Sylvia Lesser, Ruth Stein, Marjorie B. Thorpe, Edward L. Gibbs, Doris A. Winslow, Evangeline Brignoni, Gertrude Friedman, Mary E. Vecchio.

Lillian Barrett, Mildred T. Ledette, Fay Hanzelik, Charlotte Landau, Doris L. Maxwell, Katherine Sanderson, Florence Sheflin, Juanita E. Toone, Annette Raynor, Naomi R. Swanson, Catherine Wood, Veronica M. Enders, Harry Hertzenson, Norma J. Gould, Amy A. Littlejohn, Henrietta Ross, Elizabeth Harris, Gerald J. Murphy, Alice J. Shepard, Yvonne L. Howard, Agnes D. Payne, Bess U. Raber, Louis M. Reda, Walter R. Sweeney, Lillian Teller, Emma Berman, Marian E. Katz, Eupora Lewis, Rose E. Landa, Maher Newman.

Fay Froum, Sol Hariton, Eleanor N. Harris, Dorothy E. Swanton, Rose Weitz, Mildred Erlich, Regina C. Fischer, Sylvia Goldman, Iris T. Pettus, Maureen Degannes, Margaret M. McGough, Bessie Belkin, Sara Pullum, Celia Bass, Anne Nadzeika, Esther I. Presser, Rebecca B. Rosner, Alice M. Ashby, Myrtle B. Deane, Belle Shulman, Joseph Steinberg, Beatrice R. Kovar, Sadie V. Bagnall, Frieda Brook, Josephine Castro, June E. Gleichenhaus, Elsie T. Stewart, Byrdel Alexander, Louise Battle, Dorothy Abdor.

Bernard J. McGuire, Margit Berger, Emma J. Francis, Ruby A. Thomas, Marie T. Gluchowski, Ruth B. Stoney, Athalee M. Turner, Esther Zuckerman, Evelyn G. Finney, Nobuko K. Jung, Gloria M. Nieuwendam, Catherine Griffin, Sylvia Herman, Fay Eisenstein, Roslyn Grabin, Sally Orenstein, Evelyn E. Chrichlow, Ruth Scott, Carl D. Woods, Alton R.

Burnett, James E. Ford, Ethel E. Saks, Genevieve Coles, John J. Fudge Jr., Ella Schmidt, Helen A. Konopka, Rachel Kaufman, Bessie Cohen, Elizabeth Evans Cell Freedberg.

Harriett M. Williams, Dora F. Byrd, Florence L. Harris, Enid Y. Hoggard, Elizabeth Humphrey, Sylvia A. Lewis, William E. Rowan, Elvia I. Sockwell, Enid B. Washington, Minnie H. Zimmerman, Frances Cohen, Frances L. Darie, Sandra B. Darden, Marguerite Jones, Irene M. Lark, Rebecca Pomerantz, Arline Fishman, Joyce V. Matthews, Dorothy V. Tansy, Jean E. Bonner, Iris N. Harper, Annie M. Johnson, Portia J. Nell, Sally Drummer, Lillie B. Jackson, Pearl Schneider, Ella H. Bindler, Charlotte Katzenell, Elaine L. Phillips, Pearlina Skeeter.

Anna T. Caprino, Alice V. Knowles, June C. Fitzgerald, Leonard Greene, Ethel J. Smith, Phyllis B. Williams, Kathleen B. Canoro, Creola V. Ellis, Liller J. Jenkins, Leah A. Merrill, Malvin Sales, Sylvia A. Schultz, Elsa M. Wallace, Janet E. Low, Shirley B. Spar, Marjorie P. Taylor, Arline D. Klenk, Gertrude Rosen, Claire Tenneriello, Regina Dreyfus, Yvette Wynne, America V. Fernandez, Sadie Gross, Renee S. Klein, Josephine Major, Franklin Salley, Ira A. Shaw, Gertrude Silverman, Irma Wasserman, Mary M. Gilmartin.

Mary A. Roeser, Lena R. Panton, Shirley V. Schor, Ina L. Dalrymple, Millicent James, Evelyn Nesbit, Kathryn R. Zottola, Helen Denigris, Edith M. Ronis, Gloria F. Saunder, Adrienne R. Critchlow, Margaret E. Kirton, Vida C. Brome, Victoria G. Calleo, Joyce A. Fagan, Enid L. Bovell, Florentina Hicks, Evelyn Jones, Anna M. Mirandi, Kevin R. Sinnott, Frieda E. Hoyett, Anne Rand, Miriam M. Harris, Eileen Tony, Dora Donnenfeld, Estelle E. Gurr, Hilda H. Kaufman, Ruth L. Podolsky, Josephine Guastella, Sylvia J. Meacham.

Gertrude Siegel, Gertrude M. Taylor, Olive B. Thurman, Mary R. Gibson, Noel A. Maldonado, Solomon Stockell, Adele Berry, Hattie M. Johnson, Rose F. Lee, Alphonso S. Powe, Evelyn Rhein, Regina Weidt, Ann P. Jansch, Iris L. Pease, Veponica A. Wendal, Dora R. Troche, Mildred Berman, Junelle G. Brousseau, Helen Harris, Mary Agrest, Grace B. Hoke, Clair Stern, Viola M. Borroto, Bernice Brown, Sylvia J. Kemp, Agnes V. Barbour, Vincent E. Branch, Minnie Wexler, Florence Martikofsky, Barbara A. Strohm.

Norman Greenstein, Gussie Kolsin, Virginia L. Boreland, Lillian H. Martin, Alfreda H. Rosario, Adie B. Wardlow, Carmen S. Barnes, Barbara G. Grant, Bella Messinger, Louella York, Olga V. Zamiello, Ann M. Langere, Grace H. Butler, Patricia C. Gabriel, Frances E. Pinker, Alyce V. White, Joanne E. Johnston, Kathleen I. Findlater, Mary P. Cali, Faustina Davis, Sally Teitelman, Evelyn R. Chapman, Janice R. Miner, Yetta Ackert, June R. Hess, Willie B. Chapman, Gloria Hawkins, Irma Sochis, June A. Parks.

Marie DeMatteo, Paula M. Eichler, George E. Kennerly, Grances Baflen, William M. Engstler, Henry Hyman, Gwendolyn Hazel, Alice M. Wolfe, Matilda Cohen, Mildred Goldstein, Carol A. Jordan, Lillian F. Sandel, Doris M. Bryant, Helen Bull, Margaret T. Estwick, Pearlina E. Betts, Bertha M. Davis, Ida Doctorow, Josephine Guglieri, Beverly E. Anderson, Viola L. Covert, Rose A. Carney, Doris M. Byrd, Doris Rudnick, Maureen Russell, Mildred M. Jackson, Alexander Kasday, Margaret L. Page, Frieda Lavinsky, Margaret D. Musuraca, Ethel M. Powell, Wilhelmi Brown, Columbus A. Davis, Helen P. Driver, Joyce C. Gessner.

The open competitive list follows. Frank J. Campbell, Harry El-Max Neubauer, Arnold D. Rabby, Helen G. Berman, Daisy Burk, Leonore Dick, Margaret F. Ham-

ilton, Nathan Weiner, Abraham Levitt Paula Navy, Nancy Siperstein, Robert A. Zeier, Miriam Zoland, Dorothy C. Green, William Burkhoff, Phillip J. Ellenbogen, Robert Fleischer, Sydney W. Mandel, Marcia Meltzer, Ruth Statenstein, Isidore Schoener, Julia H. Stoltz, Celia Altneu, Rose Babits, Simon Birnbaum, Joseph A. McCaul.

Thomas J. Sheffield, Rosaire M. Jirak, Agnes Lander, Clara R. Lent, Agnes C. Malone, Catherine Mapelli, Benjamin Sacks, Kathleen D. Shafer, Margaret P. Unrein, Celia Weinberger, Mandel G. Weinstein, William Weintraub, Herbert Brown, Samuel Cohen, Jacob Freund, Marguerite Hrabar, John J. Caronelli, Julius Plotnick, Frances J. Kissel, Dorothy L. Kissel, Miriam Knapp, Seena L. Lane, Bart J. Lavin, Mildred Nemiroff, Abraham Nesoff, Ruth Scherl, Dolly F. Shkoler, Bessie L. Slutzky, Barbara I. Taylor, Mollie Weiss.

Charlotte Whitehead, Michael Adler, James A. Boylan, Elinore S. Friedlander, Marie G. Gerlach, Anita P. Grossman, Roslyn Haber, Jess L. Korngut, Bernard F. McDermott, Harry Feigenbaum, Ruben Goldwasser, Nathan May, Wesley R. Johnson, Gerald M. Lennon, Genevieve McCarthy, Marion A. Mizen, David Reits, Patricia A. Roberts, Marion B. Rosenfeld, Ida Rutter, Louis Schwartz, Helen M. Toerner, Esther P. Valentine, Mary C. White, Jane A. Aronson, Martha A. Baber, Anne F. Berner, Anthony P. Caprio, Helen F. Coopersmith, Louise S. Deberry.

Richard A. Dowley, Isabelle G. Feigelman, Dorothy Goldfarb, Adolph Hart, Hannah H. Israel, Bernard Stone, Phillip Abramowitz, Thomas J. Carolan, Gustave Gurowitz, Judith A. Kinis, Morris B. Levine, Helen H. Minsky, Catherine Pangborn, Belle Poms, Lawrence T. Reznick, Victor V. Pabilotta, Shirley E. Steinberg, Stanley D. Versley, Ida Weinstein, Eugenia Abramopoulos, Cornelia E. Browne, Gertrude R. Cavanagh, Alan R. Feierstein, Frances E. Fitzgerald, Reva Halpern, Sylvia Handsman, Leota B. Henry, Jane T. Irving, Joseph F. Konenkamp, Jerome M. Levy.

Louis Weidner, George B. Blacsy, James M. Fiore, Eugene J. Huetter, Rebecca D. Kaplan, Joanne E. Kearns, Edith S. Kirton, Pearl Loeff, Natale Marabello, Ann Margosian, Nora M. McCormick, Margaret L. McWeeny, Clara H. Mihale, Rose Mikaelian, Gerald F. Newman, Carmela Rippa, Fred Ruederer, Joseph Sandberg, Justine R. Skalba, Wanda V. Szykiewicz, Ruth Wagner, Sidney Weintraub, Clara Balaber, Regina S. Boland, Minnie K. Borden, Louise H. Brewer, Celeste L. Brisolari, Agnes V. Clark, Hedwig J. Dial, Albert C. Engelking.

Mary Farley, Eugene D. Goldberg, Estelle Goldman, Wayne F. Manville, Benjamin F. Raysor Jr., Margaret L. Walotsky, Leo S. Brodzik, Joseph T. Coleman, Mollie Innerfeld, Vera A. Kircher, Helena M. Kirstein, Libby Leibenhaut, Thelma S. Leiser, Irma V. Murray, Marilyn J. Nehemias, Helen W. Nichter, Hilda Praver, Barbara V. Pyatt, Catherine Ray, Nettie Renard, Frances K. Ross, Celia Rubenstein, Rose Salzman, Amy E. Schultz, Pauline Shewchuk, Lillian Straus, Mildred Tsai, Esther Vogel, Samuel W. Young, William Zucker.

Carolyn J. Abatemarco, Flor-

ence Beer, Marlon G. Berman, Wesley M. Brower, Jean Clements, Robert A. Confino, Dorothy P. Covino, Margaret Desanctis, Joseph J. Diamond, Max Feld, George J. Gallagher, Rosalind R. Garber, Charlotte Gervant, Carol R. Gleeman, Margaret M. Gojan, Beatrice Goldberg, Shirley S. Hollander, Morris B. Pollkoff, Seymour Waksman, Paul Geller, Anna M. Kawry, Marlon K. Levow, Margaret Meade, Lillian T. Myer, Daniel J. Mitchell, Ira Mordkowitz, Sarah V. Mullooly, Helen A. Rahlke, Elbert Reed, Dorothy Schayes.

Henry Schwartz, Rita Schwartz,

Isador Simonson, Jack Sturman, Honi E. Tissenbaum, Daniel Barrars, Lena Amster, Freda Barrack, Helen Berstein, Margaret M. Betz, Lillian G. Borodkin, Charlotte Bretan, Rose A. Brynes, Gwendolyn Cain, Fanny B. Climan, Ruth Cobert, Miriam Cornfield, Stanley Davis, Renee D. Drasner, Max I. Drieler, Eileen Feigenbaum, Adelaide Gioella, Selma H. Gold, Norma Herman, John P. McNally, Morris Shapiro,

HIGH SCHOOL Equivalency DIPLOMA

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

- Employment • Promotion
- Advanced Educational Training
- Personal Satisfaction

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

Attend in Manhattan or Jamaica

ENROLL NOW! Classes start

in Manhattan Mon., April 24th. Meets Monday & Wednesday at 5:30 or 7:30 P.M.

or Jamaica Tues., April 25th. Meets Tuesday and Thursday at 5:45 or 7:45 P.M.

BE OUR GUEST

Fill In and Bring Coupon

DELEHANTY INSTITUTE 321 115 East 15 St., Manhattan

21-01 Merrick Blvd., Jamaica

Name.....

Address.....

City..... Zone.....

Admit to One H.S. Equiv. Class

Do You Need A

High School Equivalency Diploma

for civil service for personal satisfaction 6 Weeks Course Approved by N.Y. State Education Dept.

Write or Phone for Information

Eastern School AL 4-5029

721 Broadway N.Y. 3 (at 8 St.)

Please write me free about the High School Equivalency exam.

Name

Address

City

State

FOR ALL TESTS

ARCO BOOKS AVAILABLE AT

PAUL'S BOOK STORE

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

BOOKS MAILED

SAME DAY AS ORDERED

10 A.M. to 6 P.M.

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

Phone or Mail Orders

TR 6-7760

SCHOOL DIRECTORY

STENOTYPE ACADEMY

Inc. under the Laws of N.Y. State

EARN MORE IN BUSINESS & GOVERNMENT AS A COURT REPORTER • CONVENTION REPORTER • EXECUTIVE SECRETARY • MEDICAL-LEGAL SECRETARY • SCIENTIFIC SEC'Y.

ENROLL NOW FOR SUMMER and FALL CLASSES

FREE 1967 IN-COLOR BROCHURE AT

WO 2-0002 at City Hall

259 BROADWAY

(Train to Chambers St., Brooklyn Bridge or City Hall Stations)

CPU LEARN **IBM** TO PROGRAM THE CO-ED

- 1401/1460 COMPUTER \$225.00 — 180 Hours
- KEY PUNCH \$90.00 — 60 Hours

LOW COST • MORE HOURS

COMMERCIAL PROGRAMMING UNLIMITED, INC. 853 Broadway (cor. 14 St.) N.Y.C. • YU 2-4000

Learn Tractor Trailer Bus Driving In The Bronx Sanitation — P.O. Tests — Individual Training Only — Road Tests — Rec. Rates. Teamster Training — 2 1/2 Ton Stick Shift Mail Truck Practice. \$10 Per Hr. — Bronx Professional Driving School, Ed. L. Grant H'way at 170th St. — JE 8-1900.

MONROE INSTITUTE—IBM COURSES Keypunch, Tab-Wiring, Computer Programming. Special PREPARATION FOR CIVIL SERVICE TESTS. Switchboard, Electric, Typing, NCR Bookkeeping machine, H.S. EQUIVALENCY. Day & Eve. Classes. EAST TREMONT AVE. & BOSTON RD., BRONX — RI 2-5600 29 E Ford Rd. Ex. 833-8700. Veteran Training accredited by NY State Board of Ed.

ADELPHI BUSINESS SCHOOLS. "Top Training plus Prestige". IBM Keypunch, Tabs, etc. Computer Programming, SECRETARIAL, Bkkgng, Swtchbd, Comptometry, Dictaph. STENOGRAPHY (Nach Shortrid), PREP. for CIVIL SVCE. Co-Ed. Day & Eve. FREE Placemat Vee 1712 Kings Highway, Bklyn. Next to Avalon Theatre. DE 6-7200. 47 Mineola Blvd., Mineola, L.I. (at bus & LIRR depot). CH 8-8900. ACCREDITED by NYS BOARD of REGENTS • APPROVED for VETERANS

Do You Need A High School Diploma? (Equivalency)

- For Personal Satisfaction
- For Jobs Promotion
- For Additional Education

START ANY TIME

TRY THE "Y" PLAN \$60 Send for Booklet CS \$60

Y.M.C.A. EVENING SCHOOL 15 W. 63rd Street New York 10023 ENilcott 2-8117

Tri-Conference May Workshop Plans Set

In what is believed to be a first, the Metropolitan New York, Southern and Long Island Conferences of the Civil Service Employees Assn. will hold a joint workshop focusing on the State's 1/60th retirement program and the State's new legislation replacing the Con-Jon-Wadlin Act.

The tri-conference workshop will be held May 21 and 22 at The Pines hotel, South Fallsburg, according to an announcement by the presidents of the three units, Radolph V. Jacobs, Issy Tessler and Irving Flaumenbaum.

Speakers

State Comptroller Arthur Levitt and Mrs. Ersa Poston, president of the New York State Civil Service Commission, will address the workshop dinners on Sunday and Monday respectively.

The workshop will open 3 p.m. May 21, followed by a cocktail reception and dinner. The Monday morning workshop on the 1/60th retirement program will hear Max Weinstein, retired chief actuary of the State Employees Retirement

System. Ted Wenzel, first vice president of CSEA, will be moderator. The afternoon session, on the 1967 legislation providing for bargaining with public employees, will have Joseph D. Lochner, CSEA Executive Director, as moderator.

Reservations

Reservations, at \$25 or \$27 for 3 p.m. Sunday to after dinner Monday, may be made through the three conference presidents: Jacobs, c/o State Insurance Fund, 199 Church St., New York, N.Y. 10007; Tessler, at 287 Highland Ave, Middletown, N.Y. 10940 or Flaumenbaum, c/o Post Office Box 91, Hempstead, N.Y. Members may stay for socializing after the workshop, leaving after breakfast Tuesday morning, for an additional \$10.

Suffolk Crossing Guards Re-win Sunday Schedule

HAUPPAUGE—Suffolk Police Dept. school-crossing guards unit of the Suffolk chapter, Civil Service Employees Assn. have won their campaign for renewal of Sunday church-crossing assignments, it was announced by unit president Mrs. Lillian Tully.

Assignments were resumed Sunday at the first crossings and the balance will be covered by next Sunday, according to Suffolk County Police Commissioner John L. Barry.

The crossing guards had lost their Sunday assignments at 144 church crossings in December, 1965 after a ruling by County officials that the assignments were illegal. Legislation permitting the resumption was introduced and passed at the last legislative session, under the sponsorship of State Sen. Bernard Smith of Northport and Assemblyman

Prescott B. Huntington of St. James. In the interim, according to Barry, many crossings went unguarded and a few were covered by available police officers and others by volunteer auxiliary police.

There are 450 crossing guards attached to the Suffolk police department.

The resumption was hailed by Mrs. Tully, whose remarks were echoed by Barry. Said Barry: "During those months we just kept our fingers crossed and prayed that nothing serious would happen."

Effects Of New Health Plan

(Continued from Page 1)

Statewide plan. Currently, the employee pays 65% and the State pays 35%. As of January, 1968, the State will increase its share to 50% — leaving both sides contributing equal amounts.

In dollars and cents, this means the employee will pay — as his share of the cost for dependent coverage — just over three dollars, a reduction of ninety-three cents from what he now pays. This reduction will be reflected in his bi-weekly salary as a take-home increase of ninety-three cents.

Again, GHI and HIP subscribers will enjoy the same reduction in dollar amount of cost and, similarly, will take home an additional ninety-three cents every pay day.

According to a CSEA spokesman, for the State employee enrolled in the basic Statewide plan the new paid health insurance law will mean:

• After June 1, if he has single coverage only, he will pay nothing from then on. If he has depen-

dent coverage, he will pay \$1.83 less — \$4.02 — instead of the present \$5.85.

• After January 1968, his dependent coverage cost will be further reduced by ninety-three cents, leaving him a total bi-weekly cost of only \$3.09.

The new law will, of course, apply equally to all retired State employees who are subscribers in State's health insurance program. In the case of retirees whose premiums are already reduced by cash credits for accumulated sick-leave, the new benefit will be applied to reduce the remaining premium cost. This further reduction, CSEA noted, will extend the benefit of wholly non-contributory health insurance to many more retired State employees.

While the new legislation does not apply directly to insured employees in the State's political subdivisions, it does allow these jurisdictions a choice of picking up an additional portion — or all — of the cost of employees and dependent health insurance.

L.I. Conference Meets May 6

Delegates of the Long Island Conference, Civil Service Employees Assn., will meet at a luncheon on Saturday, May 6, in Moose Hall, Lindenhurst, from noon to 5 p.m. The session will focus on problems of unions and the proposed removal of the no-strike pledge from the CSEA constitution. Host chapter for the meeting is District 10, State Department of Public Works Chapter Conference President Irving Flaumenbaum will preside.

Mexico Fiesta Tour Now Open

Bull fights and ballet; sun and swimming will be among the festivities offered on a 16-day deluxe jet tour to Mexico on July 15, now open to Civil Service Employees Assn. members, and their families and friends.

This tour is designed to offer a wide variety of scenic visits in the cities and country side of Mexico and the itinerary proceeds leisurely from Mexico City to Acapulco with landscape ranging from mountains to seashore. Other activities include dinner and cocktail parties, dancing and a variety of sightseeing.

The complete price of \$525 includes round trip jet transportation; all hotel rooms, most sightseeing, all meals except while in Mexico City and most tips.

Space is limited and immediate application should be made to Mrs. Grace Smith, RD Box 1195, Waterford, N.Y. Telephone (518) CE 7-2087.

Accounting Exam

(Continued from Page 1)

tor, examiner of municipal affairs, junior insurance examiner, welfare accounts examiner, and others.

CSEA said its studies showed that the State, which is offering an entrance level salary of \$6,300, for the accounting positions, already is 17 percent behind private industry in salaries offered to college graduates for the position of accountant, and is further behind in other accounting-related positions. The State's apparent solution to this lag, CSEA charged, is to reduce the requirements, rather than to make "... realistic and proper improvements in the salaries being offered to fill these positions."

The Employees Assn. pointed out that the "State Constitution and State law requires competitive examinations, where practicable. In the case of the positions in question," CSEA charged, "a competitive written examination is practicable."

CSEA said the present arrangement, under which the written and oral testing is waived as well as any residency requirements, "... ignores the true merit system concept."

CSEA urged the Commission to:

1. Withdraw the examination announcement.
2. Reallocate the positions in question to higher salary grades.
3. Reannounce the examination.
4. Use a written examination, as previously.



CSEA WELCOMES NEW MAYOR — Ronald Sadowski, president of the Civil Service Employees Assn. Unit of Massapequa Park, on the left, congratulates that town's newly elected Mayor, Andrew A. Senese. Looking on, from left to right, are newly elected Massapequa trustee, Francis G. King; Irving Flaumenbaum, president of the Nassau chapter, CSEA; Arnold Moses, field representative for the Nassau chapter, and Morris Kolker, who was re-elected as village trustee.

CSEA Attacks Reform Bid

(Continued from Page 1)

opportunity to compete on an equal basis to serve their government."

CSEA urged the Reform Association to produce any evidence it might have as indicated in the press report, "... that a return to the 'Spoils System' would recruit more qualified civil service employees than are now produced through the Civil Service Merit System."

"It is a fact of life," CSEA said, "that appointing authorities in the public service ... are very strongly influenced by the political parties in control and, certainly, appointments depend in large measure on how active the prospective appointee is in the party." In line with this, CSEA said, the newspaper report indicates "the Reform Association feels that government executives are becoming frustrated in adhering to the Merit System in appointment of personnel. Our Association feels it would be much more frustrated with the 'Spoils System' than with the Civil Service Merit System," the Employees Association said.

CSEA said, "It is regrettable that all the great works performed by your Association's former executive director, H. Eliot Kaplan, and others, in support of the

Civil Service Merit System, should 'go down the drain' by the action apparently now being taken by your group."

CSEA represents some 147,000 public employees on all levels of government throughout the State, and is a strong advocate of retaining the present provisions of the Constitution concerning civil service and public employment in general.

Nassau Chapter Bowls Them Over

The Nassau Chapter, Civil Service Employees Assn. entry in the Long Island Industrial Invitational Mixed bowling championships walked away — or should we say rolled away — with second place in the scratch competition and first place in the incentive category. The latter judging was for teams exceeding their averages by the greatest margin.

The team consisted of: Justice Niedy of Welfare; Gloria Smith of the Police Department; Dominic Caponi of Health, and James H. Laverty of Public Works. The team rolled 2,088.

Steward's Test

(Continued from Page 1)

poned, and that in its place your department arrange an inter-departmental promotional examination ..."

Wenzel said that the holding of an open-competitive examination for the grade 23 positions "totally ignores the fact that there is a very adequate field for promotion within the service. With the State presently having over 50 institutions under its jurisdiction, which are efficiently manned, it seems rather absurd to ignore the qualified personnel in these institutions who should be given the opportunity for promotion," he said.

In urging prompt action in the matter, Wenzel also noted that the Civil Service Department's employee manual "Working Together For New York State," says that jobs in State service above the entrance level "are filled by promotion whenever there is an adequate field of employees in lower positions who qualify."

New Department

(Continued from Page 1)

agency's program.

In addition to Pierce, the Commission was represented at the meeting by John Haith, executive assistant to the chairman; John Allen, director of personnel; Dr. William Hambrecht, associate commissioner; and Dr. William Van Eckren, director of facilities development.

In attendance for the Employees Assn. were William J. Fossiter, CSEA fourth vice president; Anna Bessette; and George Felkel, representing Mental Hygiene employees. Richard J. Corcoran; Margaret Anastasia; Nicholas Ferrone and George Halbig attended on behalf of CSEA members in the Department of Correction. Also present, from CSEA headquarters, were: Joseph D. Lochner, executive director; F. Henry Galpin, assistant executive director; and Thomas Luposello, associate program specialist.