

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXVIII, No. 39 Tuesday, May 30, 1967 Price Ten Cents

Eligibles

See Page 14

Nearly 400 Attend

CSEA Conferences Produce Three-Star Hit Workshop

SOUTH FALLSBURGH—Nearly four-hundred members of the Civil Service Employees Assn. met at The Pines hotel here last week to make the first CSEA tri-conference workshop a huge success. The two day program—sponsored by the Metropolitan, Southern and Long Island Conferences—offered everything from seminars and speakers to swimming and strolling in this Catskill Mountain resort.

Irving Flaumenbaum, Long Island Conference president, opened the workshop on the first evening with a welcoming address to all the guests and members. Leon Braun, Deputy Comptroller, was guest speaker for the evening, for which Randolph V. Jacobs, Metropolitan Conference president, was toastmaster.

Speaker for the second evening was Mrs. Ersa Poston, president of the State Civil Service Commission. Joseph D. Lochner, CSEA executive director, was toastmaster for that event, at which Joseph F. Felly, CSEA president, also spoke briefly.

Brice Heads Suffolk Psychiatric Hospital

ALBANY—Dr. James A. Brice of Woodbury, Long Island, has been named director of the new Suffolk Psychiatric Hospital, which is being established on the grounds of the Central Islip State Hospital in Suffolk County.

Dr. Neff Appointed

ALBANY—Dr. Monroe E. Neff of North Carolina has been appointed director of the Division of Continuing Education at \$19,000 a year.

He succeeds Dr. R. J. Pulling, who is retiring from the State Education Department post.



INTERMISSION — This informal photograph shows Mrs. Ersa Poston, seated left, president of the State Civil Service Commission, as she chatted with three CSEA Conference presidents during an intermission at a two-day workshop last week sponsored by the three conferences. From left are Randolph V. Jacobs, Metropolitan; Irving Flaumenbaum, Long Island, and Issy Tessler, Southern.

CSEA Makes Strong Protest On Promulgation Of State's New Rules On Overtime Pay

(Special To The Leader)

ALBANY — The Civil Service Employees Assn. last week took strong exception to rules promulgated May 23 by the State Division of Budget which implement the time and one-half pay law passed in the last session of the Legislature.

In related action on overtime pay for State workers, CSEA called on Budget Director T. Norman Hurd, as the State officer responsible for overtime pay regulations, to:

- Intervene in a dispute in which some Barge Canal employees reportedly were being denied their regular pay checks until they waive overtime credits earned prior to last April 1.

- Implement, without delay, procedures enabling employees ex-

cluded from the new overtime rule to appeal for compensation up to 10 percent of salary for overtime work under a bill won by CSEA in the Legislature.

- Take prompt action to stop State agencies from reducing overtime work credits of institution office and clerical employees whose work recently was reduced from 40 to 37½ hours.

CSEA cited five principal reasons for its objections to the new overtime regulations. They are:

1. Rules permit change in work day from day to day in order to avoid payment of overtime.

2. The broad general descriptions in the rules of the type of employment that can be exempted from the right to earn overtime enable the Budget Director to disqualify almost any State employee.

3. An adequate appeal procedure is not provided under the rules to hear an employee or group of employees who are excluded from the right to earn overtime.

4. Rules are of questionable legality in provisions which exclude from payment of overtime those employees on a work schedule other than one consisting of "five days on and two days off".

5. The Budget memorandum transmitting the rules to agency heads encourages amendment of employee's work day in order to give compensatory time-off for

overtime work in lieu of overtime pay.

CSEA had submitted lengthy recommendation on the new rules, including a demand that overtime be paid after eight hours of work rather than on a 40 hour work week basis at two meetings with Hurd and his Budget staff.

Barge Canal

On its protest over the situation involving the Barge Canal, CSEA charged that the pay checks of workers at Locks 9 and 11 were being withheld until signed waivers were submitted relinquishing overtime credits earned prior to the beginning of the present fiscal year.

The Employees Association maintained that the Budget Director, at meetings with CSEA on overtime rules, had given his assurances that such a situation would not occur.

The affected workers of Locks 9 and 11 had been advised not to submit the waivers, CSEA said, and pointed out to Hurd that employees should not be penalized for agency failure to observe the Budget Director's overtime pay rules.

The bill which allows employees to appeal for lump sum overtime pay, up to 10 percent of

(Continued on Page 16)

Major Themes

Major themes that evolved in two panel discussions concerned the 1/60th retirement plan and the effect of the new Public Employees Fair Employment Act on civil service. Speaker on the first topic was Kenneth Altman, chief actuary for the State Retirement System, with Ted Wenzl, CSEA first vice president acting as moderator.

Harry W. Albright, CSEA coun-

(Continued on Page 16)

Urge State To Implement Geographical Salary Plan

ALBANY — The Civil Service Employees Assn. last week urged the State Division of Classification and Compensation to establish, as soon as possible, the necessary systems to implement the geographic salary differential and shift pay differential pay program won by the Employees Association in the recent session of the Legislature.

CSEA told J. Earl Kelly, director of the Division of Classification and Compensation, that it was "receiving numerous inquiries from its more than 100,000 State employees members concerning the proper procedure to use in appealing for the new benefits."

CSEA also urged that the procedures guaranteed to employees prompt decisions to appeals for the pay differentials.

The committee will meet with Correction Commissioner Paul McGinnis and members of his staff on a wide range of correction personnel problems, Corcoran said.

CSEA Correction Comm. Sets Meeting

The Special Correction Officers Committee of the Civil Service Employees Assn. will meet this week in Albany, Richard Corcoran, committee chairman, reported at Leader press time.

The committee will meet with Correction Commissioner Paul McGinnis and members of his staff on a wide range of correction personnel problems, Corcoran said.



WELCOME — Three Civil Service Employees Assn. conference presidents are seen here with Deputy Comptroller Leon Braun, second from right, as they welcomed him to a two-day workshop sponsored by the three conferences in the Pines Hotel. From left are Irving Flaumenbaum, Long Island; Randolph V. Jacobs, Metropolitan; and Issy Tessler, Southern.

Don't
Repeat This!

New Friend of Civil Service

Wm. vanden Heuvel Emerging As Major, Young Dem Figure

SOME time ago, this column listed the "Bright Young Men" in the Democrat Party who appeared to be headed for prominent careers in politics. One of those currently carrying out our prediction is William vanden Heuvel, member of a prominent New York City law firm; advisor, confidant and friend to Sen. Robert F. Kennedy and now serving as a delegate to the Constitutional Convention, which he serves as vice president, chairman of the Committee on Style

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Suffolk Library Unit Installs First Officer

BELLPART — Officers and directors of the newly-formed Suffolk Cooperative Library System unit of the Suffolk chapter, Civil Service Employees Assn., were installed recently.

Henry J. Stein, chairman of the board of trustees of the Library System, installed the unit's officials and praised CSEA. "We have entered an era of happier relations between workers and management," he said. "The CSEA has been a leader in this advance into good employer-employee relationships. Without threats or strikes, it has obtained vastly improved pay and working conditions for its members, and its efforts continue daily."

Mrs. Grace Everly of Patchogue heads the new unit as president. Her officers are: Mrs. Carole Mackiewicz of East Patchogue, vice president; Mrs. Jean Johnson of Selden, treasurer; Mrs. Ginger Heppler of Holbrook, recording secretary, and Miss Barbara Pintyr of Central Islip, corresponding secretary.

Unit trustees are: Mrs. Rose Slawinski of Shoreham, Mrs. Kay

Barty of Manorville, Mrs. Katherine Hatch of Brookhaven and Mrs. Vilma Zwirlein of Sayville.

CSEA Wins Exclusive Rights In Floral Park

MINELOA—The Floral Park Village unit of the Nassau chapter, Civil Service Employees Assn., has won exclusive representation as the campaign for sole recognition picked up steam.

Chapter president Irving Flaum-cbaum complimented the village in the action and asserted "we hope to have all political subdivisions in the county signed up in the immediate future."

The Floral Park unit is continuing negotiations with the village for other CSEA objectives. Michael Filippello is president of the unit.

'Little Green Book' Edition Now On Sale

The 1967 edition of The Official Directory of The City of New York, generally known as "The Little Green Book," went on sale this week at the office of The City Record.

"The Little Green Book" began publication in 1918, with a modest first issue of 111 pages, compared to the 666 pages of this year's edition. It has become a standard reference work essential to those concerned with City, State and Federal Government in New York City. Since 1959, it has been edited by Frank Miceli, Assistant to the Director of The City Record.

Included in the book are such basic facts as the population and area of the City by boroughs, the name, location and area of each park and playground, the name or number, and location, of every school, police station and firehouse, the assessed valuation of real estate, the tax rate, the procedures in preparing the Expense and Capital Budgets, the number of employees in each City agency, the registration and enrollment of voters by parties and sexes, New York State and Federal public holidays, and selected excerpts from the New York State and United States Constitutions. A special section of 50 pages is dedications and permits.

Citizens having business with City officials in lower Manhattan may now reach these officials. (Continued on Page 15)

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Your Public Relations IQ

By LEO J. MARGOLIN



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

Fiscal Newsletter

AT LONG LAST, the City of New York with the largest budget of any municipality in the world—\$5.183 billion—has taken judicial notice of the urgency for a financial public relations program to reduce the costs of its frequent trips to the Nation's money markets.

MAYOR LINDSAY and his Finance Administrator, Roy M. Goodman, should be saluted for taking the initiative in publishing the City's first "Fiscal Newsletter."

IT IS A PIONEER move by the City to tell its financial story directly to bankers, bond dealers, and institutional investors—something that America's major corporations have been doing for more than 50 years.

THE PUBLIC RELATIONS technique adopted by the City of New York, should be standard operating procedure for each of the more than 50,000 cities, states, counties, towns, authorities, and service districts borrowing nearly \$15 billion a year.

OUR READERS know all too well that lack of bond money for capital improvements makes their jobs 100 times more difficult amidst an exploding population and demands for more and more government services.

WE HAVE ALWAYS maintained that every government entity must present its best financial face to the investor public when it is about to dip into the financial well.

THE GOVERNMENT entity—whether City, State, county, town or sewer district—must mobilize its "pluses", while not hiding its "minuses." It must emphasize "the positive", accurately reporting "the negative." It must tell

the truth, the whole truth.

MR. GOODMAN is a courageous government executive. Single-handed, he has taken on Moody's Investor's Service and Standard & Poor's, the two leading financial rating organizations, both of which have downgraded the City's bonds.

THE CITY'S publication of its own financial newsletter is another round in this battle. As any financial public relations specialist will confirm, there is every valid reason for the City to tell its own financial story accurately and effectively so that investors can make their own decisions and not depend entirely on outside rating agencies.

IN DISTRIBUTING its Fiscal Newsletter to bond dealers and bankers—the people who annually buy a half billion dollars in bonds issued by the City—the City is trying to prove that its financial condition is sound, that it is fully able to repay the principle it borrows.

IN THE CITY'S new financial newsletter, which is attractively printed and written in direct, uncluttered language, emphasis is placed on the City's earning power—five times as much as it needs to repay borrowings.

GOOD FINANCIAL public relations practice dictates that in addition to proving their ability to repay, government entities must also justify their financial needs by meticulous preparation of facts and figures. In addition, they must show that their organizational structure and operating procedures are sound, businesslike, and economical; that their good management also includes good employee relations, a stable political climate, on-time tax collections, and superior service in the public interest.

THEY MUST ALSO substantiate that their ratio of tax income to fixed bonded indebtedness is acceptable to the prudent investor. They must demonstrate that their communities can pay the increased taxes to include the added debt service for the new bonds without undue hardship.

THE CITY'S Newsletter is good for government as well as for civil service, because it places government on the same strict management level as private industry. When good management in government is equated by opinion leaders with good management and performance in private industry, the public relation status of civil service must go up.

10,100 Candidates For Patrolman

A total of 10,100 candidates for the position of patrolman, police trainee took a written walk-in test last week, the City Personnel Department has announced.

FREE TO DROP-OUTS! U.S. GOV'T BOOKLET

How much is a High School Diploma worth? What does a graduate earn compared to a Drop-Out? How important is a diploma in the service? The answer to these and many more interesting questions are in a booklet compiled by the U.S. Dept. of Labor.

A free copy of this government booklet plus a free copy of the informative booklet entitled "How to Finish High School at Home" will be mailed to any Drop-Out 17 yrs. or older. There is no cost or obligation.

Requests should be sent to Academy For Home Study, Dept. 65-773, 866 Third Ave., New York, N. Y. 10022

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CSEA Asks 30-Day Open Enrollment In Health Insurance Plan

ALBANY — The Civil Service Employees Assn. has called on the State Administration to provide an open enrollment period of 30 days in the State Health Insurance Program, during which active or retired State employees might enroll under new, liberalized conditions.

CSEA representatives, at a meeting with State Budget Director T. Norman Hurd and officials of the State Civil Service Commission, urged that the open enrollment period should be extended to any active or retired State employee under the following conditions:

- Regardless of whether he ever applied previously;
- Regardless of whether his application was rejected previously;
- To enable change from one to the other of the optional coverages available;
- To enable change from individual contracts to individual and dependent contract and vice versa;

CSEA also recommended a procedure requiring an employee who does not wish to participate in the program to sign a waiver as evidence that he has been made aware of his privilege to participate.

The Employees Association contends that the State, by taking over a considerable portion of the employees' cost of the Health Plan, established a revised fringe benefit in which all active and retired employees should be given a new opportunity to decide whether they wish to participate.

Barbecue Time For Farmingdale Chapter

FARMINGDALE — It is annual barbecue time for the State University at Farmingdale chapter, Civil Service Employees Assn. The employees, families and guests will enjoy a cookout and program of games including softball, horseshoes and children's events, at Belmont Lake State Park, June 7. In case of rain, the barbecue will be postponed to June 8.

Suffolk Welfare Unit Outing To Be Held July 8

The Welfare Unit of Suffolk chapter, Civil Service Employees Assn. is holding their annual picnic at the Suffolk County Park, Southaven, on July 8.

Conforming to tradition, this annual affair is open to all unit members, their families, friends and other Welfare Department employees. Beginning at 11:30 a.m. the festivities will continue until dusk (8:30 p.m.) Events are scheduled throughout the day that will be of interest to all age groups. Boating and horseback riding facilities are also available.

Plenty of food and refreshments will highlight the event. The cost for this family outing is \$2.50 for adults—\$1.50 for the 12-15 year olds and children under 12 are free.

Reservations can be made by contacting the Unit president, Ed Nordstrom or the Publicity Chairman, Mrs. Jeanne Sands at MO 6-7300, Ext. 230 or 272.

Ternullo Elected By Correction Dept. Chap.

ALBANY—Vita M. Ternullo has been elected president of the Capital District Correction Dept. chapter, Civil Service Employees Assn.

Elected to serve with him were: Jane Hughes, vice-president; Albie Argento, secretary; Carol Purzycki, treasurer; Irene Dougherty, delegate and Marian Farrelly, alternate delegate.



Senior Staff Photo by Deasy

NOMINEES — Candidates for office of the Capital District Conference, Civil Service Employees Assn. pose with A. Victor Costa, outgoing president, following their nominations at the regular meeting

of conference delegates at the Ambassador Restaurant, Albany. Standing, left to right, are: John Raymond, Edgar Troidle, Thomas Shearer, Thomas McDonagh. Seated, same order, are: Marion Farelly, Costa, Margaret Flemming, and Helen Marsh.

Benko And Raymond Nominated For Capital Conf. Presidency; Election To Be Held June 17

ALBANY—John Raymond of the Gilleran chapter and Max Benko of the Department of Law chapter, Civil Service Employees Assn., will face each other in the election for the presidency of the Capital District Conference, CSEA, at Hidden Valley, Lake Luzerne on June 17.

The election will be held on the second day of the conference's three-day meeting. The installation will take place immediately following the election.

Despite a tremendous ovation, when his name was placed in nomination for the presidency, Harry Kolothros of the Office of General Services declined the nomination because of extreme

pressures of his work.

Others Nominated

Others nominated for two-year terms with the conference included:

Thomas Shearer of the Department of Conservation, Abraham Kranker of the Department of Law and Thomas McDonagh of the Department of Motor Vehicles, first vice-president;

Helen Marsh of the Identification and Intelligence System, Dorothy Honeywell of the Division of Employment and Margaret Flemming, the incumbent, of the Department of Correction, second vice-president;

Marion Farelly of the Department of Correction, the incumbent, and Jan Cohen of the Office of General Services, secretary;

Edgar Troidle, the incumbent, of the Tax Department and Alice Bailey of the Department of Labs and Research, treasurer.

Resolutions Approved

The conference also approved nine resolutions to be submitted to the State Association for consideration during the annual meeting in October.

Resolutions approved were:

- Provide a 25 year retirement for all State employees;
- When a person leaves or retires from State service he shall be reimbursed in cash payment for all accrued sick leave in excess of 60 days at the 2/3 rate;
- That the Association sponsor or support legislation to provide that employees whose jobs were adversely affected by automation before May 23, 1966 be given the same degree of protection of salary as those employees whose jobs were affected after that date;

- That the Association sponsor the necessary action to provide for the establishment of a CSEA hall of fame for the purpose of recognizing individuals who have made significant contributions to the realization of the objectives of CSEA. Eligibles include active, inactive and deceased members of CSEA, employees and deceased employees of CSEA;

- That appointments to entrance level positions be made at variable salary increment steps within the grade level dependent upon training and experience above the minimum required;

- That the Association take the necessary steps to amend the State Health Insurance Plan to

(Continued on Page 16)

Onondaga CSEA Seeks Exclusive Bargaining

SYRACUSE — Meetings have been requested with both Syracuse Mayor William F. Walsh and Onondaga County Executive John H. Mulroy to discuss machinery to permit Onondaga Chapter, Civil Service Employees Assn., to represent City and County workers under the new Public Employees Fair Employment Law.

Leona Appel, chapter president, who announced the pending meetings, reminded both members of the CSEA unit and other City and County employees that the State-wide Association was instrumental in the final passage of the new law, which replaces the Condon-Wadlin Act.

The chapter, with more than 2,200 members among City and County employees, has underway a campaign to boost its membership and so maintain its position as the group with the largest number of members in either the City or the County departments. Miss Appel also noted that

Onondaga Chapter has been responsible for a number of benefits being made available to City and County workers.

Her announcement of the requests for discussions with the mayor and county executive came as several other groups announced meetings of employees to plan for membership campaigns and to discuss representation of all City and/or County workers by "one union." She said she has not yet received answers to her requests.

The chapter, local officers and field representatives of the State Association have been planning methods of implementing the new law for members and other City and County workers, she said.

Other Activity

Onondaga chapter officers and field representatives recently completed a weekend course at Cornell University on the Public Relations Act and bargaining procedures, she said. The course was sponsored by CSEA.

In addition to the State-wide benefits obtained principally through CSEA efforts—as the State Health Plan and 1/60th Retirement Plan—Onondaga Chapter has been a leader in the battles to win for its members and other local City and County workers higher pay and other benefits.

Among these, she said have been low cost group life insurance, improved sick leave and vacation plans and local governments' approval of the 1/60th Plan for City workers (Syracuse was one of the first governmental units in the State to approve this plan for its employees after requests from the chapter) and the State Health Plan for some workers.

Also, she said, CSEA acted May 13 to remove from its constitution the "no strike" clause and so enable the State-wide Association and its chapters to represent better public employees under the new law.

Caruso Heads Utica Chapter

Philip J. Caruso was recently installed as president of the Utica chapter, Civil Service Employees Assn. at a dinner in Harts Hill Inn, Whitesboro.

Raymond Castle of Syracuse also installed the following slate: first vice president, Jane Lis; second vice president, Donald J. Grabowski; recording secretary, Mary Lo-Galbo; corresponding secretary, Mary Pat Bryan, and treasurer, Phyllis Bowen.

Committee members for the event were: membership, Brian Thayer; finances, Robert Bulson; social, Irwin Block; legislation, Albert Mazloom, and public relations, Lois Ann Minozd.

WNYC-TV Presents State Constitutional Convention Series

WNYC-TV, Channel 31, in cooperation with the State University of New York, is presenting a six-week series, "New York State's

Constitutional Convention of 1967: Some Issues and Perspectives," beginning this Monday evening at 8:30 p.m. The Monday evening programs will be repeated Tuesday afternoons at 3:30 p.m. The series will highlight one

of the basic problems facing delegates to the convention—that of whether to revise the present document or to build an entirely new system. The selection of State judges, protection against wire-tapping and local financing are among other issues to be considered.

The programs scheduled are: "Goals and Methods," May 29; "Individual Rights and Liberties," June 5; "Judicial Selection and Jury Trials," June 12; "One Man-One Vote," June 19; "Home-Rule," June 26; and "Financing Local Government," July 3.

Sr. Investigator Tests

Some 100 candidates for promotion to senior investigator in New York City departments were to be tested recently by the Department of Personnel at their office sat 40 Worth St., the Department has announced.

Mulligan Named

ALBANY — Earl W. Brydges, minority leader of the State Constitutional Convention, has named William Hughes Mulligan, dean of Fordham University Law School as general counsel to the Republican delegates.

Dean Mulligan will be paid at the rate of \$28,000 a year for his convention services.

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Training Offered To School Volunteers

Training courses for new school volunteers are being conducted at frequent intervals throughout the year by the Public Education Assn., 20 West 40th St. N.Y. 10018.

All volunteers receive a general orientation to the public school system and the program, and then proceed to sessions devoted to their respective specialties.

Training sessions are held at Haarn High School 899 Tenth Ave. (58th St.), from 9:30 a.m. to noon.

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, June 4

6:00 p.m.—Human Rights Forum—William Booth moderates discussion.

Monday, June 5

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

5:30 p.m.—New York Report—Lester Smith hosts interviews between City officials and visiting newsmen.

6:00 p.m.—Community Action—Ted Thackrey moderates discussion.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

8:30 p.m.—N.Y. State Constitutional Convention: Some Issues and Perspectives—"Individual Rights and Liberties."

Tuesday, June 6

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

4:30 p.m.—Community Action (live)—Ted Thackrey moderates program.

7:00 p.m.—TV Shorthand—Education course presented by Manpower Education Institute.

7:30 p.m.—Human Rights Forum (live)—William Booth moderates discussion.

Wednesday, June 7

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program. "Hose Stretching."

8:00 p.m.—Behind the Law—"Amendments to CPLR"—Analysis of the laws.

Thursday, June 8

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

7:00 p.m.—TV Shorthand—Short-hand course presented by Manpower Education Institute.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

9:30 p.m.—School News and Interviews—Information of the varied services of the Board of Education.

10:30 p.m.—Community Action—Ted Thackrey moderates program.

Friday, June 9

4:00 p.m.—Around the Clock—N.Y.C. Police Department training program.

10:00 p.m.—Behind the Laws—Analysis of selected laws passed in 1966—"Amendments to CPLR."

Saturday, June 10

7:00 p.m.—Community Action—Ted Thackrey moderates program.

7:30 p.m.—On the Job—N.Y.C. Fire Department training program.

Schryver Named

POUGHKEEPSIE—William P. Schryver of Hyde Park has been named to the Statewide special committee on county division problems of the Civil Service Employees Assn. by Joseph P. Felty, State Association president for a one-year term.

BUY U.S. BONDS

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; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

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

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 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.

LOOK BACK

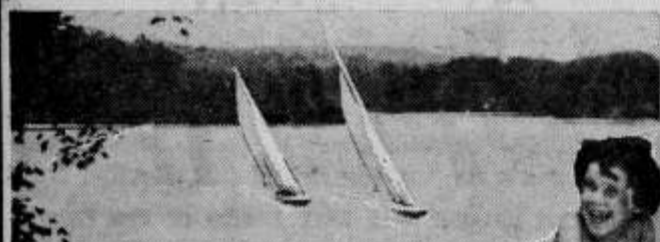
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Sample Exams For City Jobs

Clerk

- As a clerk in an office in a City agency, you have just been given a new assignment by your supervisor. The assignment was previously done by another clerk. Before beginning work on this assignment, it is most important that you
 - find out who did the assignment previously;
 - understand your supervisor's instructions for doing the assignment;
 - notify the other clerks in the office that you have just received a new assignment;
 - understand how the assignment is related to the work of other clerks in the office.
- Assume that you are a clerk in a City department. Your supervisor has given you an important job that he wants completed as quickly as possible. You will be unable to complete the job by the end of the day, and you will be unable to work on the job in the next several days because you will be away from the office. Of the following, the most appropriate action for you to take before leaving the office at the end of the day is to
 - lock your work in your desk so that the work will not be disturbed in your absence;
 - ask another clerk in the office to finish the job while you are away;
 - tell your supervisor how much of the job has been done and how much remains to be done;
 - leave a note on your supervisor's desk, advising him that you will continue to work on the job as soon as you return to the office.
- Assume that, as a newly appointed clerk in a City department you are doing an assignment according to a method that your supervisor has told you to use. You believe that you would be less likely to make errors if you were to do the assignment by a different method, although the method your supervisor has told you to use is faster. For you to discuss your method with your supervisor would be
 - desirable because he may not know the value of your method;

- undesirable because he may know of your method and may prefer the faster one;
 - desirable because your method may show your supervisor that you are able to do accurate work.
 - undesirable because your method may not be as helpful to you as you believe it to be.
- Assume that you are responsible for receiving members of the public who visit your department for information. At a time when there are several persons seeking information, a man asks you for information in a rude and arrogant manner. Of the following, the best action for you to take in handling this man is to
 - give him the information in the same manner in which he spoke to you;
 - ignore his request until he asks for the information in a more polite manner;
 - give him the information politely, without commenting to him on his manner;
 - ask him to request the information in a polite manner so as not to any other people seeking information.
 - As a clerk in a City agency, you are assigned to issue applications to members of the public who request the applications in person. Your supervisor has told you that under no circumstances are you to issue more than one application to each person. A person enters the office and asks for two applications, explaining that he wants the second one for use in the event that he makes an error in filling out the application. Of the following, the most appropriate action for you to take in this situation is to
 - give the person two applications since he may not know how to fill out the application;
 - ask your supervisor for permission to give the person two applications;
 - give one application to the person and advise him to come back for another one;
 - issue one application to the person and inform him that only one application may be issued to an individual.
 - Suppose that as a clerk in an office of a City department, you have been assigned by your supervisor to assist Mr. Jones, another clerk in the office, and to do his work in his absence. Part of Mr. Jones' duties are to
 - give routine information to visitors who request the information. Several months later, shortly after Mr. Jones has begun a three-week vacation, a visitor enters the office and asks for some routine information which is available to the public. He explains that he previously had gotten similar information from Mr. Jones. Of the following, the most advisable action for you to take is to
 - inform the visitor that Mr. Jones is on vacation but that you will attempt to obtain the information;
 - advise the visitor to return to the office when Mr. Jones will have returned from vacation;
 - tell the visitor that you will have Mr. Jones mail him the information as soon as he returns from vacation;
 - attempt to contact Mr. Jones to ask him whether the information should be given to the visitor.
 - Miss Smith is a clerk in the information section of a City department. Of the following, the most desirable way for Miss Smith to answer a telephone call to the section is to say,
 - "Hello, Miss Smith speak-

- ing."
 - "Miss Smith speaking. May I ask who is calling?"
 - "Hello, May I be of service to you?"
 - "Information Section, Miss Smith."
- When preparing papers for filing, it is not desirable to
 - smooth papers that are wrinkled;
 - use paper clips to keep re-later papers together in the files;
 - arrange the papers in the order in which they will be filed;
 - mend torn papers with cellophane tape.
 - Assume that you are a clerk in the mail room of a City department. One of your duties is to open the letters addressed to the department and to route them to the appropriate offices. One of the letters you open evidently requires the attention of two different offices in the department. In this situation,

- the one of the following which is the best action for you to take is to
 - make two duplicate copies of the letter, send one to each office, and keep the original on file in the mail room;
 - send the letter to one of the offices with a request that the letter be forwarded to the second office;
 - return the letter to the writer with a request that he write separate letters to each of the two offices;
 - request the head of each office to send one of his employees to the mail room to decide what should be done with the letter.

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TUESDAY, MAY 30, 1967



Settle Now, Pay Later

SOMETHING has to be done and done quickly about the horrendous lag in payments of awarded pay increases to its civil servants by the City. Employees who have fought hard for wage increases that have on paper only kept them solvent in these times of constant price spirals have been for months waiting for some tangible, spendable return for their efforts and pleas. Many of them have gone into debt because of plans made when the raises were awarded—never thinking for a moment that the actual extra monies might be held up indefinitely before they found their way to the employee's pocket.

Right now hard bargains are being driven and compromises are being made and other City workers are getting ready to settle for the bare essentials in wage negotiations even while the chances of the payments being made on time are almost nil.

According to the bargaining agent's agreements on both sides, many of the wages due to these workers are retroactive, bearing witness to many months and years of substandard payment for services rendered. Now even while the ink on such well thought out judgements is drying, the abyss in reality looms darker for the unpaid every day.

Working for New York City will soon be enterprise only for adventurers if this is any indication of where the worker stands after a handshake with the boss.

U.S. Service News Items

By JAMES F. O'HANLON

Capitol Postal Marchers Whistle 15% Raise Tune

More than 17,000 postal employees, families and friends picketed the White House last week, demonstrating their militancy in hopes of a 15 percent pay raise this year.

The paraders bore the traditional picket's sign-slogan panorama featuring "My Kids are Hungry," "Factory Sweepers Make More Than We Do" and "15% Raise Now" while thousands of penny-whistles worth at least a dime blew their frustration in the wind.

During the half-hour in which they paraded before the Executive mansion representatives of the National Postal Unit brought to the President's gate a huge petition demanding the 15 percent raise.

The majority of the marchers had come in from the New York-New Jersey area and had formed at noon on the Washington Monument grounds for the march to the White House.

Many Congressional leaders spoke to the demonstrators including Senator Daniel B. Brewster who told them they should not have to take a back seat to anyone in pay or fringe benefits. He received a shrill response of agreement from the whistle-packing throng.

Other Washington officials who were on hand to talk to the crowd were: Senator Quentin Burdick, North Dakota Democrat; Senator Caleb Boogs Delaware Republican; Senator Vance Hartke, Indiana Democrat; Representative Thaddeus Dulski, New York Democrat and fellow New York Democratic Representatives, James Hanley and Frank Brasco.

Foreign tourists stopped to gape at their first U.S. protest march but many, cameras ready, were confused at signs bearing witness to the fact that "Mount Vernon Wants 15 Per Cent."

Appoints McNiece Judiciary Chairman

State Constitutional Convention president Travia announced last week that he has appointed Dean Harold F. McNiece of St. John's University Law School, Brooklyn, as executive director of the Constitutional Convention Committee on the Judiciary.

LETTERS TO THE EDITOR

Retirement Bill—A Hollow Victory

Editor, The Leader:

The recent enactment of the Supplemental Retirement Allowance provides a cost of living adjustment only to those 62 years and older. Why this magic age was chosen is difficult to ascertain but we do know that those who have retired between the ages of 55-62 are deprived of such benefits.

What prompted our Legislature, the Governor, and the Comptroller to sponsor and enact such age discriminatory legislation is difficult to rationalize except to save some "pennies" at the expense of a retired group who can ill afford such treatment. There is some misunderstanding that this age group invariably retires to accept other employment, but actually many retire because of ill health and other personal reasons. Incidentally, this is also the age group that is ineligible for Social Security benefits.

The irony of this situation is that at no time were the provisions of this discriminatory legislation publicized by the Governor's office, the State Comptroller, The Leader, and the various employee organizations. All have hailed this as a victory and as a vital step forward. Believe me, this is a hollow victory for those who are retired and are under 62 years of age.

MILTON HANDEL,
New York, N.Y.

Donohue Replies

Editor, The Leader:

I take vigorous exception to the letter from Joseph Felly, president of the Civil Service Employees Assn., directed to all CSEA members dated May 9, 1967, which was printed in the last edition of the Leader. Mr. Felly's statement relative to CSEA support in my case wherein he states "We never abandoned Donohue, he abandoned us" is a complete untruth. I am ready to prove this with substantial proof anywhere or at any time the opportunity is given.

JOHN DONOHUE,
Peekskill.

Health Dept. Reallocation

Editor, The Leader:

Maybe you can tell me why the State Health Department is so far behind in getting recognition in reallocation appeals.

Specifically, the ward dining room attendants, who are in Grade 2, and the nurses' dining room attendants, who are in Grade 1, never received a satisfactory reply on their reallocation appeal dated June 16, 1965.

We feel we are the abandoned children of the State Employees. The State Mental Hygiene Department has no such grade.

When it comes to passing the buck the Reallocation Department is number one in my book.

JAMES PASSAMONTE
Mt. Morris Hospital

Two Reappointed

ALBANY—Fred Jackson Powell of Douglaston and Arthur Weber of Corning have been reappointed to the State Board of Examiners of Professional Engineers and Land Surveyors.

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.")

Position Abolished

PURSUANT TO direction of the Mayor the New York City Office of Civil Defense was reorganized for overall efficiency. On August 19, 1966 the Mayor by executive order substituted the new Office of Civil Defense and Disaster Control. Many civil defense functions and staff members were transferred to other City departments. However, certain unique positions were abolished. The holders of such positions were placed on preferred lists as required by the Civil Service Law to use for filling vacancies in the same or similar positions.

IN MATTER of Solis (Cooney), New York Law Journal, May 18, 1967, the petitioner, the holder of the unique position of Deputy Director with the Office of Civil Defense contended that the abolition of his position was not in good faith. Indeed, he contended that a provisional appointee had been assigned the duties he formerly performed.

SOLIS WAS, of course, placed on a preferred list. In view of the unique position he formerly held, the City Civil Service Commission wisely classified him as qualified to fill other appropriate positions.

As previously indicated, the sole issue raised in the court proceedings was whether the petitioner's position was abolished in good faith, if, indeed, it was abolished at all. This issue was tried before Justice Birdie Amsterdam.

THE UNCONTROVERTED facts elicited at the trial established that the petitioner is an honorably discharged veteran who served as a Major in the Armed Forces. He concededly executed his duties capably as Deputy Director of the Office of Civil Defense.

THE PETITIONER testified that on April 27, 1966, the respondent Timothy J. Cooney, Director of Civil Defense, stated that the petitioner's position was to be abolished, but that if he had cooperated in the reorganization (to which he was admittedly opposed) he would have retained his job. Petitioner further testified that the respondent told him he was abolishing the position because he wanted a deputy in whom he could confide. A witness for the petitioner testified that since April 1966 Carmine Novis performed the petitioner's former duties.

PETITIONER CONTENDED that while the title of his position may have been abolished, the position itself has not. The petitioner's former duties, he argued, are being performed by Novis under the title of Senior Management Consultant in the Office of the Deputy Mayor.

THE RESPONDENT Cooney testified that he was appointed as Director of the New York City Office of Civil Defense and assigned to reorganize that office. He testified that upon reorganization, after the elimination of approximately 230 positions from the New York City Office of Civil Defense, there was no longer any need for a Deputy Director. Mr. Cooney categorically denied ever stating that the petitioner would have retained his position had he been cooperative or that the Deputy Mayor must have someone in whom he could confide.

AS PART of the respondent's case, it was testified that Mr. Novis never worked as Assistant to Mr. Cooney. However, he did participate in conferences involving defense activities in furtherance of the reorganization.

WHILE MR. Novis' powers and duties may have been enlarged with the creation of the Office of Civil Defense and Disaster Control, the respondent urged that performance by Novis of some of the duties that were formerly performed by Deputy Director Solis did not make his position the same.

JUSTICE AMSTERDAM held on the basis of the evidence that there was a bona fide abolition of Mr. Solis' position. The Jurist's dismissal of the petition, however, in no way prejudices Mr. Solis' right to certification from the preferred list to fill vacancies that may occur in equivalent positions as established by the City Civil Service Commission.

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OFFICERS INSTALLED —

Shown, left to right, at the recent spring party of the Watertown State chapter of the Civil Service Employees Assn., were: Robert Gulid, installing of-

ficer; Francis Mitchell, president; Austin Emery, toastmaster; Mrs. Dorothy Eveleigh, secretary; Robert Dupee, first vice president, and Mrs. Sally Helmerci, treasurer.

Watertown Chap. Installs Officers

New officers of the Watertown State chapter, of the Civil Service Employees Assn., were recently installed at the chapter's annual spring party by Robert Gulid, CSEA field representative.

Francis Mitchell became president of the chapter with William Dupee and Nicholas Smith as first and second vice presidents. Mrs. Dorothy Eveleigh continues as secretary and Mrs. Sally Helmerci as treasurer.

Austin H. Emery, assistant north district engineer, was toastmaster. Merit awards went to Alma M. Smith, an employment interviewer with the Division of Employment for 35 years and George Kellogg, Jr., electrician in the D.P.W. for 26 years.

Guests from the Jefferson chapter, CSEA, included Mrs. Fannie W. Smith, past president; Mrs. Shirley Gaffney, treasurer, and Mrs. Eleanor Percy.

Pipe Inspector

Ten candidates for jobs as pipe laying inspector took technical oral examination recently.

LEGAL NOTICE

FILE No. 1180, 1967. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent,
TO PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, ATTORNEY GENERAL OF THE STATE OF NEW YORK, The heirs at law, next of kin and distributees of EDWIN LANGILLE, Deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence.
YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on June 2, 1967, at 10:00 A.M., why a certain writing dated April 23, 1966, which has been offered for probate by MICHAEL L. SANTANGELO, residing at 34 Watts Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of EDWIN LANGILLE, Deceased, who was at the time of his death a resident of 34 Watts Street, in the County of New York, New York.
Dated Attested and Sealed, April 28, 1967.
HON. SAMUEL J. SILVERMAN,
Surrogate, New York County
WILLIAM S. MULLEN,
Clerk.

The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There is a real demand for **FLOOR WAXERS** throughout the city. Must be experienced in route work, able to use both liquid and paste wax and have checkable references. Day and night positions are available and a drivers license would be helpful. The pay range is \$75-\$90 a week . . . In Manhattan fully experienced **WINDOW CLEANERS** are wanted. Must be able to do belt and ladder work in commercial buildings. Pay range is \$90 to \$122.50 a week depending on experience . . . Apply at the Manhattan Service Placement Office, 259 West 54th Street, Manhattan.

FARM WORKERS are needed for about six months of work in various parts of New York State. Experienced workers preferred but persons able to do heavy manual work should apply. Free Government-inspected housing is provided. The pay range is \$1.25 to \$1.50 an hour for 40 to 60 hours, six-day week . . . Also needed are **LANDSCAPE WORKERS** to work in New York City. At least three months experience preferred but persons able to operate a gas powered lawn mower and do heavy outdoor work should apply. The pay range is \$1.05 to \$2.25 an hour . . . If interested in farm jobs or landscape work apply at the New York City Farm Office, 6th floor 247 West 54th Street, Manhattan.

There are many jobs for people with good office skills. For example, experienced **LEGAL STENOGRAPHERS** able to take rapid dictation and use electric typewriter are needed in downtown and midtown Manhattan. The salary range is \$110 to \$135 a week . . . For **TEMPORARY** work, **LEGAL STENOGRAPHERS** with three years experience can get \$25 a day . . . Also in demand

are **TRANSCRIBING MACHINE OPERATORS** able to use either electric or manual typewriters at \$85 to \$95 a week, depending on experience . . . **SECRETARY-STENOGRAPHERS** with one to five years experience can earn \$90 to \$125 a week . . . **STENOGRAPHERS** are urgently needed for a State agency in New York City. Applicants will be tested at 80 words a minute. Salary starts at \$3,999 a year with good fringe benefits, sick leave and vacation with pay . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue at 51st Street, Manhattan.

MEDICAL STAFFING is urgently needed for children's summer resident camps, either for a single month, July or August—or for both months. Numerous openings, in attractive settings, exist for **LICENSED PHYSICIANS, REGISTERED NURSES** or **LICENSED PRACTICAL NURSES**. Living arrangements are available for physicians' families. Arrangements can also be made for a nurse's child of camp age. Salaries for physicians, for the season, range from \$800 to \$10,00. For registered nurses, the salary range is from \$400 to \$600 and for licensed practical nurses from \$300 to \$400 plus room and board, and free transportation . . . Apply at the Nurse and Medical Placement Office, 444 Madison Avenue.

Patrolman Medical Examinations

The New York City Department of Personnel last week administered medical and rated physical examinations to some 458 candidates for patrolman, police trainees.

Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by
William G. O'Brien

Blue Cross-Blue Shield
Manager,

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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. Is it necessary for new employees to have a health examination to join the Statewide Plan?

A. No. No examination is required. However, you should apply within your first two pay periods in order to enroll without qualifying. If you fail to enroll within that time, you will have to furnish a statement of health for yourself and each member of your family.

Q. I have been a member of the Statewide Plan ever since it was offered to State employees. If I retire this year at 62 will my benefits be the same as if I were still working?

A. Yes. Benefits for both active employees and retired members of the Statewide Plan are exactly the same. Incidentally, this privilege of continuing the Statewide Plan into retirement is one of the marvelous features of the plan.

Q. Are doctor's office calls covered under the Blue Shield portion of my Statewide Plans?

A. No. Regular office calls to a physician are covered under the Major Medical portion of your Statewide Plan with deductible and co-insurance applying.

Headlines Like These Need Not Apply To You!

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Most doctors demand patients pay extra money, despite insurance coverage.

Indemnity insurance link to higher fee

DOCTOR FEES RISE WITH BENEFITS STUDY SHOWS

Surgery Fees Drain Increase in Benefits

Insured Surgical Fees Reported Up

If you are a City employee, only H.I.P. can stand between you and the extra charges that lurk behind headlines such as these.

Cash allowance and major medical insurance programs cannot give you the full protection that your family needs today.

Fewer and fewer physicians are accepting insurance fee schedules. More and more "insured" families are having to pay out-of-pocket for services for which doctors' charges exceed the scheduled allowances. Major medical subscribers find that the higher the medical bill, the greater their "share" of the cost.

Only H.I.P. members have the peace of mind of knowing that their insurance fully protects them for all the plan's basic services—be it a preventive health check-up or open-heart surgery.

And they also know that H.I.P. is the only plan in the New York area that has established its own professional standards for affiliated physicians.

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Promotion Exams Offered For 3 Court Positions

Applications are being accepted until June 5 for three promotion examinations, in the Unified Court System in New York City. The exams, to be given on July 15, are for positions of law stenographer, principal stenographer and principal clerk.

The examination for law stenographer is open to qualified candidates in the Supreme and Surrogate's Courts whose primary duty is taking and transcribing legal dictation from justices or law assistants.

The examinations for principal clerk and principal stenographer are open to senior clerks, senior stenographers and senior keypunch operators with three months of permanent competitive class service. These two exams are being held to fill anticipated vacancies in the City of New York in the Civil, Criminal and Family Courts, Office of Probation, Surrogate's Courts and County Clerk Offices.

For further information, contact the Judicial Conference of the State of New York at BA 7-1616.

Meter Maid Exams

Five hundred and thirty eight prospective meter maids (parking enforcement agents) were given medical and rated qualifying physical tests last week by the City Personnel Dept.

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We decided to give you several:



The Fisher 95 Bay Grand^{*}
Custom Module Stereo Phonograph/FM
Tuner System

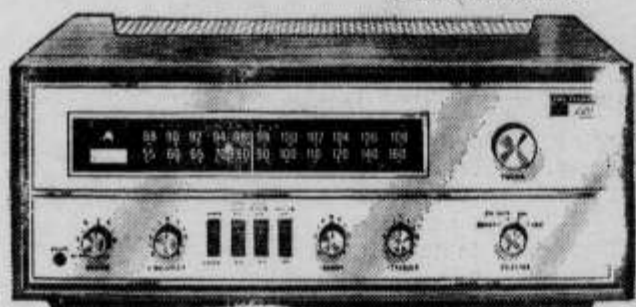
With 35-watt solid state stereo-control amplifier, matched speaker systems, 4-speed Garrard automatic changer, Pickering cartridge, FM stereo tuner, in oiled walnut. (With optional larger speakers for extended bass.)

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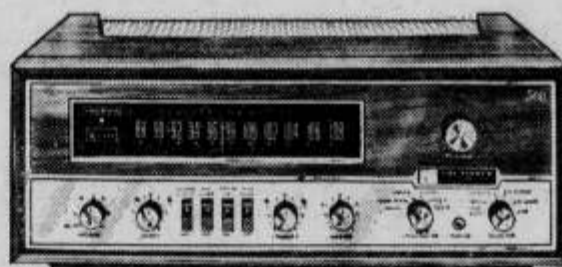
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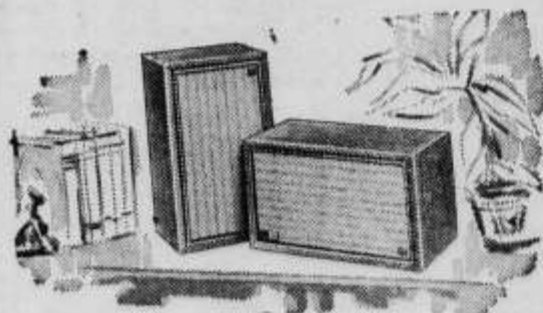


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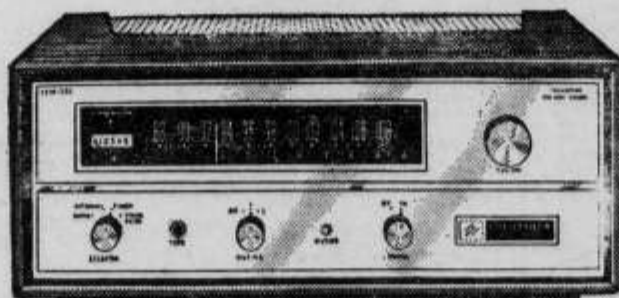


The Fisher 500-T
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transformerless output stages with silicon transistors;

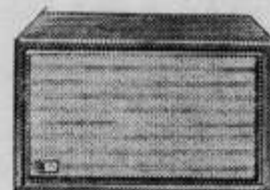


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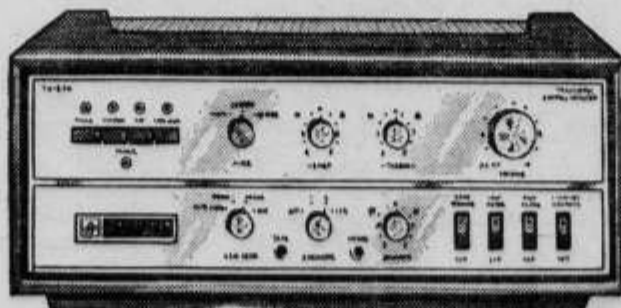
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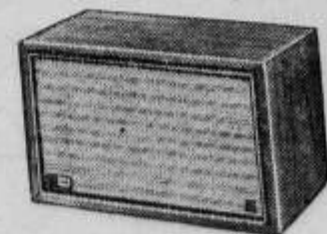
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News Of The Schools

By A. L. PETERS

New Effective Date Set For Sub Licenses

Holders of substitute licenses which are stamped to be effective on September 1 may use these licenses beginning June 12. Additionally, individuals on eligible lists who are slated to be appointed in the fall and who do not hold a substitute license may apply in writing to the Office of Personnel at school headquarters for a temporary substitute certificate approved by the Board of Examiners enabling them to teach from June 12 through June 30.

Special Board Meeting Called For May 31

New York City's Board of Education will hold a special meeting at 8 p.m. Wednesday, May 31, at its headquarters, 110 Livingston Street, Brooklyn. The meeting was scheduled because of the time lag between the Board's annual meeting on May 9 and its next regularly scheduled meeting on Wednesday, June 21.

Nine States Represented In NTD Enrollment

The National Teacher Corps program at Queens College now has fifteen men and women currently enrolled in the two-year course of study enrollees come from nine different states and Puerto Rico.

Designed for college graduates who would like to teach at the grade school level, the program allows participants to work in public schools during the day as interns and to matriculate for a master's degree in elementary education at Queens in the evening. It is supported by the United States Office of Education.

Employment Program Serves 400 At 20 Schools

More than 400 pupils in 20 schools are participating this term in STEP, the school-to-employment program conducted by the City school system in cooperation with the State Education Department.

The project assists potential dropouts and disadvantaged youth in a highly saturated supportive program of school and daily employment, supervised and guided by teacher-coordinators. It was explained by Charles Savitzky, project director.

More Parent Involvement Seen Under Decentralization

Greater community involvement in the work of the schools is indicated as part of Board of Education community relations policy in a circular issued last week by School Superintendent Bernard E. Donovan. The circular relating to the new decentralization policy, notes:

"Community involvement in the work of the schools to the extent contemplated in the decentralization plans is a new venture to both the school and the community. It touches upon the parent's hopes for his children, the teacher's right to reasonable security in the rendering of professional services, the supervisor's freedom to provide professional leadership and the community's right to expect quality education.

"I am requesting district superintendents and principals to immediately intensify their efforts to involve parents in meaningful ways in their district and school programs. In order to strengthen this program, I am appointing a small committee of superintendents, principals and teachers to prepare guidelines for the school's contribution to community involvement.

"Meanwhile we welcome constructive suggestions from parents and community leaders on the nature and mechanics of effective parental and community participation."

"It would be most unfortunate if the Board's plans for cooperative effort were to be impeded by the tactics of harassment and threatened reprisal now being employed against principals and teachers by some groups in the city. The instruction of children

suffers and schools cannot operate effectively when there is an atmosphere of unrest and tension brought about by unreasonable and threatening demands. This is particularly true when the pressures have overtones of racial or religious bigotry."

"The schools are aware of the



SUPERINTENDANT DONOVAN

need for improvement and are prepared to go to great lengths to meet the legitimate desires of the staff and the community for quality in the instructional program. The Superintendent of Schools is fully aware of the responsibility of the entire staff for the academic and social achievements of all pupils. At the same time, personnel problems in the schools must be handled in terms of the quality of service rendered to children and not in terms of undue pressures from vested interests."

MDT Needs Building Maintenance Instructors

The Manpower Development Training Program will accept applications continuously for the position of Instructor of Building Maintenance. Applicants for this position must have had nine or more years of full-time paid experience in this field and hold a High School or Equivalency Diploma.

These are full-time day positions. Applicants should send resume of experience and education to Manpower Development Training Program, 110 Livingston St., Room 814, Department "P," Brooklyn, N.Y. 11201.

Summer Courses May Enroll 19,000 At Queens

Approximately 19,000 graduate and undergraduate students are expected to enroll for summer courses at Queens College this year. The college will offer two six-week undergraduate sessions, a six-week graduate session and two six-week Adult Education sessions. In addition, instruction in English will also be given in the college's English Language Institute from June 12 to September 1.

Honors

Dr. Peter Muirhead, associate commissioner for Higher Education, U.S. Office of Education, and a graduate of the State University College at Geneseo, will be the commencement speaker at Geneseo's program Sunday, June 4, at 2:30 p.m. in Schrader Gymnasium.

Dr. Michael Shmidman has been named Director of the first Summer Session at the Borough of Manhattan Community College.

Dr. Hans Gottschalk, professor and chairman, Department of English, State University College at Geneseo, has been named president-elect of the New York State English Council.

Milton G. Bassin, President of New York City Community College in Brooklyn, will receive the Gamma Tau Epsilon Gold Key Award at a dinner sponsored by the national graphic arts honor society, Wednesday, June 7, at the Park 100 Restaurant.

Happenings

Twenty representatives of the New York Telephone Company, many former graduates of the Bedford Stuyvesant community, visited Stephan Decatur Junior High School on Friday, May 26, to meet with the student body and present a career opportunity program.

A school named for a famous Negro American Revolutionary poetess was dedicated on Thursday, May 25.

The ceremonies took place in the auditorium of the Phyllis Wheatley School, PS 328 Brooklyn, at 330 Alabama Ave. The school was named in honor of the Negro poetess who was a freed slave. Her poems of the American Revolution were commended by George Washington.

Construction Budget Forecasts Trends In City Schooling

The 45 major construction projects proposed in the 1968-69 capital budget and 82 site acquisitions illuminate the direction of school planning for the next decade.

Together with his initial proposals for 1968-69, the Superintendent presented a five-year capital program for the period 1969 to 1974 costing \$711,500,000 and including the construction of 104 additional projects providing 35,457 pupil capacity in high schools and intermediate schools, and upgrading but not enlarging the elementary school plant.

The proposed program incorporates:

- elimination of all remaining obsolete buildings which are wholly or partially of "C"-type construction (there are 129 such buildings).
- establishment of 4-year, co-educational, comprehensive high schools.
- development of Educational Parks,
- erection of neighborhood Head Start-Early Childhood Centers.
- construction of schools under the provisions of the New York City Educational Construction Fund.
- implementation of the Speno-McCloskey Amendment as it pertains to the education of maladjusted or retarded pupils.

In line with the Board's reorganization of school levels, including four years of comprehensive high school, three or four years of intermediate school and four or five years of primary school preceded by prekindergarten and Kindergarten, the 45 building proposals for 1968-69 include the following:

- Six new comprehensive high schools and 12 additions to existing high schools and conversion into comprehensive high schools.
- Twelve new intermediate schools and two additions to existing junior high schools and conversion into intermediate schools.
- Eight new primary schools and one addition to an existing elementary school.
- One new special school for special educational programs and services for emotionally and socially maladjusted children.
- Three major renovations of existing school plant service facilities.

TEACHER EXCHANGE

- All Grades, per diem subs., P57M, 176 E, 115 St., LE 4-0768
- Voc. Mus., 6/5 to end term, J54M, RI 9-0232
- Math., Sci., Art for Sept., J43M, RI 4-7800
- JHS Enr., Sci., Math., voc. & orch. music, art, shower attend., J246K, for Sept., BU 2-5230
- Upper Grades, cluster teachers, Sept., 329-9809
- Cluster teacher until June, P180M, MO 4-3500
- Sec., per diem subs., P80K, 443-2798
- Math. (2), Sci. (1), per diem, bal. yr: J80X, OL 3-0530
- Ed. School New, Sec., per diem sub. teachers, cluster teacher, for art, music or health ed., P18K
- Math., Sci., Eng., Ind. Arts, Girls High Ed., Voc. music: CR lics. considered, emergency lic. exams arranged, J64K, 647-1622
- Full term & per diem vacs. for teach. and full term sec'y vac., P54X, DA 9-5786
- Sub. teach., J142K, free park., JA 2-0218
- Sk. Eng., Span., H. Eco., J166K, NI 9-0765
- Per diem needed, write or call 499-9303
- Eng. (2), Math. (1), Libr. (1), also per diem, J55X, 993-0300
- Teachers, sec'y, needed for Sept., IS148K, (new school), 993-0300
- Home Eco., per diem, Sept., J45X, FO 3-5700
- Sec'y for peak load days, per diem subs., P80K, 443-2798

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U.S. Job Opportunities

The Federal government is seeking to fill positions in virtually all career fields. These positions have varying requirements and are located throughout the country. For further information on these positions, contact the U.S. Civil Service Commission, 220 East 42 St., N.Y., N.Y., 10017 or call the commission at 573-6101.

Agricultural

- Agricultural commodity grader (fresh fruits and vegetables), \$6,451 and \$7,696; (grain), \$5,331 and \$6,451.—Announcement 214 B.
- Agricultural commodity grader (meat), \$5,331.—Announcement 377 B.
- Agricultural extension specialist (program leadership educational research and training), \$10,927 to \$17,550; subject-matter specialization educational media, \$10,927 to \$15,106. Jobs are in the Washington, D.C., area. Extensive travel throughout the United States. Announcement 4 B.
- Agricultural marketing specialist, \$6,451 to \$15,106; agricultural market reporter, \$6,451 to \$9,221.—Announcement 147 B.
- Agricultural research scientist, \$5,331 to \$15,106.—Announcement 58 B.
- Agricultural statistician, \$5,331 to \$6,451.—Most jobs are with the U.S. Department of Agriculture. Announcement 305 B.
- ASC program specialist, \$6,451 to \$10,927; ASC operations assistant, \$6,451 to \$7,696.—Jobs are in the State offices of the Agricultural Stabilization and Conservation Service, Department of Agriculture. Announcement SL-142-1 (64).
- Crop insurance fieldman, \$5,331; crop insurance supervisor, \$6,451 and \$7,696.—Jobs are in the Department of Agriculture in 37 States. Announcement 325 B.
- Farm management supervisor, \$5,331 and \$6,451.—Most jobs are with the Department of Agriculture. Announcement DE-10-1 (65).
- Home supervisors, \$5,331 and \$6,451.—Jobs are with the Farmers Home Administration, Department of Agriculture. Announcement DE-10-2(1966).
- Plant quarantine inspector, \$5,331 and \$6,451.—Jobs are in the Agricultural Research service of the Department of Agriculture. Announcement 298 B.

Business and Economics

- *Accountant and Auditor, \$6,211 and \$7,090.—Announcement 188 (revised).
- **Accounting technician, \$5,331.—Jobs are in the Washington, D.C. area. Announcement 352 B.
- *Actuary, \$6,387 to \$17,550.—Announcement 192.
- *Auditor, \$7,957 to 10,927.—Jobs are principally with the various audit agencies of the Department of Defense. Announcement 275 B.
- Bank examiner, \$7,696 to \$10,927.—Jobs are in the Federal Deposit Insurance Corporation. Announcement 385 B.
- **Digital computer specialists: computer programmers and

- computer systems analysts, \$7,696 to \$10,927.—Jobs are in Washington, D.C. area. Announcement WA-03-6.
- *Digital computer systems operator, \$6,451.—Jobs are in the Washington, D.C. area. Announcement 348.
- *Economist, \$7,696 to \$17,550.—Announcement 382 B.
- *Equipment specialist, \$7,696 to \$10,927.—Jobs are in Department of the Army installations. Announcement 388 B.
- Farm credit examiner, \$7,696 and \$9,221.—Announcement 195 B.
- Fishery methods and equipment specialist, \$5,331 to \$10,927.—Positions require sea duty chiefly in the Atlantic and Pacific Oceans. Announcement 108 B.
- **Mineral specialist, \$5,331 to \$10,927.—Jobs are with the Bureau of Mines in Washington, D.C. Announcement 350 B.
- Right of way appraiser, \$9,221 and \$10,927.—Most positions are with the Bureau of Public Roads. Announcement 322 B.
- Savings and loan examiner, \$6,451 and \$7,696.—Jobs are in the Federal Home Loan Bank Board. Announcement 132 B.
- **Transportation traffic examiner (freight), \$7,068.—Jobs are in the Washington, D.C. area. Announcement 270 B.
- Warehouse examiner, \$5,331 to \$6,451.—Jobs are with the Department of Agriculture. Announcement 249 B.

Engineering and Scientific

- Aero-space technology positions (in physical sciences, engineering, mathematics, life sciences, and administration), \$6,387 to \$17,550.—Positions are with National Aeronautics and Space Administration Headquarters and Centers. Announcement 347 B.
- **Architect, \$6,387 to \$15,106.—Jobs are in the Washington, D.C., area. Announcement 299 B.
- **Astronomer, \$6,387 to \$17,550.—Jobs are in the Washington, D.C., area. Announcement 330 B.
- Biochemist, \$7,729 to \$15,106.—Positions are with Veterans Administration. Announcement 301 B.
- **Biological research assistant, \$5,331.—Jobs are in the Washington, D.C., area. Announcement 203 B.
- **Biologist, microbiologist, physiologist, \$6,451 to \$17,550.—Jobs are in the Washington,

- D.C., area. Announcement 204 B.
- *Biologist—aquatic and general, \$6,451 to \$15,106 a year.—Most positions are with the U.S. Public Health Service. Announcement CH-65-1(64).
- *Cartographer, \$5,331 to \$12,873.—Jobs are in the Washington, D.C. area. Announcement 328 B.
- Cartographer, \$5,331 to \$7,696.—Jobs are with Hq., Aeronautical Chart and Information Center, St. Louis, Mo. Announcement SL-56-1(64).
- **Chemist, engineer, Mathematician, metallurgist, physicist, \$6,387 and \$7,729.—Jobs are principally in the Washington, D.C., area. Announcement 753.
- **Chemist, mathematician, metallurgist, physicist, \$8,479 to \$17,550.—Jobs are principally in the Washington, D.C., area. Announcement 392 B.
- **Engineer (various branches), \$8,479 to \$17,550.—Most jobs are in Washington, D.C., area. Announcement 332 B.
- Engineer, \$6,387 to \$9,536.—Jobs are in the Bureau of Reclamation in the West, Midwest, and Alaska. Announcement DE-1-2(65).
- *Fishery and wildlife biologist, \$5,331 to \$17,550.—Announcement 285 B.
- *Forester, \$5,331 and \$6,451.—Announcement 218 B.
- *Geodesist, \$6,387 to \$17,550.—Announcement 168 B.
- *Geologist, \$7,696 to \$17,550.—Announcement 282 B.
- *Geophysicist, \$5,883 to \$17,550.—Announcement 232 B.

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- **Health scientist administrator and grants associate, \$9,221 to \$17,550.—Jobs are in the Washington, D. area. Announcement 397 B.
- *Hydrologist, \$6,837 to \$17,550.—Announcement 343 B.
- *Industrial hygienist, \$6,387 to \$17,550.—Jobs are principally in the Navy Department. Announcement 230 B.
- *Landscape architect, \$6,387 to \$17,550.—Announcement 353 B.
- *Meteorologist, \$6,387 to \$17,550.—Announcement 346 B.
- Microbiologist, \$6,451 to \$15,106.

(Continued on Page 12)

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Listing Of Federal Job Openings

(Continued from Page 11)

Administration. Announcement 370 B.
—Jobs are with the Veterans Administration.

**Navigational scientist, \$6,387 to \$17,550.—Jobs are in the Washington, D.C., area. Announcement 335 B.

*Oceanographer, \$6,387 to \$17,550.—Announcement 371 B.

*Operations research analyst, \$8,479 to \$17,550.—Announcement 193B.

**Patent adviser, \$7,729 to \$17,550.—Jobs are in the Washington, D.C., area. Announcement 372 B.

*Patent examiner, \$6,387 to \$12,873.—Jobs are in the Washington, D.C. area. Announcement 329 B.

**Pharmacologist, \$7,090 to \$17,550.—Jobs are in the Washington, D.C., area. Announcement 202 B.

*Public health scientist, \$7,696 to \$17,550.—Jobs are with the Communicable Disease Center at Atlanta, Georgia, and throughout the country. Announcement AT-82-2(63).

Radiolotopes scientist, \$7,728 to \$15,106.—Jobs are in Veterans Administration. Announcement 389 B.

Ship missile systems field service engineer and specialist, \$6,451 to \$12,873.—Jobs are principally in the Department of Navy. Announcement SF-14-2(66).

Surveying aid, \$3,925 to \$4,776.—Most jobs are with mobile field units of the Coast and Geodetic Survey operating throughout the United States. Announcement 367 B.

*Technical Aid in Science and engineering, \$3,925 and \$4,269.—Jobs are in the Washington, D.C. area. Announcement 360 B.

General

Apprenticeship and training representative, \$7,696 to \$10,927.—Positions are with the Department of Labor. Announcement 361 B.

Senior Level Positions Examination, \$12,873-\$17,550. — Announcement 408.

**Federal service entrance examination, \$5,331 to \$7,696.—Closing date for Management Internship positions, January 18, 1967; for general positions May 17, 1967. Announcement 400.

Food service supervisor, \$2.72 to \$3.84 per hour.—Jobs are in Federal penal and correctional institutions throughout United States. Announcement SL-14-3(64).

Foreign language specialist (writer and editor, \$6,451 to \$12,873; radio adapter, \$5,331 to \$9,221; radio announcer, \$5,331 to \$7,696; radio producer \$6,451 to \$10,927.—Jobs are with the U.S. Information Agency in Washington, D.C., and New York, N.Y. Announcement 186 B.

Hearing examiner, \$15,106 to \$20,075. Announcement 318.

Helicopter pilot, \$9,221.—Jobs are at Fort Rucker, Alabama. Announcement AT-106-31(62).

Home economist, \$7,696 to \$10,927.—Announcement 381 B.

*Illustrator, \$5,331 to \$10,927.—Jobs are in the Washington, D.C. area. Announcement 374 B.

Immigration patrol inspector, \$6,451.—Jobs are in the Immigration and Naturalization Service. Closing date: February 15, 1967. Announcement 398 B.

**Librarian, \$5,331 to \$17,550.—Jobs are in the Washington,

D.C. area. Announcement 277.

Librarian, \$6,451.—Jobs are in Veterans Administration installations throughout the United States (except Alaska and Hawaii) and Puerto Rico. Announcement 197 B.

**Museum technician, \$5,331 and \$6,451; museum specialist, \$7,696 to \$10,927.—Jobs are in the Washington, D.C. area. Announcement 357 B.

Radio announcer for international broadcasts in English; \$7,696 to \$10,927.—Jobs are with United States Information Agency in Washington, D.C. Announcement 393 B.

Radio broadcast technician, \$2.94 to \$3.74 an hour.—Jobs are in the Washington, D.C. area. Announcement 235 B.

*Recreation resource specialist, \$7,696 to \$17,550.—Announcement 308 B.

Safety inspector, \$5,331 and \$6,451.—Jobs are with Interstate Commerce Commission. Announcement 302 B.

**Statistician, survey statistician, \$7,696 to \$17,550; statistician (mathematical), \$6,387 to \$17,550.—Jobs are in the Washington, D.C. area. Announcement 376 B.

Medical

Corrective therapist, occupational therapist, physical therapist, \$5,867 to \$7,696.—Jobs are with the Veterans Administration. Announcement 290 B.

Dietitian, \$5,331 to \$9,221.—Jobs are with the Veterans Administration. Announcement 221 B.

*Dietitian, \$6,451 to \$10,927; public health nutritionist, \$7,696 to \$17,550.—Announcement 286 B.

**Laboratory and clinical technicians in health research, \$5,331 to \$7,696.—Most positions are at the National Institutes of Health, Bethesda, Md. Announcement 397 B.

*Medical officer, \$11,111 to \$18,157; veterinary medical officer, \$10,927 to \$17,550.—Announcement 312 B.

Medical officer (rotating intern, \$8,800; psychiatric resident, \$4,800 to \$5,600).—Jobs are in St. Elizabeth's Hospital, Washington, D.C. Announcement 219 B.

*Medical record librarian, \$5,331 to \$10,927.—Announcement 331 B.

Medical technical assistant, \$5,867.

—Jobs are with the Public Health Service in Federal penal and correctional institutions. Announcement 355 B.

**Medical technologist in health research, \$5,331 to \$9,221.—Most positions are at National Institutes of Health, Bethesda, Md. Announcement 310 B.

Medical technologist, \$5,331 to \$9,221.—Jobs are with the Veterans Administration. Announcement 323 B.

*Occupational Therapist, \$5,867 to \$7,696.—Announcement 294 B.

*Pharmacist, \$6,451 to \$7,696.—Positions are with the Veterans Administration. Announcement 212 B.

*Physical therapist, \$5,867 to \$9,221.—Announcement 295 B.

Professional Nurse, \$5,331 to \$12,873.—Announcement 128.

Resident in hospital administration, \$4,210 to \$6,925.—Jobs are with the Veterans Administration. Announcement 386 B.

Speech pathologist, audiologist, audiologist-speech pathologist, \$9,221 to \$12,873.—Jobs are with the Veterans Administration. Announcement 280 B.

Staff nurse, head nurse, public health nurse, \$5,331 to \$7,068.—Jobs are with the Indian Health Program on reservations west of the Mississippi River and in Alaska. Announcement 100 B.

*Veterinarian, \$8,218 to \$17,550.—Announcement 313 B.

Social and Educational

Correctional officer, \$5,867.—Jobs are in Federal penal and correctional institutions throughout the United States. Announcement WA-7-11.

Correctional treatment specialist, \$6,451 to \$7,696.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2(65).

**Education specialist and supervisory education specialist (special or vocation subjects—in technical fields), \$7,696 to \$17,550.—Jobs are in the Washington, D.C. area. Announcement 278 B.

Elementary teacher, \$5,331 and \$6,451.—For duty in the Bureau of Indian Affairs in various States including Alaska. Announcement 313 B.

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Revised List of U.S. Jobs

(Continued from Page 12)
nouncement 238 B.

Employment service adviser (general), \$10,927; Social administration adviser, social insurance research analyst, \$7,696 to \$17,550.—Announcement 306 B.

Manpower analyst, \$7,696 to \$17,550; Manpower development specialist, \$7,696 to \$10,927.—Most positions are with the Department of Labor. Announcement 378 B.

*Program specialist and advisor, \$7,696 to \$17,550.—Most positions are with the U.S. Office of Education. Announcement 324 B.

**Psychologist (clinical, counseling, research, and other specialties), \$7,696 to \$17,550.—Announcement 356 B.

*Public health adviser, public health analyst, \$7,696 to \$17,550.—Jobs are in Public Health Service and Children's Bureau of the Department of Health, Education, and Welfare. Announcement 366 B.

*Public health educator, \$7,696 to \$15,106.—Announcement 309 B.

Resident youth workers, \$5,331.—For duty in Jobs Corps Conservation Centers operated by the Department of the Interior and the Department of Agriculture throughout the country. Announcement WA-04-6.

Social administration: child welfare adviser and specialist; public assistance adviser; public assistance specialist (assistance standards specialist, staff development specialist, welfare methods specialist, welfare service specialist); medical and psychiatric adviser and specialist; rehabilitation adviser; public welfare research analyst (public assistance, child welfare), \$7,696 to \$17,550.—Announcement 251.

*Social worker, \$6,451 to \$17,550; social work associate and social service representative, \$7,068 to \$10,927.—Announcement 365 B.

Teacher (general education, industrial arts, and related trades), \$6,451 and \$7,696.—Jobs are in Federal penal and correctional institutions. Announcement SL-14-2(64).

Teachers and guidance counselors, \$5,331 to \$7,696.—For duty in Job Corps Conservation Centers operated by the Department of Interior and the Department of Agriculture throughout the country. Announcement WA-05-6.

Urban planner, \$7,696 to \$17,550.—Announcement 258 B.

Stenography and Typing

Stenographer-typist, \$3,925 to \$4,776.—Applicants should apply under the announcement issued by the civil service office that has jurisdiction over the place where they live.

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Trades

(All trades jobs are in the Washington, D.C. areas unless otherwise specified)

Bindery worker, 2.42 an hour.—Announcement 38 B.

Bookbinder, \$4.06 an hour.—Announcement 182 B.

**Printer-hand compositor, \$4.32 an hour.—Announcement 274 B.

**Printer, monotype keyboard operator, slug machine operator, 4.32 an hour.—Announcement 65 B.

*Printer-proofreader, \$4.32 an hour.—Announcement 327 B.

Steamfitter, mason, laundryman, \$2.81 to \$4.12 an hour.—Supervisory jobs in Federal penal and correctional institutions throughout the U.S. Announcement SL-14-1(64).

Supervisory trades and crafts positions (auto mechanic, carpenter, electrician, machinist, painter, plumber, sheet metal worker, welder), \$3.15 to \$4.75 an hour.—Jobs in Federal penal and correctional institutions throughout the United States. Announcement SL-14-2(1966).

Transmitter and receiver operator and maintenance technician, \$3.05 to \$4.49 an hour.—Jobs are in field locations of the Broadcasting Service of the U.S. Information Agency in California, Florida, Hawaii, North Carolina, and Ohio. Announcement 283 B.

- * May be used for filling jobs in foreign countries.
- ** May be used for filling jobs in any part of the United States where there is no appropriate examination open.
- *** Indicates new announcements.

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(Continued from Page 1) and Arrangement and as a delegate at large.

Although vanden Heuvel has no other public office in mind at the moment, he doesn't hesitate to state his interest in elective politics for the future. Looking at his background, it would appear that whatever political road he intends to follow, foreign affairs will play a predominant role.

This forecast is based on the shaping of his career since leaving Cornell Law School. While still in his early twenties, vanden Heuvel turned towards a career in public service by taking a position as aide to William J. (Wild Bill) Donovan when the latter was ambassador to Thailand in 1953 and 1954. He left the foreign service in 1956 to serve as campaign manager for Anthony Akers, who was seeking a Congressional seat from Manhattan. In 1958, he served as manager for Arthur Levitt when the Comptroller emerged the sole surviving Democrat in State government following Nelson A. Rockefeller's successful gubernatorial bid.

Despite his well-publicized intimacy with Robert F. Kennedy, vanden Heuvel did not actually get to know the Senator until he took a position as a special aide in the Justice Department when RFK was serving as Attorney General. vanden Heuvel, whose first acquaintance with the Kennedys was through the late President John F. Kennedy, earned his first nationwide headlines when, representing the Justice Dept., he fought the attempts of the State of Virginia to avoid racial integration in public schools by closing the public school system and subsidizing so-called private schools, which were segregated.

While fighting, in Virginia's Prince Edward County, to force the State to integrate (the battle took five years) vanden Heuvel was instrumental in setting up a system of free schools through private financing to provide young people with education.

Poverty Program Pilot

vanden Heuvel says of this experiment that "it showed what highly motivated individuals could accomplish in behalf of the underprivileged and, in a sense, was a pilot project for the Poverty Program that emerged a few years later."

With all this involvement in domestic affairs, vanden Heuvel never lost contact with world affairs in general. He has long been associated with the International Refugee Organization, founded by Mrs. Eleanor Roosevelt and others in the early 1930s to aid victims of German Nazi oppression and later expanded to handle refugee situations in all parts of the world. He now serves as president of the organization.

He almost always travels with Senator Kennedy when the latter makes important trips abroad, the most notable being the South American journey of a year ago and the trip to Europe early this year. Both trips produced major foreign policy statements by Kennedy—and you can be certain that part of their content was influenced by vanden Heuvel's thinking.

Civil Service Role

In the meantime, vanden Heuvel has taken on the role of being concerned over civil service protection in the new constitution being written for New York State.

To date he has introduced proposals dealing in the areas in which public employees are expressing the greatest interest—constitutional guarantees of pension rights and reaffirmation of job promotion through competitive examination.

Noting that certain citizen groups and government agencies are seeking more and more to make sweeping appointments without examination for civil service jobs, vanden Heuvel's viewpoint is that "in theory, an elite corps of public employees sounds good. But government, on all levels, is full of talented, gifted people and they came to government without any need to open the doors for a system of selective appointments that, no matter how well-intended, could open the door for a full return to the patronage system."

In the coming months, the work on the constitution and his role as an advisor to Senator Kennedy will occupy a good deal of the young attorney's work. At the same time, the revitalization of the Democratic Party is a concern that will also occupy him. The next big election year is 1968—a Presidential, Senate and Congressional race year. In one of these areas, the name of William vanden Heuvel seems very likely to emerge as one of the "Bright Young Men" who will do much for the revitalization of his party.

Little Green Book

(Continued from Page 2)

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Suffolk Chapter Asks 15 Percent Across-The-Board Pay Increase

BAY SHORE—The Suffolk chapter, Civil Service Employees Assn., has adopted an 11-point program headed by a demand for a 15 per cent across-the-board salary adjustment.

The program, voted by the chapter's board of directors on May 23, is to be presented by chapter president Robert Villa to County Executive H. Lee Denison and members of the county board of supervisors. A printed presentation is being prepared in advance of negotiations before preparation of the county budget for next year.

A salary increase is essential, the board said, because public employee pay continues to lag behind scales in private industry and is eroded by continuing inflation. CSEA won a five per cent general increase and an additional five per cent for selected categories two years ago.

- Other planks:
- (2) Exclusive recognition of CSEA.
 - (3) Time and one-half for all work over 40 hours.
 - (4) Fully-paid health insurance.
 - (5) Fully-paid dental insurance.
 - (6) Reimbursement for accumulated sick leave after five years upon separation or re-

Last Call Nears For Hawaii Tour

Although available space for the annual tour to the Golden West and Hawaii was doubled this year for members of the Civil Service Employees Assn. and their immediate families, only 23 seats remain open for booking.

Two departure dates are available—July 8 and July 22—and both are for two weeks. This itinerary includes San Francisco and Las Vegas with the majority of the time being spent in Hawaii. The low fare of \$467, plus tax, includes round trip jet transportation, hotel rooms, sightseeing, etc.

There will be no space available for the remainder of the summer for an Hawaii tour when these seats are sold. Application for space may be had by writing, for upstate members, to John Hennessey, 276 Moore Ave., Kenmore, N.Y., or, in the Metropolitan area, to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, L.I., New York.

- (7) Additional increment for all employees with 20 years service.
 - (8) Additional longevity increment to salary plan for 15 years service.
 - (9) Cash advance for travel expenses.
 - (10) No grade limit for overtime compensation.
 - (11) Authorized time off with pay for CSEA representatives on employee business.
- The chapter is pressing a mem-

Masseo Again Harlem Valley CSEA Chief

WINGDALE — Rooney Masseo was re-elected president of the Harlem Valley State Hospital chapter, Civil Service Employees Assn., at the annual business meeting held last week at the hospital. This will constitute his third term.

Mrs. Anna Bessette was re-elected secretary-treasurer. Mrs. Bessette is also the Mental Hygiene Representative for the Southern and Capitol District Conference areas, serving on the Board of Directors.

8 Days, \$175

Only One More Bahama Tour Open

A one-week jet vacation to the Grand Bahamas on July 24 is the only Bahama tour left open now to Civil Service Employees Assn. members and their immediate families. All others have been sold out.

The eight-day, seven-night trip will leave New York on July 24 and return there on July 31. The low fare of \$175 will include round trip air transportation, hotel rooms, deluxe breakfast and dinner, sports, parties, etc.

Space is limited and applicants will be handled on a first-come, first-served basis. Bookings may be had by writing directly to Sam Emmett, 1000 East 28th St., Brooklyn, N.Y. 11210. Telephone, after 5 p.m., (212) 253-4488.

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bership drive opened last month with the assistance of newly-assigned field representatives. CSEA members in all county agencies are urged to assist the campaign, which will be widened to include public employees in school districts, towns and villages.

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Tri-Conference Workshop Harlem Valley Honors 25 Year Employees

(Continued from Page 1) sel spoke on the labor relations act and Issy Tessler, Southern Conference president, served as moderator for that panel.

During the discussion on the State Retirement System, delegates to the workshop expressed strong feelings on two topics—making the 1/60th plan more retroactive and showing no enthusiasm for a proposal by Comptroller Arthur Levitt to allow vested rights in the Retirement System after five instead of 10 years' service.

Speakers pointed out to Altman that the five year vesting plan would, in their opinion, serve only high-salaried people who took sort term positions with State government and would expend monies that, in the words of one delegate, "should be used to advance the cause of retroactivity in the 1/60th plan."

An Opportunity

Albright pointed out that, despite any objections to the new Public Employees Relations Act, the law basically offered a great

opportunity to the Employees Association in terms of membership. "Political subdivisions will find it hard going now to deny the right to be represented by an employee organization and here's where CSEA can add thousands of new members to their rolls."

Braun's speech was concentrated on the development of the State Retirement System and a description of its growth in assets, benefits and members.

Speaking on personnel recruitment, Mrs. Poston told her listeners that "although we haven't got all the problems of examinations subsequent recruitment solved, the computer age and common sense have cleared up much of the laborious procedures that have plagued civil service for years."

Mrs. Poston described a series of moves that had been made to speed up the examination procedures and also declared that the basic recruitment techniques of New York State were responsible for "putting us in the forefront in the country in continually at-

tracting able people to government."

Serving on the workshop committee, in addition to the three conference chairmen, were Roger Cilli, Philip Wexler, Joseph Bucaria, James Lennon, Nicholas Puzifferri and Michael Seweak.

Reversal Of Health Aides Reallocation Asked By CSEA

ALBANY — The Civil Service Employees Assn. has appealed to the State Civil Service Commission for reversal of a denial by the Division of Classification and Compensation of two grade salary reallocations for Department of Health institution attendants.

Appellant in the case are three attendants at the New York State Rehabilitation Hospital, West Haverstraw. CSEA is seeking reallocations from grade four to grade six for the 580 positions involved. Of the 580 positions, some 180 currently are vacant.

Sheerin Named

ALBANY—Winthrop F. Sheerin of Colonie has been named chief budget analyst for the State Department of Mental Hygiene at \$13,500-a-year.

Overtime Rules

(Continued from Page 1)

their gross pay if they are excluded from the regular overtime rules, was effective on April 1. But, CSEA maintained explicit procedures governing the benefit have not been promulgated by the Budget Division.

Appeal Procedure Asked

In addition to ordinary procedures, CSEA has urged that an appeal procedure be established for employees who are denied the benefit.

On the office and clerical situation, which affects employees who formerly were required to work 40 hours per week while their counterparts in other departments and agencies were included in the normal 37½ hour week, CSEA said that Hurd should take prompt action with the State agencies involved as they have resisted attempts by CSEA to resolve the problem. The situation involves and one-half hour reduction per day in the credit accumulation of these employees.

WINGDALE—Harlem Valley State Hospital held its annual reception May 18, in Smith Hall, honoring employees who had retired or attained 25 years of service. Approximately 260 guests attended.

Following a buffet supper, Dr. Lawrence P. Roberts, director of the hospital, addressed the guests, introducing the members of the Board of Visitors and representatives of the Civil Service Employees Assn.

Presentations of retirement scrolls were made to the ladies by Judge Reuben Sirlin, and to the gentlemen by Mrs. Edward Preziano. Twenty-five year service pins were presented by Mrs. Thomas Boyce and Mrs. David Claghorn. The presentees are members of the Board of Visitors. Additional gifts were given out

Provisionals Use Gels Criticized

(From Leader Correspondent)

LOCKPORT—State inspectors have criticized the Niagara County Civil Service Commission for allowing employees to serve on a provisional basis in civil service posts.

"Permanent job appointments are desirable", the State Civil Service Department said after reviewing County Commission's operations from 1963-66.

Chester P. Williamson of Niagara Falls, administrative secretary of the County Commission, admitted a lag in granting permanent appointments and blamed it on retirement of veteran office workers.

Capital District

(Continued from Page 3)

provide for continued coverage be paid for and the cost be borne by the unused sick leave credit of the retiree;

- That when a retiree becomes eligible for Medicare coverage the dollar amount of unused sick leave credits also be used to cover the expense of Medicare;

- That the president of the Association appoint a committee to study the feasibility of establishing, financing and operating a year-round Association-sponsored vacation land for employees, retirees and their families.

Prior to the closing of the meeting, Kolothros asked for and received, a standing ovation for the work of A. Victor Costa, conference president, who has declined to seek re-election.

by Mrs. Anne Bessette, representing the CSEA, and Mrs. Eleanor Garrow of the union.

Feily Reports

Albany State Aides Contribute \$8,107 To March Of Dimes

ALBANY — Albany area State employees' contributions to the 1967 March of Dimes Campaign totalled more than \$8,100, according to Joseph F. Feily, president of the Civil Service Employees Assn., and chairman of the State Employees Division in this year's Albany County drive.

Feily's final report, listing returns from forty-one State agency offices in Albany—some of which gave more, and some, less than last year—shows a total 1967 contribution of \$8,107.

This represents an increase of \$310 over the previous year's total, Feily noted, although falling short of the anticipated 1967 goal of \$10,000.

In a statement with the report, Feily commended "all department officials, chairmen, aides, and all who contributed to this important birth defects crusade." "The money will be used wisely for research, medical facilities and public education," he said.

The five leading contributors among Albany State agencies, their chairmen, and the amounts given, were: Taxation and Finance, Frank Carrk, \$1,340.48; Public Works, Joseph P. Ronan, \$905.45; Motor Vehicle, James R. Barrett, \$770.00; Education, Fred A. Kershko, \$693.77; and Division of Employment, Kinsley Martin, \$512.10.

Of all contributing agencies, Feily pointed out, the Department of Motor Vehicles registered the largest increase over last year's contribution, bettering its 1966 total by \$201.42.

New Chairman

ALBANY—J. Vanderbilt Straub, Albany attorney, has been named chairman of the Council of the State University College at Albany. He succeeds Truman D. Cameron, who retired.



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